

Technical Report

Fifth Gender Water Equity Training (GWET) Workshop



Organised by

SaciWATERS



UN HABITAT
FOR A BETTER URBAN FUTURE



June 14-18, 2010

Kathmandu Nepal

Workshop Team	
Facilitation	Dr. Anjal Prakash , Ms. Seema Kulkarni, Dr. Sara Ahmed, Ms. Archana Patkar, Mr. K. J. Joy
Workshop Co-ordination	Dr. Anjal Prakash, Mr. Sarbin Sayami
Workshop Reporting & Evaluation	Dr. Jayati Chourey
Financial Reporting	Mr. C. Sreenivasulu, Ram Kumar Shrestha
Administrative support	Ms. Hemalatha Paul

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Summary

The training workshop on Gender, Water and Equity (GWE) is the fifth in a series for researchers, policy makers, development practitioners, academics and activists from the South Asian region. This programme was jointly organized by SaciWATERS; Cap-Net; Society for Promoting Participative Ecosystem Management (SOPPECOM); Gender and Water Alliance (GWA); Water Supply & Sanitation Collaborative Council (WSSCC); and UN HABITAT during June 14-18, 2010 in Kathmandu, Nepal. The workshop aimed to raise participants' awareness levels on key gender, water and equity issues and challenges in South Asia. It attempted to provide participants with conceptual and contextual knowledge as well as practical skills to negotiate concerns of equity and principles of gender mainstreaming in the water sector. The content of the workshop was divided into four themes viz., Gender and Equity: concepts & analytical frameworks; Water, IWRM and Equity; Policy Reviews and Sectoral Analysis from a Gender Perspective; and Sanitation and Menstrual Hygiene. Each theme had interactive sessions and group exercises. The programme also comprised of half a day field trip to water and sanitation project sites and a panel discussion on, "Challenge of Addressing Gender Equity in Water Management in Nepal". There were a total of thirty (30) participants belonging to Bangladesh, Bhutan, India, Nepal, Pakistan, Sri Lanka and Uzbekistan. There were 16 female and 14 male participants in the workshop. The overall assessment of evaluation by participants shows that participants found the workshop to be very relevant and unique, having met most of their expectations.

I. Introduction

■ Relevance of the Course

A rapidly changing political, economic and social context throughout South Asia means that water is becoming a source of conflict and competition at the national, regional and local levels. The processes of liberalisation and globalisation, growing poverty, social inequalities, water scarcity and climatic uncertainties are all interconnected contexts within which an understanding of gender relations and its intersections with water and equity needs to be located. These processes particularly affect the lives of poor women, often the primary informal managers of water, for whom access and rights to water are mediated by their social and economic positions in society.

Women's central role in the provision, management and safeguarding of water has been reiterated in several international conferences and policy statements since the 1970s. However, 'equipping and empowering' women to participate at all levels of water management and governance is a challenging process, which requires sensitivity across diverse social and cultural contexts, women's positioning and agency. In most countries of South Asia, recent reforms in the domestic water supply programmes have provided space for women to participate in community water management institutions through quotas. Yet to move beyond numbers or the mere integration of women, capacity building for both women and men in decision-making is critical. However, not everyone is equipped to understand the complexity of the water sector as it relates to gender and concerns of equity. The proposed training programme attempted to address some of these gaps, both in terms of conceptual and contextual knowledge, as well as in building practical skills to negotiate concerns of equity and the principles of gender mainstreaming in the water sector.

■ Sponsors and Partners

- **South Asia Consortium for Interdisciplinary Water Resources Studies (SaciWATERs)** comprises a network of accomplished scholars and activists from Bangladesh, Bhutan, India, Nepal, Pakistan and Sri Lanka. It works towards producing and disseminating new knowledge to address the pressing problems of the water sector in South Asia through education, capacity building, research and advocacy. SaciWATERs was an organizing and knowledge partner for this training.
- **Cap-Net**, an international network for capacity building in IWRM is a partnership of autonomous international, regional and national institutions and networks committed to capacity building in the water sector. These networks have proven to be effective at promoting understanding of IWRM and play a key role in supporting the development of IWRM and also the realisation of MDGs. Cap-Net was a funding and knowledge partner.
- **Gender and Water Alliance (GWA)** is a global network with more than 1700 members from 116 countries managed by a secretariat in the Netherlands. It seeks to promote equitable access for women and men to and management of safe and adequate water for domestic supply, sanitation, food security and environmental sustainability. Activities are implemented in the areas of knowledge sharing and development, capacity building and influencing policies. GWA was a funding partner.
- **United Nations Human Settlements Programme, UN-HABITAT**, is the United Nations agency for human settlements. It is mandated by the UN General Assembly to promote socially and environmentally sustainable towns and cities with the goal of providing adequate shelter for all. UN-HABITAT was a funding partner.
- **Society for Promoting Participative Ecosystem Management, Pune (SOPPECOM)** is working in the area of Natural Resource Management (NRM) primarily in rural Maharashtra in India. It is committed to the principles of sustainable and rational use of natural resources, equity and social justice in the distribution of benefits, especially to the disadvantaged sections and towards the democratic and decentralized governance of these resources through policy reforms. SOPPECOM was a knowledge partner.
- **Water Supply and Sanitation Collaborative Council (WSSCC)** is a global multi-stakeholder partnership organisation that works to improve the lives of poor people. WSSCC enhances collaboration among sector agencies and professionals around sanitation and water supply and contributes to the broader goals of poverty eradication, health and environmental improvement, gender equality and long-term social and economic development. WSSCC was a knowledge partner.
- **Nepal Engineering College (nec)**, a nonprofit institution under the private sector initiative. Since inception, **nec** has been constantly engaged in designing, upgrading and standardizing the academic curricula and offering Bachelor and Masters level courses in engineering, technology and allied disciplines. **nec** intends to continue with this initiative, offering more innovative and applied courses in the established and emerging areas in the days to come. NEC was the local organizing partner for this training.

