



Sida

Global Water  
Partnership



# Gender recap – the fast version! What? How?

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NCG

An aerial photograph of a mountain valley. A river flows through the center of the valley, surrounded by brown, rocky slopes. In the background, there are large, rugged mountains with significant snow cover under a blue sky with scattered clouds.

RIGHTS  
REPRESENTATION  
RESOURCES

Equal RIGHTS

Equality in  
REPRESENTATION

Equal  
access/control/ben  
efit from  
RESOURCES

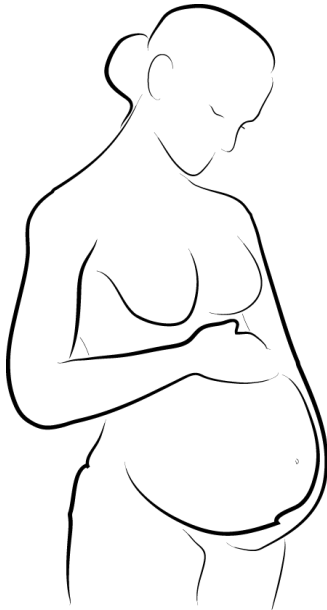
WHAT is  
gender? What is  
sex?

# Two key concepts

## Sex

Genetic/physiological or biological characteristic of a person which indicates whether one is female or male.

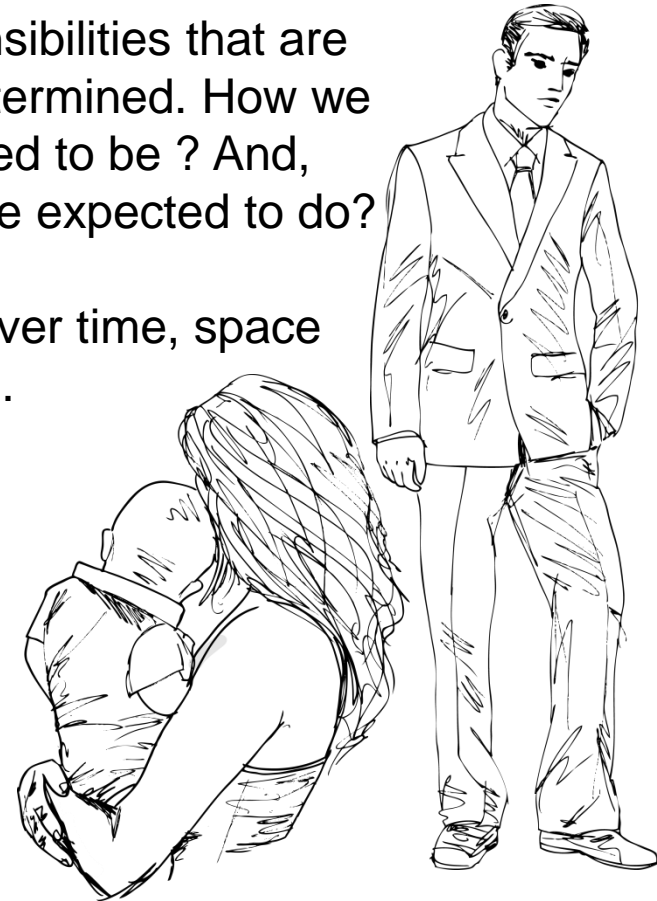
Static.



## Gender

Women's and men's roles and responsibilities that are socially determined. How we are expected to be? And, what are we expected to do?

Changes over time, space and culture.



What is gender?

# Gender values change over time





**Culture and  
time change  
stereotypes!**

WHY do we  
work with  
gender?

