



PROSPECTIVE
COOPERATION
Think Tank

Final report - July 20, 2022

SUPPORTING INTER-AIDE IN INTEGRATING WOMEN IN DECISION MAKING RELATED TO WATER AND SANITATION GOVERNANCE



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Acronyms

AAM: Area mechanic

CLT: Community Leadership Training

COFIL: Steering Committee

HEW: Health extension workers

NGO: Non-governmental organisation

OWNP: One WASH National Program

RCBDIA: Rural community based development initiative association

WASH: Water sanitation hygiene

WASHCO: WASH committees

WMA: Water Monitoring Assistants

WPCS : Water Point Committees

WUA: Water User Association

WUAF: Water User Association Federation

WWMEO : Woreda Water Mine and Energy Office

WWO: Woreda Water Office

Female Area Mechanic doing maintenance on a hand pump in Phalombe District, Malawi (February 2022)



Water point users, Boreda Woreda, Ethiopia (March 2022)

Preamble

The Executive Director of UN Women, in 2021, in celebration of March 8, stressed the importance of female governance. She said, “Our focus is on women’s governance and increasing women’s representation in all areas where decisions are made - currently primarily by men - on issues that affect women’s lives. The universal and catastrophic lack of representation of women’s interests has gone on too long¹.”

The objective of Inter-Aide’s programs is to help some of the most vulnerable communities to better meet their vital needs by giving them access to development. Inter-Aide’s Charter, established in 1985, clearly defines the principles of action (acting in the interest of the beneficiaries by targeting the poorest families, aiming at their empowerment in the action that is essential to their development); which are key elements for adopting a gender approach and supporting the participation of women in governance.

¹ <https://www.unwomen.org/en/news/stories/2021/3/statement-ed-phumzile-international-womens-day-2021>



Female Area Mechanic in Nkhoskoto District, Malawi (November 2021)

I. THE COURSE OF THE ACCOMPANIMENT

This support was divided into **2 phases** of 6 months: diagnosis and support. Each phase comprised 2 distinct steps. Two international gender experts paired with one national gender expert in each country. A water and sanitation expert with recognised expertise on gender issues supported the team.

STEP	ACTIVITIES	DELIVERABLES	CALENDAR
PHASE 1 - DIAGNOSTIC			
STEP 1 FRAMING	<ul style="list-style-type: none"> • Scoping meeting • Strategic interviews • Review of gender literature in Ethiopia and Malawi on intervention areas • Literature review: Inter-Aide documents • Presentation of the framing note - COPIL 1 	Framing note Note on the perception of gender in Ethiopia and Malawi in Inter-Aide's areas of intervention	Jan-March 2021
STEP 2 PROSPECTIVE LOCATIONS	<ul style="list-style-type: none"> • Preparation of missions: planning, individual and group interview grids (focus group), workshop facilitation threads, etc. • Benchmark of good practice from projects • Co-production field missions: workshops and interviews • Data analysis and formulation of recommendations • Restitution of missions - COPIL 2 	Planning missions Mission reports Synthesis recommendations	April-Sept 2021
PHASE 2 - COACHING			
STEP 3 MONITORING OF IMPLEMENTATION RECOMMENDATIONS	<ul style="list-style-type: none"> • Consultation workshop for the prioritisation of recommendations • Conception of the coaching methodology 	Framing note on the coaching step	Oct 2021
STEP 4 OPERATIONAL IMPLEMENTATION AND APPROPRIATION	<ul style="list-style-type: none"> • 1 mid-term monitoring and adjustment meeting for each field of experimentation • 1 review meeting for each field of experimentation • A hotline • 1 review meeting with the steering committee (crossroads) - COPIL 3 • Writing the final report • Enlarged restitution meeting 	Records of decisions of monitoring meetings Final report Restitution PPT	Nov 2021-May 2022

Return trip with the capitalisation officer



Female Area Mechanic doing maintenance on a hand pump in Phalombe District, Malawi (February 2022)

II. THE CONTEXT OF THE FOLLOW UP (PHASE 1 DIAGNOSTIC STEP 1 FRAMING)

A gender contextual understanding of the socio-economic and cultural aspects of both countries was important in order to better understand Inter-Aide program.