II. Course Objectives of the course

■ **Objectives** The fifth GWET workshop aimed to increase participants' awareness on key gender, water and equity issues in South Asia and challenges in mainstreaming a gender equity perspective in water policy and practice, with the following objectives:

- To make participants understand the larger political context of water wherein, gender and equity issues are placed at the centre.
- Strengthen conceptual perspective on gender, water and equity.
- To provide skills to examine analytical frameworks for incorporating gender and equity in the planning and implementation of programmes in the water sector.

■ Target Audience

Most of the participants were mid-level professionals mainly from South Asia associated with developmental organizations, educational and research institutes, state and central government departments working in water sector and activists.

■ Expected Outcomes

The trained participants are expected to act as change agent ambassadors who would influence gender and equity sensitive policies in their projects and programmes. Trained Participants would also align with Water Community – WESNET India and Gender and Water Alliance globally for further dissemination and knowledge sharing – this will increase the dialogue on gender and equity issues in water and provide visibility to the issue. Based on the experiences of the training ideas, a training handbook on Gender, Water and Equity (GWE) will be developed. A month long winter school on GWT issues would also be offered by a university.

III. Programme

■ Facilitator(s)

- Dr. Sara Ahmed: Senior Programme Specialist on Rural Poverty and Environment at the South Asia Regional office of International Development Research Centre (IDRC) in New Delhi, India
- Ms. Seema Kulkarni: Fellow and founding members of the Society for Promoting Participative Eco-system Management (SOPPECOM), Pune, India
- Mr. K. J. Joy: Senior Fellow and founding members of Society for Promoting People's Participation in Ecosystem Management (SOPPECOM), Pune, India
- Ms. Archana Patkar: Programme Manager, Networking and Knowledge Management, Water Supply & Sanitation Collaborative Council (WSSCC), Geneva, Switzerland
- Dr. Anjal Prakash: Senior Fellow, Research and Outreach, SasiWATERS, Hyderabad, India.

Contact information and background of facilitators is provided in Annexure III.

■ **Methods of Facilitation Used:**

The fifth Gender, Water and Equity Training (GWET) workshop was a five days training programme, carried out through a mix of participative and interactive sessions, group work, field exposure and panel discussions. Refer to Annexure I (Training Schedule).

Interactive Sessions: There were a total of nine sessions conducted under four major themes. Each session included an hour of class room lectures using power-point, followed by group discussions for another half an hour.

Reference Material: The trainees were provided with CDs containing literature on four themes of the workshop. A compilation of 'selected readings' were also provided as a printed handout. The list detailing the 'selected readings' has been provided in Annexure VII.

Group Exercises: Participants were divided into 5 working groups. There were three group exercises during the first three days of the workshop. The group work aimed to equip participants with skills to apply theoretical frameworks learnt during the theory sessions, to practical situations, Details of group exercises have been provided in Annexure VI. Other than these exercises, groups were also assigned some tasks (recap-of the day, time keeping, energizers, photography, group reports and daily feed-back) to make the workshop more participatory (Refer to Annexure IV).

Field Exposure: The half day field exposure component included visits to observe various interventions related to water and sanitation at the community level.

Panel Discussion: Experts from water sectors in Nepal were invited to participate in a panel discussion on the challenges of addressing gender equity in water management in Nepal.

Evaluation: The training had an inbuilt mechanism of participatory evaluation throughout the training workshop. The evaluation process used both formal and informal tools to assess the performance of the training. Tools used were daily feedback; questionnaire survey; and the sign in and sign off exercise.

- **Content:** The content was divided into four themes viz., Gender and Equity – concepts & analytical frameworks; Water, IWRM and Equity; Policy Reviews and Sectoral Analysis from a Gender Perspective; and Sanitation and Menstrual Hygiene. Each theme had interactive sessions and a group exercise. A half day field trip and panel discussion were part of the content. A brief account of each component is presented below. For details, refer to Annexure VI

Theme 1: Gender and Equity – Concepts & Analytical Frameworks

Resource Person: Ms Archana Patkar

■ **Session 1.1 : Understanding Gender & Equity- A Conceptual Overview** - by Ms Archana Patkar

The session focused on the common conceptual framework involving gender and equity which addresses inequalities at work and also discussed the various initiatives taken to overcome this hurdle. Gender and sex are often used interchangeably. While gender is a social, cultural & psychological construct, sex is a biological construct. Patriarchy as an aspect of gender was covered, which relates to power relationships and structures through which men dominate women. There is a presence of societal institutions and processes which mediate in gender. There are also gender gaps due to gender interfaces. Poverty was discussed as a dynamic condition. The poor can be categorized into improving, coping and declining poor and no one remained in the same state all through. The vulnerability context comprises of trends, shocks and seasonality. The asset pentagon comprising five kinds of capital viz. human, natural, financial, physical and social was also presented in the session. Usually, women and the poor seem to lack in some or all of these capital. Key livelihood outcomes were also discussed. The visible linkages between livelihoods and conflicts, managing conflict-related shocks and linkages between livelihoods strategies and conflicts were also part of the session. The role of people working in the sector is significant as our role as practitioners and development agents should lead to social change. Social and gender analysis recognizes communities as heterogeneous. Poverty was defined as a socio-economic condition. Households and groups have differing abilities to pay for services or demand for rights, while it is also true that different stakeholders access and use resources differently. Some groups and individuals are excluded from services due to lack of voice. The researcher's way of analyzing equity was also discussed. Lastly, the concept of Social and Gender Analysis (SAGA), risks of a poor SAGA and how SAGA can be put into practice was presented in the session. Also, it came out participation of women in water management sector is limited and how it can be changed.

