



A PRACTICAL GUIDANCE PAPER FOR INTEGRATING GENDER AND SOCIAL INCLUSION ISSUES IN WASH PROGRAMS



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1. WHY THIS GUIDANCE PAPER?

This guidance paper describes pragmatic steps to integrate gender equity and inclusion in the water supply, sanitation and hygiene (WASH) sector at the district level. The guidance paper follows the eight building blocks and the four stages in achieving transformative change in the WASH sector. It guides district government to consider gender equity and inclusion actions across the sector building blocks while achieving sustainable, equitable and inclusive WASH services.

The guidance paper presents a series of actions that need to be integrated into the WASH programme cycle and the eight building blocks that determine the strength of the system (such as coordination, strategic planning, financing, institutional arrangements, service delivery, accountability, monitoring and the environment).

The guidance paper aims to support the district government to mainstream gender equity and inclusion in its WASH programme so that the needs of all people (women, men, persons with disabilities, old ages, the poorest of the poor, and children) could be met.



2. WHO ARE THE AUDIENCES?

This guidance paper is meant for the district government including water, health and education, and rights organizations such as women affairs, social affairs, women associations and people with disabilities associations. Non-government organizations (NGOs) operating in the WASH sector can also use this guidance paper to make service provision gender-sensitive, equitable and inclusive. The district government will own this guidance paper and make sure that NGOs involved in WASH service provision use it to address the needs of all population groups.

3. WHY IS INTEGRATING GENDER AND SOCIAL INCLUSION IMPORTANT?

Lack of access to WASH services disproportionately affects women, girls, persons with disabilities, the poorest people and the elderly. In spite of the fact that they are the most affected they are not actively participating in WASH governance and decision-making processes because of a lack of confidence and skill, social norms and unequal power relations. WASH programmes designed without involving the marginalized groups may result in either abandoning or misuse of the facilities. When people resort to unprotected water sources and open defecation, the risk of disease outbreaks is likely to happen. This will give an additional burden on women and girls, as traditional caretakers for the sick family members.

Lack of WASH facilities and/or unsuitable sanitary facilities in the schools, resulting in increased dropouts of adolescent girls. Lack of menstrual hygiene management (sanitary products, separate room to wash and change pads) overly affect girls' education. Facilities with inappropriate design exceedingly affect persons with disabilities, and this makes them lose interest to go to school. The risk of gender-based violence is exacerbated by the improper location of water points and sanitary facilities, as well as the lack of separate sanitary facilities for males and females.

Lack of WASH facilities adversely affects health service delivery, especially for women, girls, persons with disabilities and the elderly. Facilities with inappropriate design overly affect persons with disabilities, pregnant women and children. This exacerbates the risk of people losing interest to visit health facilities.



4. SCOPE OF THE GUIDANCE PAPER

This guidance paper will help WASH service providers at the district level to ensure gender equality and social inclusion. In other words, this paper will provide guidance on:

- How the water supply service providers at the district level could integrate gender, equity and social inclusion in their projects and programme (including communities, schools and health facilities)
- How sanitation and hygiene service providers integrate gender, equity and social inclusions in their projects and programme (including communities, schools and health facilities)
- How the WASH monitoring and evaluation system could support the collection, analysis and use of disaggregated data by sex, age and social groups (for planning and budgeting)

5. STEPS TOWARDS GENDER TRANSFORMATIVE CHANGES IN WASH

5.1. HARMFUL WASH PROGRAMMES

If a WASH project fulfils the following criteria it can be considered harmful:

- No rights groups (women, persons with disabilities, the elderly, the poorest people, youth and children) are represented in WASH service providers.
- The rights groups are not consulted for community WASH interventions
- Women and girls as well as children carry heavy workloads and stresses due to the roles they play in the family based on the social norms.
- Increased stresses and life challenges for persons with disabilities, the elderly and those living with chronic illness
- Despite the constitutional rights and policy provisions (health policy, water resources management policy, education and training policy, etc), the rights of women and girls, persons with disabilities, the elderly, the poorest people and the children are not well supported.
- No focus on gender equality and social inclusions and there are no specific indicators and targets under the WASH programme and operational plans.

5.2. STEPS TO MOVE TOWARDS INCLUSIVE PROGRAMMES

Inclusion is not only about improving access to WASH but also about engaging in the wider processes (such as planning and managing service delivery, decision making, holding duty bearers to account) to make sure that their rights and needs for WASH are sufficiently recognized. As a process, inclusion only focuses on ensuring that women and persons with disabilities take up the leadership positions, but it does not fully consider social and gender relations (how persons with disabilities relate to others at household and community levels or how women relate to men at household and community level).

- If a WASH project fulfils the following criteria, it can be considered as inclusive: Lack system that requires the representation of gender and social groups; women physically present in community mobilization meetings and included in WASH committee. However, they are not fully taking part in the decision making. Sex and Age Disaggregated (SAAD) is not a requirement for WASH programming in the institutional arrangements.

-Limited coordination with rights groups, and there is limited knowledge of WASH service providers and rights organizations about their capacity regarding gender equality and social inclusions.

-Lack of gender and social inclusion analysis, and the general project planning may or may not involve women and poor households.

-Limited budget may support gender-related activities but there is no specific allocation of funds for gender equality and social inclusion activities; also funding is not tracked on how it is spent.

-Women are physically represented in institutional arrangements but without specific targets, which means that they are not necessarily represented 50/50. Other social groups like persons with disabilities and the elderly are not represented in institutional arrangements, and there is no consideration for their specific WASH needs in programme planning.

-Rights groups (women and girls, persons with disabilities, the elderly, etc) have limited involvement in feedback and accountability mechanisms; women affairs provide feedback to sectors including WASH, but they are not supported to give specific feedback to improved service delivery. Accountability mechanisms have limited considerations for the participation of the right groups (marginalized from the WASH services).