A. ASPECTS RELATED TO WATER MANAGEMENT SERVICES AND GOVERNANCE IN MALAWI

Water utilities in Malawi fall under the Ministry of Agriculture, Irrigation and Water Development and are governed by a board appointed by the Government of Malawi. The percentage of women in water services is 16% in the Northern Region Water Board, 13% in the South, 21% in the Central, 13% in Blantyre and 14% in Lilongwe².

2 World Bank. 2019. "Women in Water Utilities: Breaking Barriers." World Bank, Washington, DC.

II. The context of the follow up

There were a total of nearly 2328 employees in the five boards in 2018 and of these, 349 were **women representing 15%** of total employees. The water boards have two main categories of staff: technicians and non-technicians. Technicians include: plant operators, plumbers, hydraulic assistants, electricians, engineers, and motor vehicle technicians. Non-technicians include: accountants, administrators, store clerks, human resources personnel and purchasing agents. Women's representation is currently only **5% in management positions. This is due to the low number of female graduates from technical programs such as civil engineering and plumbing.** Culturally, these programs are considered appropriate for men. Most of the working conditions for technical staff in water utilities also interfere with women's family responsibilities and can be a hindrance. Survey results from the World Bank study also revealed that **most women lack technical and non-technical training, as well as leadership and management skills that can enable them to compete favorably with men for promotions.** Although gender awareness campaigns, including the "50:50" campaign, have increased the number of women in water utilities in general, **women remain underrepresented**³.

Other studies show that women have a strong presence in water and health-related committees because of their gender roles related to sanitation (fetching water and caring for children)⁴. Rural women are also well represented in the Water Point Committees (WPCs), which provide a space for them to engage and propose responses to water-related concerns. Yet the Water User Association (WUA) is run by a board of directors with **most of the top positions held by men.** Mbano-Mweso (2020), for example, noted that very few women have access to the top structures of the WUA and that the chairmen of the boards of the four WUAs included in the study were men⁵.

B. INTER-AIDE PROJECT IN MALAWI

Since 2008, Inter-Aide has been developing networks of pump repairers and spare parts dealers in the districts of Dowa, Mchinji, and Salima. This work was then extended in 2010 to Ntchisi and Kasungu in the Central Region, and then to Phalombe in the Southern Region in 2014, and Nkhotakota in 2018. In 2022, the maintenance services are being extended to the neighboring districts of Balaka and Mangochi.

3 Ibid

4 USAID United in Building and Advancing Life Expectations (UBALE) (2015-2019): Participatory Gender Analysis Final Report. CARE-Lilongwe Ubale

USAID 2021. Titukulane Project.(2020-2025): Participatory Gender Analysis Final Report. CARE-Lilongwe Titukulane

5 Mbano-Mweso 2020. Realising the human right to water in Malawi: Power balance and women's participation in Water User Associations in Verhaeghe V and Winsback Paul-Malo Water Governance Actors in Southern Africa



Female Area Mechanic in Nkhosakota District ,
Malawi (November 2021)

Gradually, the pump technicians have become essential intermediaries for the community and the national water services - the *Water Departments* and their agents - the *Water Monitoring Assistants (WMA)*. Inter-Aide develops a synergy between private and public services.

In **Phalombe**, the project is building and rehabilitating boreholes. Indeed, this district has one of the highest population densities in the country and a coverage of water points below the national average. These initiatives are accompanied by hygiene promotion activities and support for the construction of latrines to mitigate the spread of diarrhoeal diseases.

Inter-Aide has data on the distribution between men and women of the positions which show that women are largely in the minority within the program animation teams:

- They represent 16% of the employees.
- Among expatriate staff, their representation increases to 50%.
- Among PHAST people trained the percentage of women has decreased over the past 4 years from 72% in 2017 to 62% in 2020.
- The percentage of women on committees has decreased from 49% in 2015 to 31% 2019.