■ **Session 1.2: Women and Development to Gender and Development: Mapping the Changes** - by Ms. Archana Patkar

The session discussed the development discourse trajectory, development approaches and policy approaches and gender mainstreaming. The various definitions of development were also covered. It's been quite a transformational journey when development was being perceived only from a purely economic perspective covering GNP and now when development is stated as growth with justice. Development is now focused as basic needs and also as adjustment with a human face. It can also be defined as freedom to choose between several ways of living and linked with equity and sustainability by Amartya Sen. It is also an integral part of the MDGs. There has also been a transition in thinking about gender. During the 1980s, gender relations were about power relations between men and women. In the 200s however, gender is equated with social relations and development. There also has been the introduction of inter-sex and third gender. We now look at gender and women as well as masculinities and development. Women in Development (WID) focus on an "integrationist" approach and "productive" roles only. In Women and Development (WAD), women are seen as members of households and beneficiaries of household incomes but there is no special focus on them. They are projected as vulnerable and thus need protection along with

children, people with disabilities and the aged. The focus is on ‘socially determined’ relations between men and women. Gender and Development (GAD) focuses on social, economic, political and cultural forces that determine how men and women might participate in, benefit from and control project resources and activities differently. Focus is on “agenda setting” or transformative approach. There are various approaches to gender and development viz., equity approach, anti-poverty approach, empowerment approach, efficiency approach. Gender and related policy/program assessment was discussed. Caroline Moser's framework and Naila Kabeer's classification of development policies as gender-blind policies and gender aware policies were also discussed. The gender aware initiatives are also categorised into gender neutral, gender specific and gender redistributive.

● **Group Exercise**

Topic: Addressing Practical Gender Needs (PGNs) & Strategic Gender Needs (SGNs)

The exercise began by defining the programme through a gender lens. Subsequently, it was required to analyse the current situation in terms of Practical Gender Needs (PGN) and Strategic Gender Needs (SGN). At the end, participants had to suggest two interventions for addressing PGN and SGN. Themes given for group work were (1) Water; (2) Sanitation; and Hygiene.

The programmes selected by the groups were: Integrated water, sanitation and hygiene programme in Birat Nagar, Nepal; Dandagaon Rural Water Supply Project, Nepal; Millennium Development Goal 7; Diarrhea Outbreak at Dadeldhura district, North Western Part; and Programme selected- Menstrual Hygiene.

Theme 2: Water, IWRM and Equity

Resource Persons: Mr. K J Joy and Ms. Seema Kulkarni

■ **Session 2.1. Understanding Water: Bio-physical and Socio-cultural Peculiarities of Water and Water Sector Issues in South Asia** - **by Mr. K J Joy**

The session provided an understanding of water sector issues in South Asia. Water has been considered as an integral component for the development of all civilisations that existed here. The contribution of Himalayas of being the primary source of all major rivers in the region was also emphasised. Country specific challenges were discussed which ranged from irrigation and drinking water scarcity, depleting water quality and quantity, increased stress on water due to development. Also, the biophysical and sociocultural characteristics of water which distinguishes it from natural resources like land or forest was recognized. Water is a common pool resource and not a public good. Water has a common pool character irrespective of what property regime it operates under. It provided an integrated understanding of water and prepared a base to understand the water-gender-equity nexus. Lastly, challenges facing the water sector like privatization, trans-boundary conflicts and climate change which would have an impact on access, equity and livelihoods were also discussed in the session.

■ **Session 2.2 : Normative Concerns: Livelihoods, Sustainability, Equity and Democratisation**
- **by Mr. K J Joy**

The session discussed livelihoods, sustainability, equity and participation/democratisation, the normative or foundational objectives of “development” and how they translate themselves to the specific context of water. From 1990s, there has been a shift from basic/subsistence needs to sustainable livelihoods. Livelihood needs differs from basic needs as it takes into account needs imposed by livelihood patterns. It also implies increasing levels of self reliance. Fulfilment of needs to be assessed at household and intra-household levels. Thus rights and access should be determined by livelihood needs. Sustainability involves sustainable use of water resources, meeting livelihood needs within annual flows and ensuring sustainability of downstream agro ecosystems. Equity ensures greater sharing of benefits, right based discourses, access to natural resources especially to augmented resources generated through water projects, livelihood assurances for the rural poor and disadvantaged and equity in *participation*. Democratisation involves making informed choices, more control for local communities over design, implementation, management and decision making, downward accountability of the supra local agencies, more voice for marginal groups within the local community and space for two-way learning.

■ **Session 2.3: Linking Women and Water, Understanding How Perspectives Shape Agendas**
- **by Ms Seema Kulkarni**

The session focused on gender and women. Gender is relations between different genders across social groups. There is a need to overcome dilution on the status of women and across social groups especially in the context of water. All socially disadvantaged groups and women require access to water as a means of production and source of livelihood. Women also qualify for better access as their role in water related work is high. The session analyzed gender on three aspects, analysis of activities around water, of water resources involving ownership and of benefits and incentives. There were discussions on right to water and water entitlements, water technology and infrastructure and decision making in water related institutions, which are presently in the purview of men alone. Earlier (pre 1990s), water knowledge was technocentric where the role of women was largely ignored and invisible. Gender relations or equity were also in the background. But now, there has been a perceptual change in the role of women from being victims of degradation of nature and water scarcity to privileged knowers who are solutions. The 1980s saw an emergence of advocacy in women's leadership in environmental action and their participation in setting development agendas. Also topics like ecofeminisms, feminist environmentalism and feminist political ecology arose. There was also discussion on the capitalization of nature. The ecofeminists consider three colonisations (nature, women and non-west). Women are seen as victims affected by the environmental crisis and also the solution due to their natural roles as care takers and nurturers. Thus, women are both victims and privileged knowers. So, they need to be integrated into programs like environmental regeneration, to increase efficiency. But this also increases their workload. The various approaches for gender water advocacy are the welfare approach, instrumentalist approach and efficiency approach. The 1990s saw a lot of emerging critiques of ecofeminist and WED. Now, the relationship of women with nature has been recast in terms of property rights. The feminist political ecology highlighted the need for progressive or enhanced gender equity. There is a need to define goals and how to achieve them through different approaches in equity, welfare and efficiency.

● Group Exercise

Topic: Understanding Water and Equity Issues

Firstly, the exercise was supposed to discuss the main highlights of the study. The participants had to discuss as to how they thought livelihood, sustainability, equity and participation concerns were being addressed. Finally, they had to decide how differently they would have behaved if, they were the key person/team.

Group I and IV were given a case study on participatory irrigation management in Khudawadi village of Maharashtra, India. Group V was given a case study on building gender responsive WUAs in Nepal. The remaining two groups were given a framework to develop a water resource management plan addressing GWE concerns. Topics selected were the water resource plan of OSH village, Kyrgyzstan (Group II) and sustainable watershed management in a SAARC village (Group V).