-WASH project interventions are physically considering the needs of right holders based on their understanding, but not coordinating with them before the interventions. They are also not providing post-implementation support to make sure that the desired outcomes are achieved.

- SAAD is not in targets; even the sex disaggregation of data in targets are not often followed up with appropriate monitoring tools.

-Water resources protection and management plans do not consider the needs of the right groups; at the community level, women may take part in conservation activities such as terracing, planting trees and area closure.

5.3. STEPS TO MOVE TOWARDS INCLUSIVE PROGRAMMES

The empowering programme comes into play if there is a strong foundation for inclusion. The process involves strongly challenging social norms preventing the rights groups from their active participation in community WASH planning and decision making as well as monitoring of the progress. Empowerment focuses on attitudinal change among the society so that the right holders/groups claim their rights to WASH making service providers increasingly responsive to their specific needs. In order to achieve this, right holders and their representatives should work with them to claim their rights. WASH service providers, including men holding those positions, start to accept women and/or persons with disabilities' leadership roles and are more responsive and accountable.

Findings from the review showed that the WASH programme is empowering if:

-The right groups are actively involved in the decision-making process and SAAD is a requirement for all institutional arrangements including analysis.

-There is geographical coordination with rights groups and services within the district; there is knowledge and understanding of partnering service providers' capacity for gender equality and social inclusions.

-National WASH policies and programmes are sensitive to gender equality and social inclusions. A gender and social analysis plan is put in place by WASH service providers. Consultations are happening at the planning stage with the right groups.

-Funding is allocated to specific gender equality and social inclusion related activities.

-Women have 50% plus representation in WASH service providers, and involvement of rights groups in the decision-making process is supported but no equal consideration for the specific needs of the rights groups to become more involved in institutional arrangements.

-The rights groups participate in feedback and accountability mechanisms. They give specific feedback, and have a strong voice, but are not systematically used to improve service delivery. Accountability mechanisms include considerations for greater participation of the rights groups.

-WASH interventions address the specific needs of the rights groups but without post-implementation follow up to check whether the desired outcomes of addressing the needs are met.

-There is SAAD in the targets with appropriate monitoring tools and support to staff on how to use them. Gender and social inclusion analysis is filled to a certain degree.

-Water resources protection and management plans include considerations for the rights groups and are supported to take part in monitoring and responding to plans.

5.4. STEPS TO MOVE TOWARDS TRANSFORMATIVE PROGRAMMES

Transformation is a long term outcome and it involves changing or transforming social norms that perpetuate inequities and exclusions. This process tackles social norms that undermine the rights of certain people showing to the general public that there should be respect for women, persons with disabilities and the elderly. It promotes these groups as leaders and decision-makers with the understanding of gender norms, roles and relations at household and community levels.

Transformative WASH programme considers rights organizations as legitimate development partners, and gender budgeting as long term, measurable institutional commitment to support proper implementation of gender and social protection policies pursued by the WASH sector. Under the transformative programme, women's leadership and women in technical positions is normal and male peers are supportive and proactive in their career.

WASH programme is said to be transformative if:

-Programmes address the root causes of gender inequality in WASH.

-Active removal of barriers to participation by providing support to women and other marginalised groups to participate in programme activities.

-Rightsholders are in leadership positions involving decision making responsibilities for WASH service delivery.

-There is full coordination with rights organizations. There is knowledge and understanding of partnering service providers' capacity for gender equality and social inclusions, and plans are in place to support partnering service providers in maintaining and/or achieving the desired transformation.

-National WASH policies are sensitive to gender equality and social inclusions, and there are plans to sustain it. Social and gender analysis is in place with appropriate and supportive follow up.

- Funds are allocated to gender equality and social inclusion activities, including training for the staff.

- Rights group partnerships that are long-term, centred around allyship and their rights agenda. It is a two-way relationship that lasts beyond funded projects.

- Rights groups have equal representations in institutional arrangements and equal participation in decision making. Support is provided to the rights groups to deliver their roles in institutional arrangements.
- Rights groups have equal participation in giving feedback and accountability mechanisms, and their feedback is systematically used by duty bearers to improve service delivery. Accountability mechanisms support greater participation of the rights groups in WASH processes.
- Specific needs of the rights groups are addressed in the implementation and post-implementation follow up.
- SAAD in WASH targets with appropriate monitoring tools along with the support to staff in how to use them. There is a social and gender analysis plan, with appropriate follow up and clear, workable objectives.
- Water resources protection and management plans address gender equality and social inclusions. It considers the right groups as decision-makers and leaders in monitoring and responding to plans.
- Harmful social norms on gender are challenged and All results frameworks monitor changes in gender norms and power structures beyond the programme's lifetime

6. HOW TO IMPLEMENT GENDER AND SOCIAL INCLUSION IN WASH PROGRAMMES?

6.1. GUIDE TO INTEGRATING GENDER AND SOCIAL INCLUSION IN WASH PROGRAMME CYCLE

Gender equality and social inclusion is often less prioritized in designing local development programmes, including WASH. If sufficient consideration is not given to the specific needs of women and girls, persons with disabilities, the poorest, the elderly, youth and children in the whole WASH programme cycle, it will not be efficient, effective and sustainable. This section explains the features of gender equality and social inclusion that need to be considered at each WASH programme cycle (identification, formulation, implementation, monitoring and evaluation).

Programme Identification

WASH programmes need to integrate gender equality and social inclusion elements already at the identification stage. The table below presents the aspects of gender and inclusion that need to be considered at the programme identification stage.