With the support of a local consultant (gender expert), Inter-Aide has set up a training course on ethics, focusing more specifically on the subject of harassment and corruption. This training aims at adapting and appropriating the tools for denunciation, setting up administrative measures, supporting victims, etc.

Inter-Aide initiated a study in Phalombe with water users, committees, mechanics and spare parts sellers to better understand the conditions that allow women to take part in water decisions at the community level.



Dara Dime federation members meeting, Daramalo Woreda, Ethiopia (March 2022)

C. ASPECTS RELATED TO WATER MANAGEMENT SERVICES AND GOVERNANCE IN ETHIOPIA

The One WASH National Program (OWNP) is a national program designed to “improve the health and well-being of communities in rural and urban areas in an equitable and sustainable manner by increasing access to water supply and sanitation and adopting good hygiene practices⁶. Although the ministry has developed a gender directive, it is not being cascaded down to lower level administration. The program has therefore established a quota system to strengthen women’s leadership in WASH committees (WASHCO) and **aims to increase women’s participation in supply chains**, WASH construction jobs and artesian training. However, it has not been able to ensure sufficient inclusion of women in WASH committees (WASHCO). This is because women have had much less exposure to activities and responsibilities outside the household⁷, and the position of husbands as the primary decision-makers

6 UNICEF. 2016. Ethiopia’s One WASH National Programme. One WASH Plus Learning Module in support of the One WASH National Programme

7 WHO/UNICEF. 2017. Joint Monitoring Programme for Water Supply, Sanitation and Hygiene (JMP). Progress on Household Drinking Water, Sanitation and Hygiene | 2000-2017



Female Chairperson making speech in Patata federation, Ethiopie (March 2022)

affects women's involvement in WASHCO. In most WASHCOs, women are appointed as treasurers because communities find women trustworthy to manage money, but **they do not generally hold leadership positions**⁸ on WASHCO committees. There is also a lack of active and meaningful participation by the women's affairs office, particularly the Woreda women's affairs office and the Kebele representative, although increased participation of women in WASCHCO leads to more sustainable results and project-level effectiveness⁹. In addition, women's participation in maintenance work is limited and **technical work is dominated by men** because it is considered a male task. There are also a limited number of female graduates in these areas.

D. INTER-AIDE PROJECT IN ETHIOPIA

In Ethiopia, the activities developed within the framework of the program agreement cover 3 mountainous zones (8 woredas) in which gravity-fed networks have been developed to provide access to drinking water. The project targets nearly 137,000 users who benefit from access to water either through the construction and maintenance of gravity-fed networks or through the strengthening of the management bodies of these networks.

8 IRC/UNICEF. 2019. Gender and Equity Issues in WASH Addressing Inequalities in the ONEWASH Plus Programme

9 Ministry of Water, Irrigation and Electricity. 2016. Case study on Women's Role and Inclusion in Water Management through Comparison of WASHCOs in Three COWASH Regions"

II. The context of the follow up

Capacity building activities focus on training and support for **user federations (WUAF)**, which are the direct managers of the facilities. A federation operates on a kebele and employs a **technician** (water agent) to supervise the maintenance all the water supply systems in this rural commune, which includes several villages. Inter-Aide also works to train local water offices (WWMEO) and supports women artisans and women entrepreneurs in the construction and maintenance of gravity networks.

Inter-Aide collaborates with RCBDIA, a local association in the Bolosso Bombe area that trains and accompanies the federations. RCBDIA was created by former Inter-Aide employees and is very close to Inter-Aide in terms of procedures and intervention strategy. A change of director has recently taken place within RCBDIA, allowing the dynamic of the partnership to be revived.

Inter-Aide has data on the distribution between men and women of the positions which show that women are largely in the minority within the program animation teams:

- They represent 14% of Inter-Aide employees and 18% of RCBDIA employees.
- They are over-represented in administrative functions (100%), and under-represented in all other functions (11% in general coordination, 4% in local coordination, 3% in technical and field leadership positions and 16% in support functions such as driving, cleaning, etc.).
- Among expatriate staff, their representation increases to 40%.
- Within the WASH programs in the different zones, women represent on average 17% of the local staff (up to 25% in Bolosso Bombe where RCBDIA is involved).