Theme 3: Policy Reviews and Sectoral Analysis from a Gender Perspective

Resource Persons: Dr. Sara Ahmed and Ms. Seema Kulkarni

■ **Session 3.1: From 'Women' to 'Gender' in Water Policy and Practice** - **by Dr. Sara Ahmed**

The session focused on the transformation of water policy and practice from being women centric to gender centric. Development of sanitation facilities have been number centric never questioning its usefulness, especially in the context of gender. Numbers mask socio-economic inequalities including intra-household gender dynamics arising from priorities given to women and men. Access to sanitation in schools, during conflicts and natural/human made disasters is also a challenge. Lack of access for women to water limits their economic contribution at the family level, as they spend a large amount of their productive time to collect water, thus making them vulnerable. This has given rise to evolution of women/gender concerns in water policy. The emerging trend of privatization of water and importance of private-public partnerships to ensure supervision and just implementation was also discussed. Other key points discussed were participation and gender, which talked about women in water management across levels. Also transparency and gender, which endorsed increased transparency if women are involved in decision making.

■ **Session 3.2: Understanding Gender concerns in the irrigation sector: Women and Water for Production** - **by Ms Seema Kulkarni**

There are two distinct phases of water policy implementation in India. Prior to 1990s, providing irrigation water was the duty of the state where focus was on building infrastructure like canals to improve food production rather than livelihoods. This led to the alienation of women and the deprived sections of society. Three major aspects of pricing, cost recovery and decentralized management were discussed and their importance in addressing access, availability and overall improving the status of equity in society. It was felt that decentralization has led to transfer of power and rights from the government to male community members, causing further alienation of women and the deprived sections. The working of the Water Users Association (WUA) in Maharashtra, proved that decentralization alone cannot remove the inequities related to access and availability and

overall gender rights. Participatory Irrigation Management (PIM) is essential to enable higher and active participation of women and the poor enabling them to be an integral part of irrigation planning, operation and implementation.

● **Group Exercise**

Topic: Policy Analysis Framework

The aim of the exercise was to create a framework for policy analysis. The participants had to draw on the concepts and concepts and tools discussed since the first day including gender analytical frameworks, equity, sustainability and democratic participation and develop a framework accordingly to analyze the policies at hand.

The policy documents provided for analysis to the groups were Water Resources Strategy, Nepal (2002); Bangladesh National Policy for Safe Water Supply and Sanitation 1998; Draft National Drinking Water Policy – Pakistan; Maharashtra State Water Policy; and Bhutan Water Policy 2007.

Theme 4: Sanitation and Menstrual Hygiene

Resource Persons: Dr. Anjal Prakash and Ms Archana Patkar

■ **Session 4.1: Sanitation Concerns in South Asia**

- **by Anjal Prakash**

The session began with an introduction to sanitation through various definitions. Investment in sanitation is required as its absence leads to infant deaths, lost work days and absence from school. Sanitation is a powerful force for economic development as increased access to sanitation leads to low school dropouts in girls. The session also compared the world's best toilet which has numerous features and is automatic with the hanging and dry latrines (worst toilets) which reinforce spread of disease, death, danger and indignity. Subsequently, the sanitation ladder was discussed which in the ascending order consists of open defecation, unimproved sanitation facilities, shared sanitation facilities & improved sanitation facilities. South Asian countries like India, Pakistan, Bangladesh and Nepal rank very low on parameters of access to sanitation except Sri Lanka ranks much higher. Sanitation is also a gender issue, as women are the worst sufferers with respect to accessing sanitation facilities, especially during menstruation and pregnancy. This leads to them being exposed to disease, dropping out from school. The access to sanitation is also limited for elderly and the socially underprivileged. An interesting piece on the history of the British toilet and how policies made sure that disposal and access for all people was possible, after the prevalence of a cholera epidemic which led to numerous deaths was covered. The status of sewage treatment in India, which is under capacity and under utilized was also discussed. There also exist inefficiencies in access and pay for sanitation as the urban rich are highly subsidized in the present scenario. Water treatment facilities are also under developed; current facilities are severely under utilized and restricted to specific cities. In the context of South Asia, there is lack of appropriate sanitation technology and rural areas lag due to absence of low cost materials, limited water availability and people's attitudes in favor of open defecation and utter lack of political will even within parties. Lack of funds is also a concern for sanitation programs which gets and utilizes low funds. There is lack of accountability as institutions are not accountable in delivering services to poor due to lack of transparency and bureaucratic behavior. Also, there is a complete lack of understanding of sanitation as a package of

basic services such as health, education, electricity and water. There is a lack of strategy to deal with urban sanitation due to non renewal of old sewerage systems no integrated plan for solid waste management.

■ **Session 4.2: Menstrual Hygiene and Management (A focus on adolescent girls + some practical examples)**

- **by Ms Archana Patkar**

The session focused on the reasons for girls in India not staying or learning in school. The reasons include costs involved, gender disparity, peer relations, socio-cultural beliefs on education, negative experiences in school, reduced achievements and socioeconomic status. There is a lack of articulation in sanitation related aspects, most importantly Menstrual Hygiene and Management (MHM) despite its importance and relation to livelihoods, reproductive health and education. There are also other issues like limited literature on gender mainstreaming in WATSAN, infrastructure design, waste management training & design and no focus on environmental sanitation. The focus of MHM is on the softer aspects viz. hygiene promotion. There are minimal efforts in production and social marketing of MHM practices, targeted towards adolescent girls. Their experiences are poorly documented. MHM also includes location, management, security, social, stigma and rights issues. MHM can be practices can be considered as strategic or practical. They can also be divided into three categories based on understanding, as a health and hygiene issue, management issue or rights issue. The session also covered the present status and initiatives taken in MHM in South Asia. Illustrations of a novel method to dispose cloth used during menstruation, composting menstrual waste were also discussed. The ideal MHM package could include understanding the girl/women needs, providing them with a forum to voice their opinions, striving to understand the environmental/social impacts of MHM and providing for research and development. All the aspects in an ideal MHM package are dynamic.