Table 2. Aspects of gender and inclusion to be considered in programme identification

Bigger issues	Aspects of gender and inclusion to be considered in programme identification
Identifying support from upper government structure	<ul style="list-style-type: none"> • How can the support from upper government structure help the fulfilment of local commitments to gender equality, social inclusion and sustainable development? • Can this support help identify opportunities where efforts to support sustainable resource use coincide with efforts to support gender equality and social inclusion? • Does the general collaboration framework draw on analysis of how gender inequalities and social exclusion have impacts on WASH service delivery? • Have government institutions responsible for gender equality and social inclusion been involved in setting priorities for WASH programme? • Have women's rights organisations, disability persons' rights organizations and gender equality as well as social inclusion advocates been involved in setting priorities for WASH programme?
Analysis of WASH Policies	<ul style="list-style-type: none"> • Have gender and social issues been given attention in the analysis of WASH policies and programmes? • Are investments in WASH programme likely to provide benefits and opportunities equitably to the right groups such as women (especially the poorest women), persons with disabilities, the elderly, youth and children?
Considerations for consultations at different levels and stages	<ul style="list-style-type: none"> • Have government WASH sectors responsible for gender equality and social inclusions been involved and consulted? • Have women's rights organisations, disability persons' rights organizations and gender equality and social inclusion advocates been involved and consulted? • Have efforts been made to ensure participation of the right groups, such as women, persons with disability, the elderly, youth and children or their representatives at all levels? <ul style="list-style-type: none"> - Community level consultations? - District level? • Has there been gender and social analysis of the barriers to the right groups' participation and have the plans been put in place to overcome those barriers?
Technical assessments	<ul style="list-style-type: none"> • Have the right groups' views about technology options and design features been sought? (in respect to technical design) • Have differences between women's and men's as well as persons with disabilities interests and capacities to contribute labour, materials or money been determined? (in respect to user contributions) • Does the initiative increase disproportionate gender (women's, men's, girls', boys') workload both during and after the project? Does the demand for women's and girls' unpaid labour increase? Are there conflicting demands? (in respect to time or workload considerations) • How are operating and maintenance rights and responsibilities shared between diverse right groups (women and men, persons with disabilities, the elderly, and the poor)? Do these reflect the pattern of their use of the WASH system? (in respect to operation and maintenance)

Programme Formulation

Formulation of WASH programmes needs to consider the following elements of gender equality and social inclusion in different areas, as presented in the table below.

Table 3. Aspects of gender and inclusion to be considered in programme formulation

Bigger issues	Gender and inclusion issues to be considered in programme formulation
<p>Assessing institutional capacities for partnerships</p>	<ul style="list-style-type: none"> • Which institutions or individuals are working on gender equality and social inclusion at district and community levels? (to partner with) • What is the existing capacity of rights organizations and individuals to advocate the participation of the rights groups in WASH processes at district and community levels? • What are the diverse capacities within the community (women’s, men’s, persons with disabilities, youth and children’s capacity to participate in technical issues and in decision making activities?) • Are there policies or working guideline to direct participation of the rights groups in WASH processes?
<p>Considerations to gender and social inclusion in WASH</p>	<ul style="list-style-type: none"> • Have the gender and social disparities in existing WASH programme been understood by service authorities at district level? • Have existing patterns of access and control over WASH resources been analysed and addressed? • Has consideration been given to legal frameworks and institutional reform so as to achieve equitable and inclusive WASH services by district authority? • Have the specific needs of the rights groups including women and girls, persons with disabilities, the poor, and the elderly been assessed?
<p>Assessing local context and documenting the baseline</p>	<ul style="list-style-type: none"> • Have WASH sector analysis considered specific needs, resources and the different priorities of marginalized communities in terms of sex, age, disability and poverty? • Under the existing system, are the different roles and responsibilities of men and women in WASH management understood? • Have the access and control over resources related to WASH, between women and men, sufficiently understood? (right to land ownership, capital assets, credits, unpaid family labour, paid employment, etc)
<p>Setting vision and defining the problems to be addressed by the programme</p>	<ul style="list-style-type: none"> • Who have been consulted and how have they been involved in consultation? • Were women and men, persons with disabilities and other social groups and/or their representatives consulted? • Were there specific efforts to involve gender equality and social inclusion advocates, including NGOs, in the consultation process?

Bigger issues	Gender and inclusion issues to be considered in programme formulation
Identification of alternative strategies	<ul style="list-style-type: none"> • Have there been considerations for the possible benefits of strategies that encourage participation of rights groups including women, men, and persons with disabilities, the poor and other social groups?
Choosing the best strategy out of the alternatives	<ul style="list-style-type: none"> • Are there specific options to make sure that women, persons with disabilities, men, the poor, the elderly, the youth and children may not lose? • Have the risk analysis considered possible effects on women, men, persons with disabilities, the elderly, the youth and children? • Have the analysis captured opportunities for potential change to recognize true participation of all actors to ensure equitable and inclusive WASH benefits? • Do WASH sectors, rights organizations and NGOs have adequate capacity to work on gender equality and social inclusion in WASH services? Do they have access to information on the issues? Do they have the skills to formulate and analyze gender and social inclusion in WASH? • Have the WASH sectors developed strategy for participating communities including women, men, persons with disabilities, the elderly, the youth and children, to understand their specific needs?
Objective setting and identification of outputs	<ul style="list-style-type: none"> • Have the WASH sectors considered whether it is appropriate to have specific objectives related to gender equality and social inclusion? Good to consider specific gender and social inclusion objectives and outputs to ensure future follow up and monitoring.
Logical framework	<ul style="list-style-type: none"> • Are gender equality and social inclusion related issues clearly indicated in the WASH programme logical framework? • Are there specific indicators identified to monitor results relating to gender equality and social inclusion in WASH? • Have the gender equality and social inclusion indicators been disaggregated by sex, age, disability, and others?
Identification of WASH programme activities	<ul style="list-style-type: none"> • What activities are needed to make sure that gender equality and social inclusion in WASH is achieved? • Are capacity building trainings needed? If yes, on which topics and for whom? • Is research required on specific gender and inclusion issues? Identify issues requiring further studies.
Setting up arrangements for WASH management	<ul style="list-style-type: none"> • Do WASH sectors have the commitment to ensure gender equality and social inclusion and thereby attain positive outcomes for women, persons with disabilities, the elderly and children through their programme? • Have the responsibilities and expectations related to gender and inclusion specifically stated in WASH programme, agreements and contracts?