Inter-Aide survey of women members of water associations and federations in late 2019 indicated:

- A representation of women in the management structures ranging from 15% to 35%.
- That the women occupying these positions are rather well established within the targeted communities, recognized for their social and family status: they are married with an average of 5 children, 80% have academic qualifications, i.e. women who are more educated than the average and also older (35 years old when the average age of adult women is 27).



Female treasurer in Kulo Federation - Kutcha Woreda, Ethiopia (March 2022)

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III. INTER-AIDE'S GENDER PERSPECTIVE AT CENTRAL LEVEL (PHASE 1 DIAGNOSTIC STEP 1 FRAMING)

For the diagnostic we used the “gender continuum”¹⁰ to analyze the framework documents of its action (Program Convention and Charter), the activities developed, the monitoring-evaluation and the written and visual language. The gender continuum seeks to identify whether strategies, activities and attitudes are gender-blind or gender-sensitive. If they are gender-sensitive, it seeks to distinguish between exploitative, accommodative and transformative approaches. To complete the gender analysis, we analyzed the sensitivities and opinions expressed by the interviewees regarding the “efficiency” versus “human rights” approach observed in the implementation of activities, including the recruitment of women.

10 https://igwg.org/wp-content/uploads/2017/04/Gender_continuum_graphic_fr.pdf

A. WITHIN INTER-AIDE, THE APPROPRIATION OF THE GENDER PERSPECTIVE WAS VERY DIVERSE

Within Inter-Aide, **the appropriation of the gender perspective is very diverse** in the program activities and in the conceptions of the different actors interviewed. It is often the case that different interventions do not have the same approach in terms of gender.

B. THE DOCUMENTS

The Program Agreement can be read as a precise, well thought-out project, which has been the subject of a real effort of cross-cutting reflection, but which was initially drawn up with a “blind” approach to the complex issue of gender. From the summary, which is also an element of external communication for AFD, neither the results nor the activities, nor the indicators selected make reference to the participation of women and to gender issues.

The diagnosis and analysis of political and institutional issues, do not mention the place of gender in these mechanisms, nor the consideration of women's opinions or needs. These questions are also **absent in the diagnosis and analysis of social, cultural and/or economic issues**, which does mention what could be an obstacle to change. **In the detailed diagnosis of the partnership issues there are nevertheless the beginnings of this reflection:** “Inter-Aide will strengthen RCBDIA's capacity to support users' federations (including their gender dimension)” or, for another partner of the agreement (Tehyna), the need for enrichment and feminization of the teams.

The specific section on “Diagnosis and gender issues” is more ambiguous: it is presented from the angle of “changes in methodology and adaptation to a changing context”, which makes the integration of a gender approach inevitable: gaps are identified in order to better understand them: a study on the feminization of Ethiopian federations, monitoring the progress of women's representation in pump repair technicians' networks in Malawi. The text oscillates **between (accommodating) accompaniment of local dynamics and a desire for transformation.**

Oscillation also between a clear intention and mistrust for the obligatory character that this question could take. The possibility of staying with an accommodating approach is still being considered. Inter-Aide does not exclude an accommodating rather than a transformative approach if the latter proves to be more effective, if the diagnosis is not confirmed by the study.



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The targeted objectives, elaborated in response to this diagnosis, confirm this: gender, mostly addressed in a specific paragraph, does not irrigate the strategy and the logical framework of the project. But, for example, the limits of the water governance bodies supported by Inter-Aide are well identified, and the responsibility for this is assumed. **Inter-Aide therefore confirms its intention to move towards a more transformative approach, cautiously and without translating it into a transversal commitment.**

The details and arguments of the logical framework and activities confirm these overall impressions, and these hesitations in the approach: no mention of gender and women, including in advocacy; action research, analysis of results, and communication are oriented towards “scaling up of maintenance systems”. Results and activities too, with a few exceptions, are often at best accommodating, provided that institutions impose gender-sensitive texts.