Field Trip: Lumanti's Work in Urban Slums of Kathmandu

The field exposure component included visit to three project sites of Lumanti viz. the Water, Environmental Sanitation and Hygiene Programme for Urban Poor in Narayan Tole; Implementation of cost recovery approach in private toilet construction in Thecho; and Low Income Consumer Support Unit (LICSU) Water Supply Project, Kathmandu. The field trip provided the participants with an opportunity to interact with the communities involved and to observe the project interventions through a gender and equity perspective.

Panel Discussion: The Challenge of Addressing Gender Equity in Water Management in Nepal

*Panelists: Dr. Ajaya Dixit- Chairperson of Kathmandu-based **Nepal** Water Conservation Foundation,
Ms Pranita Bhushan Udas-PhD Scholar, Wageningen University, The Netherlands
& representatives from Lumanti*

The panel discussion commenced with the concerns over the environmental degradation of water resources in Kathmandu city. The inter-disciplinarily, social and environmental concerns and integrated approach towards water resource management are gaining currency. However, the major challenge in the sector is to overcome politics which is very much prevalent in the centre. During

the next round of panel discussion, participants queried their various concerns on how gender and equity issues are addressed in Lumanti's projects. The panelists concluded the discussion with two remarks, (a) women are change vehicles for the society so their active involvement at all levels is essential; (b) water resource management should be seen in the context of gender, equity and political ecology.

IV. Results

- **Profile of Participants and Benefiting Countries/Communities:** Participants were primarily mid-level professionals from South Asia associated with developmental organizations; educational and research institutes; state and central government departments working in water sector and activists. A detailed background of the participants is provided in Appendix 2. There were a total of thirty (30) participants, belonging to Bangladesh (3), Bhutan (3), India (6), Nepal (9), Pakistan (6) Sri Lanka (2) and Uzbekistan (1). All the participants were from South Asia, except one who was a IWMI sponsored participant from Uzbekistan but, was very keen on learning the best practices on GWE in South Asia. The number of female participants was 16, while 14 males participated in the workshop. Age of the participants ranged from 26-54 years (Refer to Annexure II).
- **Participants' Evaluation:** The overall assessment shows that participants found the workshop to be very relevant and unique, meeting most of their expectations. Participants also found the course content and support materials to be good and comprehensive. However, there was a clear demand for more skill oriented sessions and group works in the future. They also opined that time allocated for each session was inadequate and suggested that the training should be extended for a few more days. They also demanded more interactive sessions with video and pictorial presentations. More time for sharing best practices from the field was also recommended. There was a suggestion of having courses at two levels, basic and advanced, catering to the varied needs of participants who are at different levels of understanding on gender and equity issues. Over all, the participants found the training well planned, where even minute details were taken care of. They also mentioned looking forward to an advanced level training workshop sometime in the future. Refer to Annexure VIII (Training Evaluation Report) for methodology and detailed results of evaluation exercise.

V. Conclusions

- **Outcomes:** The fifth GWET workshop appeared to meet its goal of sensitizing participants on key gender and equity issues in the water sector of South Asia, as indicated by their willingness to incorporate gender and equity concerns as an integral part of their work.
- **Challenges:** There were a couple of challenges for this workshop. **Firstly**, getting the matching fund was a big challenge. With the funding scenario shrinking for IWRM kind of trainings, it was difficult for us to seek funding. We then decided to approach people who had helped us before. Approaching Gender and Water Alliance (GWA) was the first step, which gave us success as they agreed to support us. Even though the amount was small, it boosted our morale. Similarly, we could get committed responses from International Water Management Institute (IWMI), UN Habitat and WaterAid for sponsoring their candidates, which worked out very well. Out of the 30 seats, we had kept about 15 seats for paid

participants and the remaining 15 were for open candidates. Even among the open category, we requested for part support to come from the individuals and organizations, which was successful. The **second challenge** was to improve upon from the last training and incorporate newer ideas and challenges in the sector. This would mean that the programme content had to change alongwith the methodology. The core team worked hard to achieve this. The **third challenge** was to continue this effort and establish this training as a periodic training, available to South Asian participants. This is an enormous task and thus needs institutional and academic space for operating. The socio-political situation in South Asia is not amenable to a smoother exchange and interaction of human resources. So any South Asian training, if institutionalized has to be situated in a country which is politically neutral. There are only two countries in South Asia, Nepal and Sri Lanka which offer this kind of setting. Further, getting this institutionalized will also mean a long term interest from individuals in offering this training and a strong and sustained funding support. Institutional space will be helpful in making the training cost effective as the infrastructure will also subsidize the costs involved. These challenges are yet to be met.

- **Recommendations:** The recommendations include institutionalizing the program with a larger support for sustained and periodic training on the issue of IWRM and gender in South Asia. The modalities of this could be worked out but at the moment, if there are discussions even at an idea level, it should be fine. The second recommendation which, essentially came from the participants were having longer term refresher courses which takes them to a subsequent level of application and experimentation. One of the issues for applicability of IWRM type of project in South Asia is the lack of institutional or official support from the government. The longer term courses will then help in working with government and non government officials in experimenting with this through a longer term training and handholding.

Training Schedule

The Fifth Gender, Water and Equity Training Workshop June 14- 18, 2010, Kathmandu, Nepal



Venue:

Skyline Hall, Hotel Himalaya

Kupondole Height, Lalitpur, P.O Box: 2141,

Kathmandu, Nepal Tel: 977-1-5523900 Fax: 977-15523909

E-mail: dosm@hotelhimalaya.com.np

www.himalayahotel.com.np

Day 1: Monday, June 14, 2010

Introductory Session: Ms. Seema Kulkarni, Dr. Sara Ahmed, Ms. Archana Patkar & Dr. Anjal Prakash

9:00 – 10 am	Introductions and expectations
	Introduction to Programme & Objectives – Ms. Seema Kulkarni
	Overview of the Programme – Ms. Archana Patkar and Dr. Anjal Prakash

Theme 1: Gender and Equity – concepts & analytical frameworks

Resource Person: Ms. Archana Patkar, WSSCC, Geneva

9:30 – 10:30 am	Understanding Gender
10:30 – 11:00 am	Tea break
11:00 – 1 pm	Equity & Social Stratifiers and Key Gender Analytical Tools
1:00 – 2:00 pm	Lunch break
2:00 – 4:00pm	Documentary\exercise to bring gender concepts in analysis
4:00 – 4:30 pm	Tea Break