Bigger issues	Gender and inclusion issues to be considered in programme formulation
Identification of indicators for monitoring and evaluation	<ul style="list-style-type: none"> • Have women, men, persons with disabilities, the elderly, the poorest, youth and children or their representatives participated in the specification of WASH programme indicators? • Have there been specific indicators to track the progress towards meeting the objectives related to participating women, persons with disabilities, the poorest, the elderly, youth and children or their representatives? • What is the capacity of organizations to work with in terms of gender and inclusion perspectives?
Assessing uncertainties and risks	<ul style="list-style-type: none"> • Have WASH sectors understood barriers to participation by the right groups? How the policies could affect their participation? How social and cultural factors affect their participation? How lack of education could affect participation?
Specifying prior obligations	<ul style="list-style-type: none"> • Have relevant experts put in place? Have the resources commensurate with program requirements?

Programme Implementation

Gender equality and social inclusion issues need to be integrated in the WASH programme implementation phase. The table below presents the elements of gender and inclusion that need to be considered during the implementation.

Table 4. Aspects of gender and inclusion to be considered at implementation phase

Bigger issues	Gender and inclusion elements to be considered
Making sure that there are adequate participation of all key institutions, individuals and groups	<ul style="list-style-type: none"> • Have government institutions responsible for gender equality and social inclusion represented during implementation of WASH? • Are there representation from gender equality and social inclusion advocates like NGOs in the WASH programme team? • Have right groups including women, persons with disabilities, the elderly, and the poor, been given an opportunity to participate in technical assessments as well as in decision-making processes? • Does the WASH programme increase unpaid workload on the right groups during the implementation period?

Programme Monitoring and Evaluation

The monitoring and evaluation framework of WASH programmes need to integrate issues of gender equality and social inclusion, as indicated in the following table.

Table 5. Elements of gender and inclusion to be considered in M&E

Bigger issues	Elements of gender and social inclusion to be considered
<p>Monitoring gender and inclusion in WASH</p>	<ul style="list-style-type: none"> • As part of the annual reporting and review of WASH programme, the sectors need to analyze critical changes during the previous years, such as: <ul style="list-style-type: none"> - Changes in legislation, government policies or commitments on gender equality and social inclusion in WASH - Changes in the capacity of women’s rights and disability persons’ rights organizations (changed profiles) - Changes in social and economic situations that influences priorities, resources and needs for WASH • Have the monitoring framework been reviewed to address disaggregation of data by sex, age and disability?
<p>Evaluation of gender and inclusion in WASH</p>	<ul style="list-style-type: none"> • Does the term of reference for the evaluation clearly specify the gender equality and social inclusion issues as well as questions to be addressed? • Does the evaluation consider WASH programme outcomes related to disparities in the needs and priorities of the target groups (women, persons with disabilities, the poor, elderly, youth and children)? • Does the evaluation team have the skills to assess gender and inclusion issues under WASH programme in the specific context? • While conducting the evaluation, do the evaluators disaggregate data by sex, age and disability? And collect inputs from women, girls, boys, men, persons with disabilities and the elderly? And analyze the differences and similarities? • Does the evaluation specify lessons learnt with respect to working with gender equality and social inclusion advocates?



6.2. RECOMMENDED ACTIONS FOR ENSURING INTEGRATION OF GENDER EQUITY AND INCLUSION IN WASH PROGRAMME

Four actions to achieve equitable and inclusive services were identified through district-level SAA discussions with WASH service providers, rights organizations and community members. . The results from the zonal and district level interviews also recommended the following actions.

a) Capacity Building

Assessment results showed that district stakeholders, including WASH service providers and rights organizations, lack adequate capacity to play their roles related to gender equality and social inclusion. Community members have low awareness of the outcomes of achieving gender equality and social inclusion in WASH. Capacity building for WASH service providers, rights organizations and financing institutions is recommended as an essential action to achieve equity and inclusion. The topics of the training include among others:

- Gender equality, women empowerment, and social inclusion
- Gender analysis, social assessment, and data collection and analysis methods
- Strategic planning and mainstreaming gender and social inclusions
- Meaningful participation
- Measuring and tracking progress towards gender equality and social inclusion

b) Reviewing District WASH System

The second and most important action recommended for achieving gender equality and social inclusion is a comprehensive review of the district WASH systems to institutionalize the concept and guide implementation. This follows the SAA discussions across the eight building blocks, as listed below.