The integration of a gender approach appears however in some of the activities: “in the selection process of male and female technicians (1.1.2), Inter-Aide and local NGO teams try to change the gender perceptions of the authorities who recommend candidates, by promoting the examples of working female technicians (Malawi)”. “In both Ethiopia and Madagascar (2.1.2), we note that women are underrepresented in these decision-making bodies, not so much because of their small numbers as because of their modest role. Identifying the levers that can change the lines is a priority.

Gender is not mentioned either, even though the format allowed it, in the three priorities of this first triennium (i) research, consolidation, reproduction and scaling up of maintenance models in different contexts, ii) capacity building of our partners to conduct autonomous actions in the field of maintenance, iii) transfer of responsibilities accompanied by the implementation of advocacy for maintenance with public, deconcentrated and decentralized institutions, and possibly with CSOs. **In these fields, gender is not - for the moment - seen as a specific bearer of solutions.**

The question of gender, which is cross-cutting in nature, is not mentioned either when other issues are addressed, such as taking into account youth, social entrepreneurship, biodiversity, and contextual and operational risks.

In the monitoring and evaluation, the same observation can be made as above. An analysis of the logical framework of the Program Convention reveals that no mention is made of gender or of proposed indicators specific to women (already identified above). Even when data is collected to evaluate the number of women in a group or committee, no clear objective is set to increase the current percentages.

As far as the written and visual language used by Inter-Aide is concerned, the documents analyzed show that some of the illustrations represent men and women in their traditional gender roles and thus reinforce stereotypes. This is an exploitative approach because it uses what is the basis of gender discrimination.

A great diversity of sensitivities and positions within the team were observed in the identification of the levers and arguments on which Inter-Aide relies to justify and engage its work on gender. Some positions and comments indicate a gender-blind positioning, ignoring the fact that women are generally the most vulnerable in the poorest households. On the other hand, other positions clearly consider that gender should be considered as a criterion of vulnerability.

Inter-Aide's organizational and strategic decisions are systematically based on program priorities and are mostly driven by the people in charge of these programs, mainly the Sector Managers. The initiatives taken in the field of **human resources management** to correct gender inequalities and defend equal rights are rarely transversalized and remain at the level of a program, a country or a cluster. As a result, it is the individual perception of gender issues that guides decision-making and thus causes discrepancies between practices and the desire to change practices. It was observed that women tended to have a greater sensitivity to gender aspects than men. Women seem to indicate a desire for a clearer and more proactive attitude on the subject.



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IV. PERSPECTIVES FROM THE FIELD

(PHASE 1 DIAGNOSTIC STEP 2 PROSPECTIVE LOCATION)

Individual interviews, focus group discussion and a co-construction workshop were carried out during a one week field work in each of the two countries.

A. FINDINGS RELATED TO MALAWI

Women are the main users of water and yet their participation in decisions concerning water and sanitation governance is minimal. Women are not visible in leadership and decision making positions as well as in maintenance and construction of water points.

IV. Perspectives from the field

However, most of the roles and decision making related to water use and sanitation at the household are done by women. While men dominate in roles related to maintenance and construction of the water points. Most of the decisions regarding decisions in water point committee and at community level are made by men and community members. Although there has been some positive changes in the participation of women in water and sanitation governance, there are both individual, community, structural and socio-cultural barriers that hinder their participation.

B. SUGGESTIONS/ RECOMMENDATIONS

Based on the barriers of women participation in water and sanitation governance identified during the field work, the following suggestions and recommendations were made to discuss with Inter-Aide. Prospective and Cooperation supported the organisation in the integration and implementation of such interventions.

POLICY LEVEL

- Department of Technical and Vocational Education and Training (DTVT) and Technical, Entrepreneurial and Vocational Education and Training Authorities (TEVETA) should integrate gender in policies, strategies, targets and indicators of success by using non-discriminatory language.
- DTVT and TEVETA should develop career guidance, role modelling and sensitisation materials for the education system, parents and communities.

PROGRAMMING RECOMMENDATIONS

Communities/community leaders/Government and Non-Governmental Organisations/development partners should:

- Reserve positions in committees to be held by women to encourage their participation.
- Deliberate target women to provide decisions on some issues during meetings.
- Use female role models who are doing male-dominated work to encourage other women in communities.
- Sensitize couples on the importance of allowing participation of both men and women in decision making.