Theme 2: Water, IWRM and Equity

Resource Persons : Mr. K J Joy and Ms. Seema Kulkarni, SOPPECOM, Pune

4:30 – 6:00 pm	Understanding Water: Bio-Physical and Socio-Cultural Peculiarities of Water and Water Sector Issues in South Asia– Mr. K J Joy
	Socializing and networking around Dinner Dinner starts at 7:00 onwards
	Venue: Kumari Temple, Hotel Himalaya, Kathmandu, Nepal

Day 2: Tuesday, June 15, 2010

Theme 2: Water, IWRM and Equity – Continued

9:00– 9:15 am	Recapitulation of previous day by Group 1
9:15- 10:45 am	Normative Concerns Around Water– Mr. K J Joy
10:45 – 11:00 am	Tea Break
11:00 am – 1:00 pm	Linking Gender, Water and Equity – Ms. Seema Kulkarni
1:00 – 2:00 pm	Lunch break
2:00 – 3:30 pm	Group work to understand Water and Equity issues – Ms. S Kulkarni and Mr.

	K J Joy
3:30 – 4:00 pm	Tea Break
4:00 – 6:00 pm	Group work continues
8:00 – 9:00 pm	Evening Session – Documentary
Day 3: Wednesday, June 16, 2010	
Theme 3: Policy reviews and Sectoral analysis from a gender perspective	
Resource Persons: Dr. Sara Ahmed, GWA/IDRC and Ms. Seema Kulkarni, SOPPECOM	
9:00 –9:15 am	Recapitulation of previous day by Group 2
9:15- 10:30 am	From Women to Gender in Water Policy and Practice – Dr. Sara Ahmed
10:30- 10:45 am	Tea Break
10:45- 11:45 am	Session continues - From Women to Gender in Water Policy and Practice – Dr. Sara Ahmed
11:45 – 1:00 pm	Understanding Gender concerns in the irrigation sector – Ms. Seema Kulkarni
1:00- 2:00 pm	Lunch Break
2:00 – 6:00 pm	Gender analysis of Policies – Group work– Facilitated by Ms. Seema Kulkarni, Dr. Sara Ahmed and Dr. Anjal Prakash
4:00 – 4:30 pm – <i>Tea Break</i>	
Day 4: Thursday, June 17, 2010	
Theme 4: Sanitation and Menstrual Hygiene	
Resource Person : Dr. Anjal Prakash and Ms Archana Patkar	
9.00 – 9.15am	Recapitulation of previous day by Group 3
9:15 - 10:30 am	Sanitation Concerns in South Asia - Dr. Anjal Prakash
10:30 – 10:45 am	Tea Break
10.45 am – 12:00	Sanitation, Health and Hygiene – Ms. Archana Patkar
12:00 – 1:00 pm	Documentary on Sanitation and discussion
1:00 – 2:00 pm	Lunch
2:00 – 6:30 pm	Field Trip – To Lumanti’s Work in Urban Slums of Kathmandu (http://www.lumanti.com.np/)
Day 5: Friday, June 18, 2010	
Concluding Sessions	
9:00 – 9:15 am	Recapitulation of Previous day by Group 4
9.15 – 9.45 am	Group discussions around field work and preparation of questions for the panel
9:45 – 11:00 am	Panel Discussion: The Challenge of Addressing Gender Equity in Water Management in Nepal.
11:00 am- 11:30 am	Tea break
11:30 – 1:00 pm	Evaluations and Certificate Distribution
1:00 – 2:00 pm	Lunch
	End of the Workshop

Annexure II
Profile of Participants

S. No.	Name	Gender	Age	Official Position	Agency	Mailing Address	E-mail	Telephone
India								
1	Ms. Reshma Dixit	F	37	Programme Officer	WaterAid	E-7/799, Arera Colony, Bhopal, Madhya Pradesh India	reshmadixit@wateraid.org	+ 91-755-2460369, +9179084486
2	Mr. Soumya Ranjan Mohanty	M	40	Programme Officer	WaterAid	Plot No 1266, Bhoi Nagar, Unit 9 , Bhubaneswar ,	SoumyaMohanty@wateraid.org	0674 2531266
3	Dr. Shiva Kumar Lal	M	41	Assistant Professor	Department of Economics, University of Allahabad	5-g, Alopibagh Road, SHIV-NILAY, Allahabad, U.P, India	henchard007@yahoo.co.in	+91-532- 2502755, +919452763755
4	Dr. Srinivas Badiger	M	40	Fellow	Ashoka Trust for Research in Ecology and the Environment	ATREE, Royal Enclave, Srirampura, Jakkur PO, Bangalore 560064	sbadiger@atree.org; s.badiger@gmail.com	+91-80-2363 5555, +91-9845609913
5	Mr. Tapas Kumar	M	30	PhD Scholar	P.G. Department of Economics, Sambalpur University, Orissa	C/o Santosh Kumar Sarangi At- Arati Kunja, Po- Brookshill Para. Dist- Sambalpur, Orissa, India	sarangi.tapas@gmail.com sarangi.tk@rediffmail.com	+91663- 2548384, +91 9437198486

6	Dr. Floriane Clement	F	33	Postdoctoral Fellow	South Asia Regional Office, International Water Management Institute (IWMI)	ICRISAT Patancheru 502324, Andhra Pradesh, INDIA	f.clement@cgiar.org	+91(0)4030713730/ +91(0)9885821587
Pakistan								
7	Mr. Mohammad Hanif Channa	M	37	Programme Director	Sindh Cities Improvement Program, Planning & Development Department, Government of Pakistan	Flat # 33, Deputy Secretary (DS) Flats, Block-6, Bath Island, Karachi, Pakistan	Hanif.channa@gmail.com	+ 922135297119 / + 923012432528
8	Mr. Kamran Naeem	M	37	Project Manager, National WATSAN project	UN HABITAT	H No 85-B Bilal Town Jhelum, Pakistan	Kamran.naeem@unhabitat.org.pk	0092-51-2540048, 0092-333-5888837
9	Ms. Hina Israr	F	26	Advocacy officer in WaterAid Pakistan's project	Integrated Regional Support Programme, Mardan, Pakistan	29-A Sheikh Maltoon Town Mardan, NWFP Pakistan	hinairsp@gmail.com	+92937880283, +923345179806
10	Mr. Rashid Ali	M	27	Water Quality Analyst	Integrated Regional Support Program	29-A Sheikh Maltoon Town Mardan, NWFP Pakistan	rashid@irsp.org.pk	+92 937 880283, +92 345 9357779

