



PROVINCIAL WORKSHOP ON GENDER MAINSTREAMING IN WASH



FOR

PROVINCIAL / LOCAL GOVERNMENT OFFICIALS & STAKEHOLDERS

(20 – 21 November, 2009 at Margalla Motels, Islamabad)



UNDER

**PROJECT 'WATSAN IMPROVEMENT IN INFORMAL SETTLEMENTS THROUGH GENDER
MAINSTREAMING AND CAPACITY BUILDING OF LOCAL AUTHORITIES'**

A Project of ONE UN, Joint Programme Environment

Implemented by UN HABITAT-Pakistan



ACKNOWLEDGEMENT

Provincial Workshop on Gender Mainstreaming in Water, Sanitation and Hygiene (WASH) is an activity of the project “Water and Sanitation Improvement in Informal Settlement through Gender Mainstreaming and Empowerment of Local Authorities”, implemented by UN-HABITAT Pakistan with Ministry of Environment and other UN Agencies under the umbrella of One UN Joint Programme Environment (JPC-2¹). This workshop was held to mark an event for celebration of the ‘National Year of Environment 2009’. The active participation of the representatives from the Provincial / Local Government, International Non Governmental Organizations (INGOs) and Civil Society Organizations (CSOs) from the Punjab province enabled the participants to refine their perspectives on ‘Gender Mainstreaming in WASH Programmes in an effective and efficient manner. Involvement and contributions of all the participants is greatly acknowledged and it is hoped that the learnings from this Workshop will be translated into Pro-Poor and Gender Responsive WASH Programmes. The workshop would also guide the potential partners of UN-HABITAT from Punjab and Islamabad to get guidance in understanding practical aspects of ‘Gender mainstreaming’ and developing their skills in gender sensitive assessment of WatSan needs in urban slums for proposal development as a Request For Proposal (RFP) has already been advertised for the said project in Rawalpindi and Islamabad cities.

The active facilitation for the field visit by Plan International-Pakistan and Alfalah Development Society is highly appreciated. Contributions and assistance of all the stakeholders who participated in this workshop is highly acknowledged and it is envisaged that Gender responsive programming in WASH will be carried forward to help us all.

Support and guidance rendered by Mr. Siamak Moghaddam, CPM UN-HABITAT, Pakistan and Ms. Bilquis Tahira from UNIFEM is highly appreciated. Their valuable inputs in finalization of workshop plan and agenda are recognized to be very helpful. Last but not least the efforts of the UN-HABITAT Pakistan’s Watsan team are recognized as professional and dedicated in organizing this event.



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Project Manager

¹ Joint Programme Component-2 is the second strategic area focus of Joint Programme Environment which focuses on ‘Access to safe and sustainable water and sanitation’ and contributes towards MDG 7(c)

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Executive Summary:

The Provincial Orientation Workshop on 'Gender Mainstreaming in WASH' was held on 21st – 22nd November 2009. Workshop was held as the inaugural event of the series of workshops on the subject of 'Gender Mainstreaming in WASH Programmes' planned at provincial level by UN-HABITAT, Pakistan in collaboration with Ministry of Environment and other UN Agencies, for celebration of the 'National Year of Environment 2009'. The workshop lasted for two days and was contributed by UN-HABITAT Pakistan, UNIFEM Pakistan, UNICEF Pakistan, Plan-International Pakistan and IDRAK Development Society, in terms of resource persons. The participants of this workshop were representatives from Local/Provincial Governments, CSOs, INGOs and Water Service Providers from the Punjab Province and Islamabad Capital Territory.

The orientation workshop aimed at: demystify 'Gender mainstreaming' concept in to simple, practical and useable illustrations/ successful examples for designing a Watsan project and to clarify myths around it; to enhance participant's skills in gender sensitive assessment of Watsan needs in urban slums; and to highlight Gender Equality considerations at various stages of Project Cycle Management, especially at Project Design (Proposal Development) stage.