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- Give chances to women to lead some meeting even if they are not an executive members.
- Encourage men to permit their wives to participate in different groups.
- Abolishing/ending/discouraging cultural and social norms and practices that discriminate against women.
- Sensitize men, women and the youth on their potential to participate in any roles.
- Provide mentorship support to women to perform some technical work until she is able to do on her own e.g. Female Area Mechanic.

IV. Perspectives from the field

Inter-Aide and Non-Governmental Organisations/development partners should:

- Provide training in gender, leadership as well as public speaking skills to Area Development Committee and water point committee members.
- Allocate a quota for women in trainings and committees.
- Empower women with resources or income generating activities so that they are self-reliant.
- Involve both men and women in groups and sensitize them together instead of working with separate groups.
- Encourage women to be confident by assigning them roles that will increase their participation in groups.
- Develop gender sensitive messages and policies at workplace and in projects to encourage participation of both men and women.

C. FINDINGS RELATED TO ETHIOPIA

In general, women participation in water committee, association and federations and community meetings and water construction activities have increased and their decision making is also enhanced. There is a slight change in men's participation in household activities, but women remain to be primarily responsible for managing use of water in the house. The support by Inter-Aide and RCBDIA has not only improved the sanitation, health and economic condition of communities, but also enhanced women's participation in male dominated activities and leadership position in different structures. However, the changes are at infancy stage and setting a quota and enhancing participation of women in water construction activities is not sufficient.

D. SUGGESTIONS/ RECOMMENDATIONS

The field report identified barriers of women participation in water and sanitation governance and developed the following suggestions and recommendations. These were discussed with Inter-Aide. Inter-Aide integrated most of the suggestions and Prospective and Cooperation supported the organisation in the integration and implementation of such interventions:



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STRUCTURAL CHANGES / TRANSFORMATION

- Quota based system is not enough to enhance women's leadership and empowerment. An integrated approach is critical to increase the participation and representation of women in governing bodies in association and federation.
- Gender has to be integrated in planning, implementation, hiring procedures, and monitoring and evaluation, trainings, indicators and budgeting systems of Inter-Aide/RCBDIA.
- Promote women's participation in leadership position both at the top and bottom level, such as in Kebele and Woreda structures.
- Encourage and support women to be educated, to have access and control over resources, including fieldwork resources such as motorbikes.
- Engage men to change gender stereotypes / norms and also to enhance women's participation in leadership positions by making them advocates and role models for emancipation of women.

IV. Perspectives from the field

- Form partnership with other WASH stakeholders to share experiences and knowledge and skills, to introduce small scale livelihood initiatives/schemes for most vulnerable members of society and also to empower women economically.
- Establish women peer to peer groups so that they may support each other and space will be created for mentorship for women in governance position in water committee structures.
- Water construction activities should go hand in hand with latrine construction in places where open defecation is widely practiced.

AWARENESS CREATION, CAPACITY BUILDING TRAININGS AND EXPERIENCE SHARING FORUMS ARE NEEDED AT DIFFERENT LEVELS.

- Provide training to Inter-Aide and RCBDIA staff on gender mainstreaming, monitoring and evaluation, gender responsive budgeting and planning.
- Build capacity of Kebele and Woreda Women's affairs offices on gender so that they may provide continuous technical support to associations and federations in a coordinated manner.
- Build capacity of community based water structures and committees on gender, leadership and life skill.
- Gender training to men and women to change gender relations, gender division of labour and to enhance men's engagement in household activities and to promote the idea that women's engagement in public activities benefits the whole family.
- Organize experience sharing forums among men and women champions together with other community members.
- Include women to artisan and maintenance trainings and set a quota to train women artisans. Women should be involved in section processes of training participants.
- There is still a need to create awareness about the importance of increasing women's participation in meetings.
- Recognize women champions who are involved in construction and public activities and male champions who share household burden and advocate for emancipation of women.
- Arrange forums where women from different structure and networks such as credit associations and federation and association could come together and share experiences.