# Your gender strategy...

- Policy
- Enabling for working women
- Women's participation in society

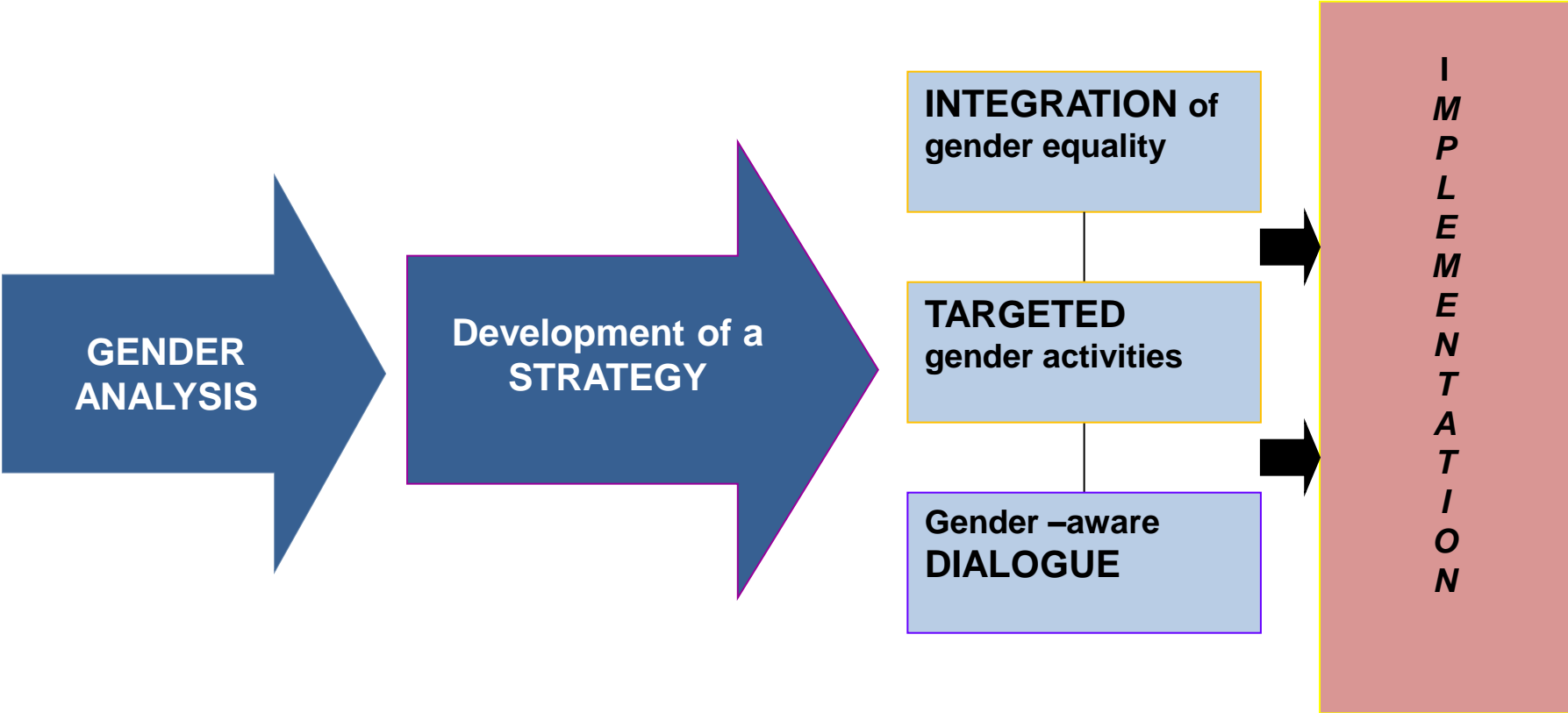
## Sweden...emphaises

- Rights
- Representation
- Resources



HOW?

# Mainstreaming



# Diagnosis...WHO....

- WHO or what groups are included in the process? And not?
- WHO will be benefitting? And not?
- Whose needs and ideas are incorporated?
- Who will benefit and how? E.g. financially

# Customers?

- Who are the people who will pay for water/waste water?
- Who tend to get sick from bad water quality? – do they know?
- Who tend to be satisfied and not with water supply/quality? And how does this impact on willingness to pay?
- Who can afford and not afford tariffs?
- Who tend to pay and not?
- Who make illegal connections?
- Who are engaged in corruption?

# Private org?

- Who were contacted, who were not? Why?
- Who were invited? And who participated in the process?
- Whose needs and ideas are incorporated?
- Who do you foresee to invest in the sector?
- Who do you NOT see as feasible investors? Why?
- Who constitute WUAs? Who take decisions?

# Authorities

- Who work in the existing water authorities and who are likely to work in authorities to be established?
- Who are in decision-making positions in these institutions? (management)
- Who has what kind of salary for what kind of work?
- Who are likely to be promoted and not?

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# Recommendations - institutional


- Prioritisation of projects – include women
- Committees, working groups – actively promote female engagement
- Management – promote women
- Identify incentives for women to apply, stay and climb
- Ensure salaries, bonus system is gender equal
- Look over recruitment processes – performance
- Look over promotion processes – performance




# Recommendations - Operational

- Needs assessment – include ALL stakeholders (incl. women). Always disaggregate info
- Surveys on affordability and willingness to pay – disaggregate...aim of total cost recovery/tariff setting
- Grievance mechanisms...disaggregate
- Compare health statistics on water-borne diseases with water providers – disaggregate statistics
- WUAs – promote female engagement

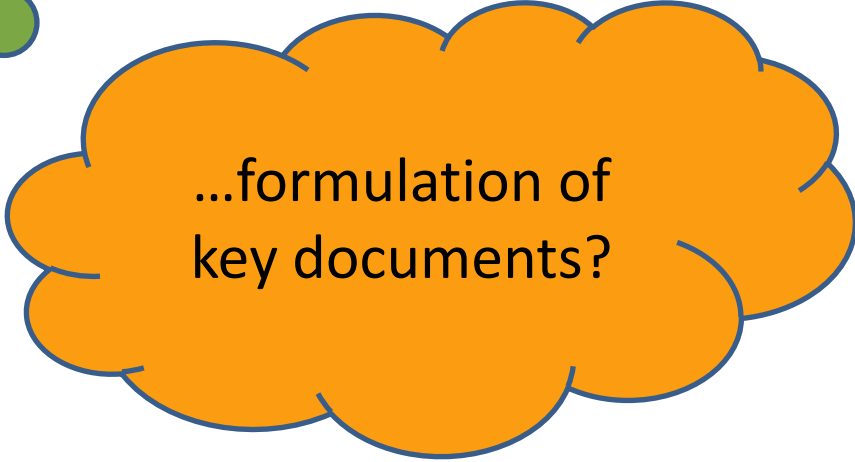
**...so how did you ensure/or will ensure women's needs and ideas were/are included in:**



...background analysis of PPP?



...decision-making related to the reform?



...formulation of key documents?

# Thank you!