During the early sessions of the first day the participants' expectations were matched with the workshop objectives after an icebreaking and introduction session. A brief introduction was presented to the participants regarding 'One UN' Joint Programme and 'Water & Sanitation Improvement in Informal Settlements through Gender Mainstreaming and Capacity Building of Local Authorities' project. This helped in bringing the participants, project team and the facilitators at the same understanding level in terms of project's goal and objectives. This was followed by the presentation on 'Gender Mainstreaming in Integrated School Health Programme', which described Gender sensitive needs being addressed through WES Programmes by UNICEF Pakistan. The trainees were facilitated in a session to reflect upon their present perceptions, ideas and understanding of Gender mainstreaming. Participants also shared the challenges faced in the implementation of WASH Programme. Further more participants worked in three different groups to find the possible suggestions/solutions to handle the identified challenges above; these were presented by the respective group's representatives.

In the afternoon sessions the participants were given with a brief power point presentation regarding introduction to "Gender Sensitive Participatory Assessments and Action Planning" thus enabling them in customization of the Gender Sensitive Participatory Assessment/ Analysis tools for WASH Programme. The participants were provided with the three Gender sensitive replicable models and were asked to analyze them in three groups. The participants were provided with the Gender Checklist developed by Oxfam GB which helped them in accomplishing their group work exercise. The group work was presented by the respective group presenters.

Evening session included "Gender Mainstreaming in Material Development for BCC in WASH", which enabled participants to understand the need for Gender mainstreaming in material development for BCC in WASH Programme through a case study. The facilitation plan for the next day field visit was discussed with the participants and the participants voluntarily assumed the roles and responsibilities of the notes taker, the observer and the facilitator for practicing the customized participatory tools in the field.

The next day was for the field exercise, three different groups were taken to three different urban slums and each group practiced the customized participatory tools for WASH Programming with the communities. The field work was facilitated by Alfalah Development Foundation, Aman Development Foundation and Plan-International Pakistan. The field exercise was concluded with the debriefing session in which the participants shared their reflections and identified the gaps in carrying out the field exercise.

Proceedings of Day 1:

The proceedings of the day 1 started with recitation from the Holy Quran. The details of the proceedings are given below;

1. Welcome/ Ice Breaking:

The participants were welcomed by Mr. Kamran Naeem who also elaborated objectives of the workshop. After welcome session the participants were divided into two groups in accordance to their marital status and were asked to share their marital life experiences. Then the participants were divided into groups categorized according to their hobby and were then asked to stand in pairs i.e. one women and one men in order to create a gender friendly environment. The participants introduced themselves by their names, job description and their respective organizations.



2. Expectations:

The participants were provided with the colored flash cards by the resource person and were asked to put down their expectations from the workshop. The objective of this session was to establish a common understanding of the purpose and objectives of the workshop and methodologies adopted in. The participants were of the view that at the end of the workshop they would be able to;

- Understand the concept of Gender Mainstreaming in overall project activities.
- Understand the concept of Gender equality.
- Learn in depth knowledge of Gender.
- Understand mainstreaming Gender in WES projects.
- Designing of Watsan Projects and Gender needs.
- Learn about gender roles and responsibilities in the process of economic development of a society.
- Recognize Gender roles and responsibilities in



- water and sanitation improvement.
- Enhance skills regarding gender sensitive design of facilities in Watsan.
- Understand challenges and possible solutions related to gender mainstreaming into environmental issues.
- Understand the customization of participatory tools for Gender mainstreaming in WASH Programme.

The resource person appreciated the learning attitude of the participants and related the objectives of the workshop with their expectations.

3. Introduction of the Project 'Water and Sanitation Improvement in Informal Settlements and Empowerment of Local Authority:

Project Coordinator Watsan, UN-HABITAT Pakistan delivered a power point presentation and gave a brief description of 'ONE UN' reforms; its Joint Programme development process, HABITAT's presence in the region, Existing Project's Goals and Objectives; Project Implementation Plan, Strategic Areas of Focus and ongoing project activities.