- Strengthening coordination mechanisms between the WASH service providers and rights organizations
- Strengthening strategic planning by participating rights organizations so that the specific targets for the rights groups are identified and addressed
- Strengthening financing mechanisms so that specific funds are allocated for ensuring gender equality and social inclusions and tracking how the funds are spent
- Strengthening institutional arrangements so that women and persons with disabilities in WASH governance structures are capacitated to play their roles
- Establishing accountability mechanism to ensure that women and persons with disabilities are capacitated to give specific feedback and hold service providers into account by systematically using the feedback to ensure accountability.
- Strengthening service delivery so that WASH service delivery is coordinated with the rights groups, and that they are consulted and involved in the whole process.
- Establishing a monitoring and evaluation system to enable measuring and tracking of progress towards achieving gender equality and inclusion in WASH.
- Strengthening district water resources management through addressing the specific needs of the rights groups, and involving them or their representatives in the planning and monitoring processes.

c) Launching the reform

The proposed reform on the district WASH systems should be launched in the presence of upper government structures (zonal and regional government) to ensure ownership and pave the way for officially commencing implementation of the programme. The speeches to be delivered during the workshop need to address the depth of gender inequalities and social exclusion related to WASH service provision and the priorities that need to be given to bring about transformative change in the sector in terms of achieving gender equality and social inclusion.

D) Continuous Technical Supports

Achieving gender equality and social inclusion in the WASH sector involves strongly addressing the social norms and attitudes towards women and girls, persons with disabilities, the elderly and the poor. This requires consistent technical support to the district WASH institutions for the appropriate implementation of activities related to gender equality and social inclusion. This involves developing workable mechanisms to ensure that the rights groups or their representatives are actively participating in the implementation of gender equality and social inclusion.

6.3. RECOMMENDED PARTNERS TO ACHIEVE EQUITABLE AND INCLUSIVE WASH

Discussions at the zonal and district level recommended existing government structures like the women affairs and social affairs, and the future to be established rights organizations such as the women associations and associations for people with disabilities, as partners to bring change in gender inequalities and social exclusion in WASH. The table below presents recommended organizations for partnership with WaterAid to achieve equitable and inclusive WASH services.

Table 6. Recommended organizations for building partnerships

Organization	Power to influence change	Interest and benefits expected from partnership
Women, Youth and Children Affairs	The office provides feedback to sectors including WASH to evaluate whether the plans are implemented and the benefits to women and girls. However, there is no follow up actions to see whether the feedback is systematically used to improve gender equality.	Currently, the affair office is not participating in WASH processes, but has interest to take part and influence gender equality. It has interest in WASH as the interventions could address the workload of women, girls and children. It will benefit from the partnership as it will get more voice to influence gender equality and benefits women and girls.

Organization	Power to influence change	Interest and benefits expected from partnership
<p>Labor and Social Affairs</p>	<p>Social affairs have knowledge and understanding about the living conditions of persons with disabilities, the elderly and critically sick people. If they engage in WASH, they can bring in more knowledge and understanding about the social groups.</p>	<p>Presently the social affairs are not taking part in WASH process. Lack of access to WASH affects the critically sick, persons with disabilities and the elderly disproportionately. Addressing WASH problems directly benefits these social groups. Hence, they benefit from the partnership as it contributes to achieving inclusive WASH services.</p>
<p>Women Associations</p>	<p>Currently women associations are not yet established in Gololcha. In principle, they are advocators of gender equality and promote women participation in platforms that concerns them.</p>	<p>The interest of women associations perfectly aligns the objective of gender equality. They benefit from the partnership because it helps enhance their voices for achieving gender equality and benefits the women and girls.</p>
<p>Disability Persons Associations</p>	<p>Gololcha district has not yet established disability persons associations. If established and capacitated, it can be a good platform for the advocacy of their rights to WASH.</p>	<p>In principle, the interest of disability persons associations is to create an enabling environment to advocate for the rights of persons with disabilities, including the rights for safe water, decent sanitation and good hygiene. This indicates that they benefit from the partnership in terms of strengthening their voice to achieve their objectives.</p>
<p>Civil Society organisations targeting the most marginalized in WASH</p>	<p>Civil society organizations such as WaterAid support rights organizations through capacity building, advocacy and direct project based service delivery. They bring in expertise and new innovations as well as support by developing guidelines to facilitate implementation.</p>	<p>Civil society organizations such as WaterAid brings into partnership financial and technical resources, research (gender and social analysis) and trainings that directly contribute towards realization of the agenda of rights organizations. It promotes the agendas of women’s and disability rights organizations through its national level advocacy and policy influencing works.</p>

7. M&E OF GENDER EQUITY AND INCLUSION IMPLEMENTATION IN WASH PROGRAMME

7.1. KEY INDICATORS AND TARGETS

Table below presents indicators and targets for tracking progress towards achieving transformative change in gender and inclusion in WASH.

Table 7. Indicators and targets to track progress towards gender equality and inclusion

Indicators by building blocks	Targets for inclusive WASH programme	Targets for empowering WASH	Targets for transformative WASH
<p>Coordination</p> <ul style="list-style-type: none"> • Progress of right groups involvement in WASH • Increased knowledge on gender & inclusion • Right group supported to involve in WASH 	<ul style="list-style-type: none"> • Limited coordination with right groups • Limited knowledge of WASH service providers' capacity on gender and inclusion 	<ul style="list-style-type: none"> • Rights groups coordinated across areas • Good knowledge & understanding of partners' capacity on gender and inclusion 	<ul style="list-style-type: none"> • Full coordination with right groups • Adequate knowledge & understanding on partners' capacity on gender equality and social inclusion • Service providers supported to maintain & achieve desired change
<p>Strategic planning</p> <ul style="list-style-type: none"> • Increased knowledge on gender inequalities and social exclusion • Progress of rights groups' participation in planning • Specific targets for right groups • WASH policies are gender sensitive 	<ul style="list-style-type: none"> • Low understanding of gender inequalities and social exclusion from WASH • Limited participation of rights groups in planning 	<ul style="list-style-type: none"> • Social and gender analysis plan in place and used to understand the context • Rights groups consulted at planning stage • Policies are sensitive to gender & social inclusion 	<ul style="list-style-type: none"> • Social and gender analysis in place with appropriate supportive follow up • Full participation of rights groups in WASH • Specific targets for rights groups • WASH policies/plans are sensitive to gender and social inclusion