11	Ms. Shakeela Begum	F	40	Sociologist/ Participation Specialist	Sindh Irrigation and Drainage Authority	House No. 28- A, Civil Lines, Hyderabad – Sindh Pakistan	missleghari@yahoo.com	+92 22 9200404 +92 3062633007
12	Ms. Zeb-u – Nisa	F	34	Project Officer	Earthquake Reconstruction and Rehabilitation Authority (ERRA) Pakistan Based in	Room# 50, Government/ Old MNA Hostel, Islamabad, Pakistan	zebinisa@hotmail.com zeb@erra.gov.pk	092-303-5271330
Bangladesh								
13	Ms. Sultana Naznin Afroze	F	44	Deputy Project Director	Local Government engineering Department	S2/2 Green Corner, Green Road, Dhaka- 1205	snafroze@yahoo.co.in	88 02 9132954, 88 01 91 4223350
14	Ms. Marzina Khan	F	34	Secretary	Tongi Municipality	Tongi Municipality, Gazipur, Bangladesh	chtsbd@yahoo.com / marzinakhan_see@yahoo.com	9802351/ 01715880339
15	Mr. Syed Lutful Kabir Chowdhury	M	36	Assistant Director	Ghashful	438 Mehediabag Road, Chittagong , Bangladesh	lkcschimul@ghashful-bd.org , lkcschimul@yahoo.com	88-031-2858613/ 88-01819635863

Nepal

16	Ms. Manina Baidya	F	30	Water resources and sanitation Engineer	Department of Water Supply and sewerage, Ministry of Physical Planning and works	House No. 1288, Tole No. 29, Thasikhel, Lalitpur_14, Nepal.	maninabaidya@yahoo.com	015002074/ 9841200866
17	Mr. Kamal Adhikari	M	42	Sociologist	Department of Water Supply and Sewerage	Panipokhari Kathmandu	kamal.anthro@gmail.com	977-1-4413670
18	Ms. Binu Bajracharya	F	36	Divisional Engineer	Ministry of Physical Planning and Works	Ministry of physical Planning and Works, Singhdurbar, Nepal	binu2064@ gmail.com	977- 9741026456
19	Ms. Subarna Shobha Shakya	F	34	Engineer	Department of Urban Development and Building Construction	P. O. Box 8506, Sundhara, Kathmandu, Nepal	shakya_ss@yahoo.com	977 1 4262365 , 977 9841781203
20	Mr. Madhu Sudhan shrestha	M	33	sub-engineer	Namsaling Community Development Center (NCDC), Ilam	Ilam Municipality-7, Singfring, Dhobidhara, Ilam, Nepal	madhustha@gmail.com	0977-27-521622, 520411, 520792/ +977 9852680035
21	Ms. Mon Devi Shrestha	F	32	Engineer	Department of Electricity Development, Kathmandu	G.P.O. Box: 8975, E.P.C. No. 1864, Kathmandu, Nepal	mana_st@hotmail.com	977-01-4229975 (R), 977-01- 4478085 (O)/ 9841458889 (mobile)

22	Ms. Rashmi Kiran Shrestha (Gurung)	F	30	Project Coordinator	Water, Sanitation and Livelihood ; Lumanti, support group for shelter	12115, KTM, Nepal	rashmi777@hotmail.com / myfuchii@yahoo.com	021 471392, 9841905334
23	Mr. Prakash Chandra Amatya	M	36	Activist	NGO Forum for Urban Water and Sanitation	GPO Box 21036, Kathmandu	prakasha@mos.com.np	2042122, 9851097910
24	Dr. Suman S. Bhattarai	F	54	Associate Professor	Dept. of Botany, Tri- Chandra Multiple Campus, Tribhuvan University	P. O. Box: 2323, GPO, Puja Marg 54, Tahachal Bagaicha, Tahachal, Kathmandu-13, KMC, NEPAL	suman.suvedi@gmail.com	+ 977-1- 4281334/ 98510 63267
Bhutan								
25	Mr. G. Karma Chhopel	M	40	Deputy Chief Environment Officer	Water Resources, National Environment Commission,	National Environment Commission Secretariat, P.O Box 466, Thimphu, Bhutan	gkchhopel@hotmail.com	+975 2 323384
26	Ms. Kunzang	F	32	Legal Officer	Legal Services, National Environment Commission	National Environment Commission, Post Box-466, Thimphu, Bhutan	kunzang@nec.gov.bt / kunzang80@yahoo.com	00975- 2-323384 / 00975- 17632420

27	Mr. Chukey Wangchuk	M	39	Program Officer	Program Division , Bhutan Trust fund for environmental conservation	Bhutan Trust fund for environmental conservation , Thimphu- 520, Bhutan	wangchuk@bhutantrustfund.bt	975-2- 339861/339862 / 975-17609661
Sri Lanka								
28	Dr. Sonali Senaratna Sellamuttu	F	39	Researcher, Livelihoods Systems	International Water Management Institute (IWMI)	P O Box 2075, Colombo, Sri Lanka	s.senaratnasellamuttu@cgiar.org	+94-11-2880000/ +94-777379537
29	Ms. Samyuktha Varma	F	29	Executive Officer and Communication's Specialist	International Water Management Institute	127, Sunil Mawatha, Pelawatte, Battaramulla, SRI LANKA	Samyuktha.varma@cgiar.org	+94-11-288000/ +94-777637644
Uzbekistan								
30	Dr. Oytur Anarbekov	M	29	Senior Research Officer	International Water Management Institute, Central Asia Sub Regional Office	Osiyo Str home 6 app 123, 100000, Tashkent, Uzbekistan	O.Anarbekov@cgiar.org	+998-71-2370445