CHANGE SOCIAL AND GENDER NORMS

- Build culture of dialogue by bringing men and women together to change the idea that women cannot do it and to change gender/social norms and gender relations.
- Use transformative approach to change social values and gender norms that perpetuate low status of women. Any attempt to change gender relation/enhance women's public participation should consider women's household work burden.

E. SUGGESTIONS/ RECOMMENDATIONS FOR CROSS-CUTTING ACTIONS

It **was suggested to adopt one or more of the proposed cross-cutting actions:**

- To support **advocacy** on maintenance and sharing of expertise that should contribute to scaling up, **an ongoing external evaluation process** on accountability for commitments made under the agreement, monitoring methods put in place, advocacy strategies for maintenance (relevance and their scope) is foreseen that could fully integrate this dimension.
- **Collaborate with local universities** to carry out specific studies on maintenance issues, to include the subject in the training courses dedicated to access to water and sanitation (Malawi - University of Zomba), but why not also with the University of Addis Ababa and its Center for gender studies.
- **Exchange visits** between project managers, local NGO managers, teams and documentary confrontations are also opportunities to advance the subject internally.
- Organize a specific focus on gender during an annual monitoring committee ("AFD, other NGOs, researchers")
- **Organizing a workshop in France with other actors in the field of activity to mirror the initiatives carried out in the field**, sharing lessons and enriching them with feedback from other organizations interested and involved in the subject can also be an opportunity to strengthen an original positioning.



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V. SUPPORT AND ACCOMPANIMENT

(PHASE 2 COACHING STEP 3 MONITORING OF IMPLEMENTATION RECOMMENDATIONS STEP 4 OPERATIONAL IMPLEMENTATION AND APPROPRIATION)

Inter-Aide's support for the integration of women in decisions related to water and sanitation governance aimed at assessing the way in which WASH activities and governance integrate women's point of view. By issuing recommendations based on the expertise and the context analysis and by accompanying the valorization of collectively chosen good practices, the support mission enable Inter-Aide to identify and characterize its gender approach in the WASH maintenance systems.



During the COPIL held to present the results of the inception report and the field work diagnostic a dense conversation was engaged on the need to clarify the gender approach of the organization. The consultation workshop in each country for the prioritisation of recommendations and the second COPIL allowed to define a clear pathway for the activities to be carried out and a path way to ensure their implementation.

Steps observed during a six months period indicate that Inter-Aide is moving steadily towards a clearer and more gender transformative approach. Even if it is at a starting point, it can be noted that the gender approach is also being carried out independently, but with a percolation effect from this study and support from P&C, in Madagascar, where a gender focal person was recruited in 2021 and where adaptations are made in the program regarding menstrual hygiene sensitisation, recruitment procedures, security issues during transport and meetings with communities.

A. DEVELOPMENT OF GENDER PLAN OF WORK

Based on the recommendations of the second COPIL each country team developed a plan of work that was revised by Prospective and Cooperation consultants.

Most of the suggestions done by the gender experts were taken on board by the Ethiopian and the Malawian team in a very efficient and dynamic fashion.

In addition, it was extremely positive to see that the plan started to be implemented as soon as it was approved. The colleagues in each country received suggestions and support from the consultants when necessary.

ACTIVITIES ACHIEVED IN MALAWI

Maintenance

- ➔ Presentation of the project to traditional authority/Area development committee
 - Male and female are invited
 - Equal participation
 - Search for male and female candidates
 - Language adaptation
- ➔ Maintenance campaign
- ➔ Traditional Authority/ADC “ *review meetings* ”
- ➔ Initial and refresher area mechanics training
 - Invitation of spouses

Communities

- ➔ Meetings with group village heads
 - women’s representation (1/water point) and speaking out
- ➔ Technical evaluation of water points
 - Presence of women necessary
 - Adaptation of the language used by area mechanics
- ➔ Community meetings
 - Parity and mixed, and 1 facilitator male and female
- ➔ Community Leadership Trainings (CLT)
 - Review of posters / Money collection & purchase of spare parts by men and women