Indicators by building blocks	Targets for inclusive WASH programme	Targets for empowering WASH	Targets for transformative WASH
<p>Financing</p> <ul style="list-style-type: none"> • Funds support gender and inclusion activities • Funds specifically allocated to gender & inclusion activities • Funds are tracked for how they are spent 	<ul style="list-style-type: none"> • Funds generally support gender and inclusion activities • No specific allocation of funds for gender and social inclusion • No tracking of funds on how they are being spent 	<ul style="list-style-type: none"> • Specific allocation of funds for gender and social inclusion 	<ul style="list-style-type: none"> • Specific and adequate funds allocated to gender and social inclusion activities • There is tracking of funds on how they are spent
<p>Institutional arrangements</p> <ul style="list-style-type: none"> • Right groups represented in WASH structures • Specific targets for representation of right groups • Consideration for specific needs for right groups • Rights groups involve in WASH decision making process • Support right groups for their roles 	<ul style="list-style-type: none"> • Rights groups are physically represented in WASH meetings • No specific targets for representation • No consideration for specific needs of right groups • Limited participation of right groups in WASH meetings • Right groups not supported for roles 	<ul style="list-style-type: none"> • Women 50% plus represented in WASH structures • No specific targets for representation • Consideration for specific needs for right groups • Right groups are supported or encouraged to become more involved in decision making but not equal 	<ul style="list-style-type: none"> • Equal representation in WASH structures • Specific targets for representation of rights groups • Consideration for specific needs for rights groups • Rights groups equally participating WASH decision making • Right groups supported to play their roles • Rights groups actively play their roles
<p>Accountability</p> <ul style="list-style-type: none"> • Right groups represented in feedback & accountability mechanisms • Right groups support to give specific feedback 	<ul style="list-style-type: none"> • Limited participation of right groups in feedback • Right groups are present but not supported to give specific feedback 	<ul style="list-style-type: none"> • Right groups represented in feedback and accountability mechanisms • Rights groups are supported to give specific feedback, and have strong voice 	<ul style="list-style-type: none"> • Equal representation and participation in giving feedback and accountability mechanisms • Accountability mechanisms support greater participation of right groups.

<ul style="list-style-type: none"> • Consideration for participation of right groups • Feedback systematically used 	<ul style="list-style-type: none"> • Limited consideration to coordinate with rights groups • Feedback not used 	<ul style="list-style-type: none"> • Considered for their participation • Feedback not systematically used 	<ul style="list-style-type: none"> • Feedback systematically used to improve service delivery
<p>Service delivery</p> <ul style="list-style-type: none"> • Needs of right groups considered • Coordination with right groups before • Specific post implementation support 	<ul style="list-style-type: none"> • Needs physically considered • No coordination with right groups before implementation • No specific post implementation follow up 	<ul style="list-style-type: none"> • Specific needs of right groups addressed through project activities • Lack specific post implementation follow up for right groups 	<ul style="list-style-type: none"> • Full consideration for the specific needs of right groups • Coordination with right groups before implementation • Specific post implementation support to realize the outcome
<p>Monitoring</p> <ul style="list-style-type: none"> • SAAD in WASH targets • SAAD supported with monitoring tools • SAAD analyzed and used for planning and budgeting 	<ul style="list-style-type: none"> • SAAD in targets • SAAD not supported with appropriate monitoring tools • No analysis and use of SAAD 	<ul style="list-style-type: none"> • SAAD in targets • Supported with appropriate monitoring tool • Social & gender analysis filled to limited degree 	<ul style="list-style-type: none"> • SAAD in targets and supported with appropriate monitoring tools • Staff trained and capacitated to analyze SAAD and use for planning and budgeting of WASH
<p>Environment</p> <ul style="list-style-type: none"> • WRM plans consider needs of right groups • Right groups represented in meeting, monitoring and planning • Right groups active and listened to 	<ul style="list-style-type: none"> • Specific needs not considered in WRPM plans • Represented in management, monitoring and resilient planning • Rights groups are not active & not listened to 	<ul style="list-style-type: none"> • Social and gender considered in WRPM plans • Right groups represented and supported to participate in meeting, monitoring and planning 	<ul style="list-style-type: none"> • WRPM plans fully address the specific needs of the right groups • Considers right groups as decision makers and leaders in monitoring and in responding to plans

7.2. ESTABLISHING M&E TEAM

Purpose

The ways of working and thinking in the WASH sector emerges from the historical legacies, gaps with policies and influence of social norms. Transformation is needed in the sector to make the WASH system fully responsive to gender equality and social inclusion. The pathways to transformative WASH programme involves four steps: understanding existing programme as harmful, making WASH programme inclusive, making WASH programme empowering and achieving transformative WASH programming, which takes longer time. The progress towards the desired outcome should be tracked by a strong team formed from different disciplines. The following lists the requirements for establishing monitoring and evaluation team.

Requirements

- Education in monitoring and evaluation, gender studies, economics, social anthropology, environmental health, water supply engineers and other related fields.
- At least five years work experience in monitoring and evaluation of WASH programmes or projects
- Knowledge and understanding of gender equality, social inclusions, marginalized groups and women empowerment
- Knowledge of qualitative and quantitative methodologies and statistical analysis software
- Desire and commitment to realize gender equality and social inclusion in WASH sector

Options for establishing a team

Three options are available to establish monitoring and evaluation team to track progress towards achieving gender equality and social inclusion in WASH. One option is to hire monitoring and evaluation experts from the market. The second option is to establish monitoring and evaluation team from the WASH sectors and the rights organizations. In this case, the district administrator assigns experts from different sectors, and invites rights associations to assign relevant experts to join the team. The third option is that the WWT will be officially capacitated to play the monitoring and evaluation role for gender equality and social inclusion in WASH.

