Facilitator: Louise
Miro: Nokwanda

<table>
<thead>
<tr>
<th>Identify the key bottlenecks you have faced for mainstreaming gender in WRM</th>
<th>What kind of support is needed to overcome these bottlenecks?</th>
</tr>
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<tbody>
<tr>
<td>Lack of commitments from higher officials</td>
<td>Capacity building - Gender mainstreaming manual - Trainings</td>
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<tr>
<td>Implementation issue - national legislation exists. Even with policies targeting women, however there is lack of participation</td>
<td>Policies specifying how to promote activities targeting women</td>
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<tr>
<td>Tracking of the gender budget limited</td>
<td>Need of a system for tracking of the budget allocated for gender activities</td>
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<tr>
<td>Gender data limited esp. for WASH</td>
<td>Robust system to monitor the implementation, to track the activities as well as the budget</td>
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- Raise awareness for equality between men and women

- More women in the water sector, at management levels (promotion)
- More funding for gender mainstreaming activities
Group 2 - ENG

Identify the key bottlenecks you have faced for mainstreaming gender in WRM

- Gap between policy and practice
- Gender biases
  - Gender mainstreaming = tokenistic
  - Social and cultural barriers resulting in women’s subservient role
  - Women tend to be the end users of resources without being involved in decision-making
  - Misunderstanding of the concept of gender and gender mainstreaming (negative connotation)

What kind of support is needed to overcome these bottlenecks?

- Enabling environment for women to participate meaningfully
- Gender-transformative approach, Working with men and women together
- Sensitizing men
- Lack of local level user association

Water/WASH = technocratic & technical knowledge hampering women’s participation
What kind of support is needed to overcome these bottlenecks?

- Proper education to enhance awareness (both formal and informal education)
- Working on reallocating roles in society
- Gender transformative approach. Change societal norms, pushing for technology with the goal of inclusion

Identify the key bottlenecks you have faced for mainstreaming gender in WRM

- Lack of confidence due to gender socialization
- Lack of interest
- Absence of a gender function (no gender experts in the institutions)
- Participation is lacking because of lack of awareness (the system sometimes does not accommodate for women participation, not enough free time, clash with other responsibilities)
- Structural & cultural issue beyond the water sector alone
- Monitoring of data is not decentralized at times, therefore data can be lost or in recorded

To mitigate this we can advocate for decentralized monitoring of gender issues in Water resources management.
Identify the key bottlenecks you have faced for mainstreaming gender in WRM

- Local level - women are not participating because of cultural norms
- lack of political commitment and loss of interest among technical experts in mainstreaming
- Gaps in balanced representation of women in different committees, and empowerment

What kind of support is needed to overcome these bottlenecks?

- Continuous capacity building and monitoring of the progress
- Supportive legal frameworks that transcend local customary law
- Empowerment!
- Organisation - making sure that women are heard

Facilitator: Konstantin
Miro: Rea
Identify the key bottlenecks you have faced for mainstreaming gender in WRM

- Deep-seated Cultural Norms
  - Women are not adequately integrated in decision making
- Weak network as compared to men
  - Lack in understanding of importance of gender mainstreaming at policy and implementation level
- Capacity Building is lacking for women at grass root level
  - Weak funding capacity of women comparatively
  - Lack of access to capital
- System suppresses women voices

What kind of support is needed to overcome these bottlenecks?

- Need to increase awareness and build understanding of gender mainstreaming as something important and common
  - Policy making in all sectors and levels should incorporate gender mainstreaming
In Nepal the major issue is a lack of meaningful participation. The social norms and cultural background prevent women from participating in such programs. They are underrepresented within the water/water industry.

SA: Poor stakeholder engagement. Other sectors where gender mainstreaming is considered lack of advocacy on gender mainstreaming. /Neha

SA: To promote policy integration. Enhancing stakeholder mobilisation and engagement. /Koetlisi

Nepal: Appropriate funding for gender mainstreaming and participation. /Neha

SA: Lack of women participation in water-related institutions. /Lal

Malaysia: Conceptualisation of what gender mainstreaming is and meaningful participation is lacking. Leadership is lacking. /Sunitha

Malaysia: Strengthen the narratives around gender implementation within IWRM/water and sanitation issue. /Sunitha

CEE: Need to develop skills to facilitate gender and social inclusion processes. Participatory processes take a lot of time. /Gergana

CEE: External support in bringing understanding and skills for organisations in facilitating such processes. /Gergana

SAS: Lack of women participation in water-related institutions. /Lal

SAS: Poor stakeholder engagement. Other sector where gender should be mainstreamed is not considered. There are policies but no implementation frameworks are considered. There is lack of advocacy on gender mainstreaming. /Neha

Group 6 - ENG

Identify the key bottlenecks you have faced for mainstreaming gender in WRM

What kind of support is needed to overcome these bottlenecks?
Identifiez les principaux obstacles que vous avez rencontré(e)s pour intégrer les genres dans la gestion des ressources en eau

Socio-cultural obstacles, especially in rural areas
Lack of education, especially for girls
Lack of capacity building initiatives designed and focused for women
Legislative mechanisms are not implemented in practice

Quel type de soutien est nécessaire pour résoudre ces obstacles?

Legal foundation for gender mainstreaming
Ensuring enforcement mechanisms
Ensuring basic education for all, especially for girls
Awareness raising programs and initiatives
Working in partnership with education institutions

Education
Financing mechanisms
At several levels: Governmental funding, River basin, local
Locally adapted

Group 7 - FR
Укажите основные препятствия, с которыми вы столкнулись, реализуя гендерный подход в управлении водными ресурсами

Киргизстан
- На уровне закреплен гендерный подход
- Развитая гендерная стратегия
- Гендерные квоты в парламенте 30%

Армения
- Не принята пока гендерная стратегия
- ПУРБ включают раздел о гендерном равенстве
- Женщины не поступают на тех специальности, связанные с водоотведением и тд

Какая поддержка вам нужна для преодоления этих препятствий?

Киргизстан
- Разъяснительная работа для привлечения женщин к управлению

Армения
- Поддержка и мотивация для женщин в участии
- Много мотивированных студенток но не остаются в сфере