Annexure III

Contact Information and Background of Facilitators

- **Dr. Sara Ahmed** is a Senior Programme Specialist, Rural Poverty and Environment Programme at the International Development Research Centre (IDRC), New Delhi. Dr. Ahmed taught at the Institute of Rural Management, Anand (IRMA) before working as an independent researcher on issues of water conflicts, gender and water governance and vulnerability, climate change and governance. She was a Senior Associate with the Institute for Social and Environmental Transition (ISET) and Chairperson of the Gender and Water Alliance (2007-09). Dr. Ahmed is also the author of *Flowing Upstream: Empowering Women through Water Management Initiatives in India* published by Foundation Books 2005. She has contributed to several book chapters and articles on gender, water, and climate change issues in leading journals. She is currently working on a co-edited reader on gender and water in South Asia to be published by Sage.
 - **Contact detail: Senior Program Specialist- Agriculture and Environment. IDRC Regional Office for South Asia and China 208, Jor Bagh. New Delhi 100003**
E-mail: sahmed@idrc.org.in
- **Mr. K. J. Joy** is one of the founding members of SOPPECOM, Pune, India and has participated in people's movements for equitable water distribution. His special interest lies in people's institutions for land and water management. Mr. Joy has been a core team member and consultant in many action research studies and pilot projects undertaken by the Centre for Applied Systems Analysis in Development and SOPPECOM. His research particularly focuses on participatory management of natural resources as well as participatory irrigation management. He is also actively engaged with the Forum for Policy Dialogues on Water Conflict in India.
 - **Contact detail: SOPPECOM, B-1 Nilgiri Apartments, Karvenagar, Pune 411052 Maharashtra India. E-mail: joykjjoy@gmail.com**
- **Ms. Seema Kulkarni** is one of the founding members of SOPPECOM, Pune India. She has worked on gender and rural livelihoods since 1989. A graduate from Tata Institute of Social Sciences, Ms. Kulkarni worked with tribal community in south Maharashtra before working full time with SOPPECOM. As a Fellow at SOPPECOM, she co-ordinates the organisation's gender, water and livelihood activities. Ms. Kulkarni has published several articles and book chapters on issues of gender, water, and rural livelihoods. She continues her association with the women's movement in Maharashtra and the *Stree Mukti Sangharsh Chalwal*. Her recent work pivots on women water professionals in South Asia.
 - **Contact detail: SOPPECOM, B-1 Nilgiri Apartments, Karvenagar, Pune 411052 Maharashtra. India. E-mail: seemakulkarni2@gmail.com**
- **Ms. Archana Patkar** is the founder and Managing Director of Mumbai based social development consultancy – Junction Social. She has more than fifteen years of experience in social development, inclusion and gender across development sectors. Ms. Patkar has worked on design, M&E, training and organizational development with bilateral and multilaterals such as UNICEF, UNFPA, WHO, WaterAid, DFID and Governments in South Asia and Africa. She

has a Masters in Social Policy from the London School of Economics, UK and in Politics from New York University, USA. Ms. Patker is a leading trainer in social development with a strong focus on rights based perspective with experience in a range of sectors, including education, water and sanitation, health, natural resources, urban development and governance.

- **Contact detail: Programme Manager, Networking and Knowledge Management. Water Supply & Sanitation Collaborative Council (WSSCC). 15, Chemin Louis-Dunant, 1202 Geneva, Switzerland. E-mail: archana.patkar@wsscc.org**

- **Dr. Anjal Prakash** is Senior Fellow, Research and Outreach, at SaciWATERs. He has worked extensively on issues of groundwater management, gender, natural resource management, and water supply and sanitation in western India. Before joining SaciWATERs, Dr. Prakash worked with the policy team of WaterAid India, New Delhi, where he handled research and implementation of projects related to Integrated Water Resources Management (IWRM). Papers written by him have been published in leading journals and as chapters in edited volumes. Dr. Prakash is the author of *The Dark Zone: Groundwater Irrigation, Politics and Social Power in North Gujarat*, published by Orient Longman. He is currently editing books on Water and Health and Water Resources Policies in South Asia for Sage publication.

- **Contact detail: Senior Fellow – Research and Outreach. SaciWATERs. 125 & 126, S P Colony, Trimulgherry, Secunderabad, AP. 500015, India E-mail: anjal@saciwaters.org**

Annexure IV- Working Groups

Members of Working Groups

Group I	Group Leader: Ms. Reshma Dixit Members: Mr. G. Karma Chhopel, Mr. Soumya Ranjan Mohanty, Mr. Rashid Ali, Ms. Manina Baidya, Ms. Mon Devi Shrestha, Dr. Jayati Chourey
Group II	Group Leader: Ms. Zeb-u – Nisa Group Members: Mr. Prakash Chandra Amatya, Ms. Sultana Naznin Afroze, Dr. Oytur Anarbekov, Dr. Srinivas Badiger, Mr. Kamran Naeem
Group III	Group Leader: Ms. Shakeela Begum Group Members: Ms. Rashmi Kiran Shrestha Gurung, Dr. Sonali Senaratna Sellamuttu, Ms. Marzina Khan, Kunzang, Mr. Kamal Adhikari
Group IV	Group Leader: Dr. Suman S. Bhattarai Group Members: Mr. Mohammad Hanif Channa, Ms Binu Bajracharya, Mr. Tapas Kumar, Ms. Samyuktha Varma, Mr. Syed Lutful Kabir Chowdhury
Group V	Group Leader: Dr. Shiva Kumar Lal Group Members: Mr. Chukey Wangchuk, Ms. Hina Israr, Ms. Subarna Shobha Shakya, Mr. Madhu Sudhan Shrestha, Dr. Floriane Clement

Tasks assigned other than group exercises

Group Tasks	Day 1	Day 2	Day 3	Day 4	Day 5
Re-Cap of the Day	Gr. I	Gr. II	Gr. III	Gr. IV	-.
Time Keeping & Energizers	Gr. II	Gr. III	Gr. IV	Gr. V	Gr. I
Photography	Gr. III	Gr. IV	Gr. V	Gr. I	Gr. II
Group Reports	Gr. IV	Gr. V	Gr. I	Gr. II	Gr. III
Feedback	Gr. IV	Gr. I	Gr. II	Gr.III	Gr. IV

Annexure V- Snapshots



Snapshots