The district government will choose from the three options to establish dynamic monitoring and evaluation team. This will be followed by capacity building training on how to develop a monitoring and evaluation framework and tools, methods of data collection and analysis, and use of the analysis for planning and budgeting. The training will be followed by developing a monitoring and evaluation system.

7.3. CONDUCTING M&E

Implementation follows putting in place appropriate monitoring and evaluation tools, and approval by the district government. These tools will be used to collect, analyze and produce the report. It will be conducted in accordance with the monitoring and evaluation framework.

Conducting Monitoring

Routine monitoring activities will be conducted by the team in accordance with the system put in place and based on the appropriate tools. Monitoring data will be disaggregated by sex, age and disability. Monitoring aims at tracking the progress towards the achievement of gender equality and social inclusion in WASH service provision.

Conducting Evaluation

The team will prepare a term of reference for evaluation studies at the middle and/or at the end of the project. The team will use the existing government procurement system to advertise and recruit external evaluators. Evaluations can also be conducted by a team of experts from the upper government structure (zonal or regional levels). Evaluation studies aim at generating evidence on the performance of the project in terms of achieving the objectives and desired changes. It will assess what went well and went wrong, and the lessons that could be learnt for future similar interventions.

Gender and Social Audits

Gender social audit will be used to examine the extent to which gender equality and social inclusion is institutionalized in WASH institutions. This involves checking whether gender and inclusion are integrated into their respective policies, programmes, projects, institutional arrangements and budgets. The baseline will be established to track progress over time, identify gaps with gender and inclusion in WASH, and forward recommendations on how they can be addressed.

7.4. DISSEMINATING RESULTS

Dissemination of the findings from monitoring and evaluation studies should be planned involving key stakeholders from the WASH service providers and rights groups or their representatives. Planning for dissemination of results involves consideration of the target audiences and communicating with them regarding the events. The audiences for the monitoring and evaluation results include WASH service providers (government, non-government), rights groups or their representatives (women and children affairs, social affairs, women associations, disability person associations, the elderly associations), district administration, and food security coordination. These stakeholders have the interest to attend the discussions on gender equality and social inclusion in WASH. Some of the stakeholders may not express enthusiastic interest but might nevertheless benefit from awareness of the findings. The right groups including women, persons with disabilities, the poor, elderly, youth and children are also the audiences for disseminating monitoring and evaluation results. Communication with the audience depends on the type of audience. Generally, sharing the results of monitoring and evaluation involves three steps, including deciding whom the audiences are, identifying where they are located, and finding out how best to reach out to them.

Basically, the results of monitoring and evaluation could be disseminated through making presentations to the WWT meetings, workshops and other sector events. Other options include sharing copies of the reports with relevant institutions and/or individuals.

ANNEX 1. INDICATORS FOR INCLUSIVE, EMPOWERING AND TRANSFORMATIVE PROGRAMMES

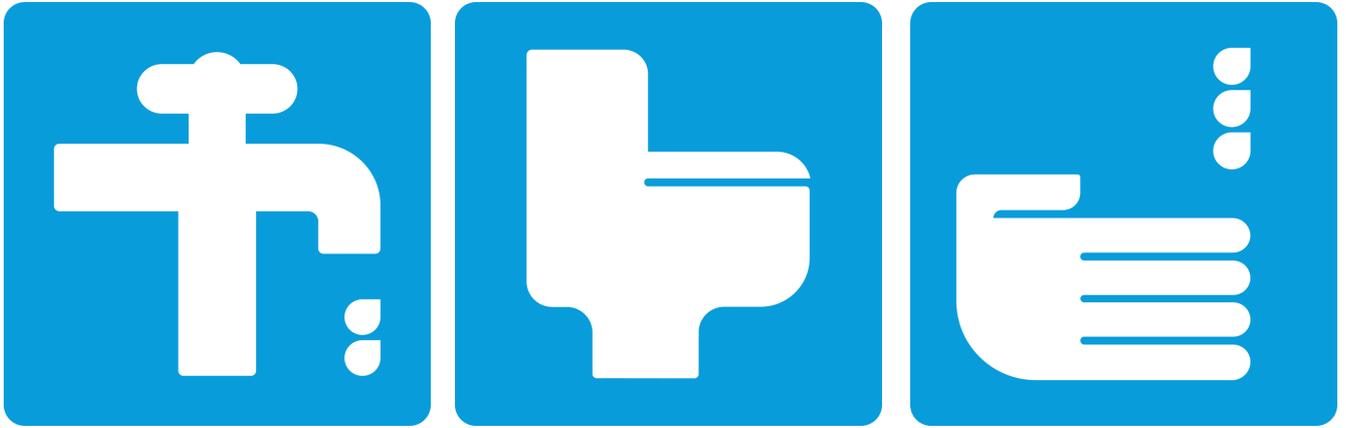
Programme	Indicators
Inclusive	<ul style="list-style-type: none"> • All the right groups are represented in government structures including WASH service providers • WASH policies and strategies have provisions for participation of the rights groups with specific targets • WASH service providers including government and non-government are implementing SAAD intervention targets • Limited participation of partnering service providers including government WASH sectors in basic gender equality and social inclusion trainings • Women and persons with disabilities are involved in training for their position in institutional arrangements and government structures • There is some level of resource allocation for gender equality and social inclusion activities in WASH
Empowering	<ul style="list-style-type: none"> • Women represented 50% plus in WASH service providers • Women and other people who have been marginalised are able to speak up in and influence decision making processes. • WASH policies and programmes have specific targets for the rights groups • WASH sector actors are implementing SAAD targets • Gender and social analysis plans are present • Rights groups are considered at every stage of WASH programme cycle (identification, planning and budgeting, implementation, monitoring and evaluation) • Rights groups are involved at every stage of the WASH programme cycle and at every level (from community-based organizations to a policy level) • Appropriate indicators are used to measure impacts of WASH programme, specifically for the rights groups • Staff training on gender equality and social inclusions; and there are male targeted trainings.
Transformative	<ul style="list-style-type: none"> • The right groups are in leadership positions in WASH service provision • Full participation for the involvement of the rights groups in WASH service providers including attitudinal responses and views from male and female peers in private and public sectors. • Strong coordination with the right groups (from community level grassroots organizations to policy influencing groups) • Strong coordination with the rights based organizations that focus on variety of issues including GBV, equality, empowerment, women in WASH, etc • Harmful social norms on gender are actively challenged in WASH projects.