Future process

- Recruitment of a gender focal person (Sept 2022)
- Development of monitoring indicators

ACTIVITIES ACHIEVED IN ETHIOPIA

May 2021: recruitment of a gender advisor

- Improvement of the representation of women in the water Federations (WUAFs)
 - Two women with at least one in a key position
 - Elections of the members of the Federations
 - Request for additional water point

- Monitoring and evaluation:
 - Quantitative: representation of women
 - Qualitative: Interviews with women in key positions

- Training of women members of the Federations

- Recruitment procedures:
 - Interviews with female field staff
 - Interviews with the recruitment team, followed by:
 - Recommendation
 - Equal opportunities for equivalent positions objective
 - Good working conditions

- Protection & Ethics Procedures inspired by the Malawian model and adapted to the national legislation

Progressive support from the gender focal point (activities, M&E) to agricultural sector (Livestock, forage production, agroforestry...).

Action plan translated and shared with the team in Madagascar

Future process:

- Improved tracking (categorization of WUAFs)

- Observation of the election process to include more women

- Treasurer training: Capacity Building



Gender training for teams in Madagascar (February 2022)

B. HOTLINE

The hot line and regular meetings between the international, national gender expert and the countries teams allowed to readjust the consultants' interventions as required. This hotline worked in all directions, the international and national consultants communicating with Inter-Aide colleagues and vice versa. These conversations allowed to identify bottlenecks such as the lack of awareness form Inter-Aide team members at central and national level.

The topics discussed in the hotline were diverse and included but were not limited to:

- Sharing documents on and for gender training
- Discussion on ways to adapt the approach about trainings and how to carry them out according to local reluctancies
- Discussion and support on best ways to implement the internal "protection and Ethic procedure"...



Ethiopia (March 2022)

C. IDENTIFICATION OF GENDER FOCAL POINT

In Ethiopia, Inter-Aide has launched a recruitment in 2021 for the creation of a gender referent position who was mobilized to carry out qualitative surveys on the WASH and Agriculture sectors. This person joined the team at the time of the Prospective and Cooperation field mission. Prospective and Cooperation consultants did ad-hoc training to facilitate the integration of the gender focal point. This was done by the local consultant during the field work and after.

In Malawi the process of discussion about the recruitment of a gender focal point took some time. But, following a mission of the Country Director in Malawi, in May 2022, it has been decided - jointly with the local teams - that a gender referent position would be created as from September 2022. Different possibilities are discussed such as the recruitment of a person not only for the water component but also for agriculture and health. This process as taken more time than expected but the interest of the team for the inclusion of such a position and the discussion about the need of a gender focal point for the different sectors indicate that a deep process of reflexion and adoption of a gender transformative approach is on its way within the organisation.

D. TRAINING OF TEAM ON GENDER ISSUES

Prospective and Cooperation in the context of the current mission carried out ad hoc in service training whenever it was necessary, specifically in Ethiopia with the gender focal point.

In addition, as a result of the mission but within additional contract, Prospective and cooperation carried out:

- A 4 days face to face training with the team in Malawi (total of 11 people).
- A 2 days training (one day face to face) with Inter-Aide central team as the head of sectors with a total of 20 people.

These additional requests from Inter-Aide are also an illustration of the relevant reflexion that the organisation is engaging in. Taking the staff at local level (Malawi) and central level through a training to make sure that all have an adequate understanding of gender issues and relevant tools to deal with all the aspects from gender analysis, to implementation and monitoring and evaluation indicate a relevant commitment from the part of the organisation.

In Ethiopia the gender focal point carried out the training of the staff with the support of training material developed by the consultants or developed by other and shared with national teams and colleagues.

E. MONITORING, EVALUATION AND RESEARCH

The mission reflected on the program's indicators, and even suggested reformulating them to be in line with the recommendations that will be implemented: the impact or results indicators, and the approaches to capitalization.

Comments were given to the studies carried out in each of the countries by the local teams. This included not only aspects related to the methodology but also connected to the data analysis.



**PROSPECTIVE
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 Think Tank

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