ANNEX 2. RECOMMENDED ACTIONS BY BUILDING BLOCKS

Building block	Inclusive programme	Empowering programme	Transformative programme
Coordination and integration	<ul style="list-style-type: none"> • Create capacity of WASH service providers and rights organization on gender equity and inclusion • Review existing WASH coordination system to make it inclusive • Integrate activities that address gender equity and inclusion in WASH • Make gender equity and inclusion the agenda for all stakeholders 	<ul style="list-style-type: none"> • Training on empowerment, and encourage WASH service providers and the rights groups to make it an agenda • Encourage implementation of gender equity and inclusion in WASH programmes • Encourage participation of the right groups in WASH coordination structures • Encourage coordination meetings on regular basis 	<ul style="list-style-type: none"> • Make sure that the coordination structure is strong and functional • The right groups are represented in the coordination structure and there are specific targets • The coordination structures are functional and there are common undertakings with respect to gender equity and inclusion
Strategic planning	<ul style="list-style-type: none"> • Capacity building training on gender and social inclusion sensitive planning • Review the planning system for the local government • Supportive supervisions by upper tier of government • Introducing gender and social inclusion targets in long and annual plans 	<ul style="list-style-type: none"> • Create capacity of planners on empowerment, gender equity and inclusion • Review the planning system to ensure empowerment of women and other social groups • Introduce specific targets for the empowerment of women and other social groups 	<ul style="list-style-type: none"> • Achieve fully participatory planning process where women and other social groups actively engage in WASH planning and decision making directly or through their representatives • Specific targets indicated for representation of women and other social groups
Financing	<ul style="list-style-type: none"> • Capacity building on gender and social inclusion sensitive budgeting • Review financing mechanisms to allocate specific budgets for gender and social inclusion activities 	<ul style="list-style-type: none"> • Encourage financers to allocate specific budgets for gender and social inclusion activities • Track spending of specific budget allocated for gender and social inclusion 	<ul style="list-style-type: none"> • Make sure that adequate and specific budgets are allocated for gender and social inclusion activities • Spending on gender and social inclusion activities are tracked and used to inform planning and decision making

Building block	Inclusive programme	Empowering programme	Transformative programme
Institutional arrangements	<ul style="list-style-type: none"> Review institutional arrangements to address gender and social inclusion Build capacity to deliver their roles 	<ul style="list-style-type: none"> Review institutional arrangements to empower women and other social groups deliver their roles 	<ul style="list-style-type: none"> Make institutional arrangements fully addressing gender equity and inclusion Women and other social groups sufficiently delivering their roles Women and other social groups taking up leadership roles and involve in decision making process
Accountability and regulations	<ul style="list-style-type: none"> Review accountability mechanisms Create sufficient awareness among WASH sector and rights groups 	<ul style="list-style-type: none"> Put accountability mechanism to practice Establish review mechanism to ensure accountability of service providers 	<ul style="list-style-type: none"> Make accountability system function to ensure gender equity and inclusion Strengthen review to strengthen the accountability of service providers
Service delivery and behaviour change	<ul style="list-style-type: none"> Review service delivery models to address gender and social inclusion Create sufficient awareness among the WASH service providers and rights organizations 	<ul style="list-style-type: none"> Put revised service delivery model to practice Encourage coordination of activities with rights groups Rights groups are encouraged to take part in WASH service delivery 	<ul style="list-style-type: none"> Make sure that the revised service delivery model is functioning well Rights groups are actively participating in service delivery Make sure that specific needs of marginalized groups are sufficiently addressed
Monitoring	<ul style="list-style-type: none"> Review monitoring system to address gender and social inclusion in WASH Develop appropriate monitoring tools that collects, analyzes and use SAAD Create sufficient awareness among service providers and rights groups 	<ul style="list-style-type: none"> Put the monitoring system to work Support with appropriate monitoring tool to collect, analyze and use disaggregated data by sex, age and social groups Encourage use of SAAD for planning and decision making process 	<ul style="list-style-type: none"> Make sure that the monitoring system is strong enough to collect, analyze and use of SAAD data in planning and budget decisions The monitoring team have sufficient capacity to collect, analyze and use SAAD data

Building block	Inclusive programme	Empowering programme	Transformative programme
Water resources and environment	<ul style="list-style-type: none"> • Review water resources monitoring system to address gender and social inclusion • Create awareness among key stakeholders, including community groups 	<ul style="list-style-type: none"> • Put water resources monitoring system to work • Encourage all stakeholders to have active participation in water resources monitoring 	<ul style="list-style-type: none"> • Make sure that water resources are monitored on regular basis and that all relevant stakeholders are taking part • Information of water resources are regularly updated and used in planning and budgeting decisions.



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Three goals.**