The participants inquired about the principles of integrating gender in the project activities and mechanism of coordination with other UN agencies. The mechanism of coordination with the stake holders was also inquired by the participants. The inquiries of the participants were addressed by the Project Manager. He described the working relations for collaboration with concerned Ministries at Federal and Provincial levels; and with UN agencies. He further explained that UN-HABITAT Pakistan would work with local organization that would bring MoU with Government or water and sanitation service providers. He further added that those stakeholders would be appreciated who had previous records of involving Tehsils Municipal Administration in action planning. He told the participants that the message for addressing gender needs would be highlighted and looked ahead for innovative ideas.

Following facts were shared with the participants in the context of Joint Programme Component 2 (JPC-2);

- In Pakistan's poorest provinces: less than 50% and 60% of rural and urban populations have access to improved water and sanitation respectively
- 50 million people rely on open defecation.
- In urban slums, water and sanitation services are haphazard and unreliable.
- Ensuring environmental sustainability, in particular Millennium Development Goal (MDG) Target 7c on access to safe water and improved sanitation, 'to halve by 2015 the proportion of people without access to safe water and basic sanitation' and Millennium Development Goal 7, target 11, 'to achieve significant improvement in the lives of at least 100 million slum dwellers by 2020'.
- The JPC-2 also uniquely contributes to all other MDGs; Aligned with Government policies, Poverty Reduction Strategy Plan-I & II, Mid Term Development Framework 2005-2010.

Participants were also informed about UN-HABITAT's Water in Asian Cities Programme and they were told that UN-HABITAT believed in Pro-poor Water and Sanitation Governance; Water Demand Management; Integrated Environmental Sanitation; Gender Mainstreaming; Water, Sanitation and Hygiene Education; and Capacity Building of Central Government, local authorities water utilities.

The presenter elaborated that aim of improving Watsan in informal settlements with special focus on empowering women within the decision mechanisms at community level and the objectives of project in hand, in geographical area of Baluchistan Province, Punjab Province, North-West Frontier Province, Sindh Province, Gilgit Baltistan, Islamabad Capital Territory and AJK were also explained.

Six pronged Project Implementation Strategy was explained as

- Focus on informal settlement with special emphasis on women and children
- Bottom up approach by maximum participation of the community
- Awareness and capacity building at all level
- Partnership and networking with all concern stakeholders
- Advocacy and mass communication for behavior change
- South to South partnership and collaboration

One of the participants inquired about the launching of request for proposal which was clarified by the Project Manager. While updating about project status participants were informed that the project has kicked off with a professional team on board and was being implemented according to an agreed action plan developed in close coordination of MoE, UNICEF and UNIFEM. Identification of informal settlement through a comprehensive situational analysis was in progress in collaboration with stake holders of JPC-2 and Provincial Government counterparts, and that working relations for collaboration with concerned ministries at Federal and Provincial level had been established. Participants were told that the complimentary projects were being developed to support the achievements of project in hand.

4. Integrated School Health Program (ISHP-UNICEF):

The brief presentation on ISHP was delivered by WES Officer, UNICEF Pakistan. The objective of this interactive session was to help participants in understanding Gender sensitive needs that were being addressed through ISHP implemented by UNICEF Pakistan. The presentation slides were about background; key finding of Situational Analysis on Water Sanitation Health and Hygiene; recommendations of action plan on Schools Sanitation and Hygiene Education; specific objectives; and salient features of ISHP.



Regarding key findings of situational analysis he shared that in Pakistan 2.5 million children did not have access to improved source. He also revealed that 75% of the hand pumps installed in schools

were non-functional. While addressing the sanitation facilities, the presenter revealed that 28.5% of the available latrines were non-functional and current student per available latrine ratio is 400% higher than the sphere standards. The presenter further added that 3.5 million students were without the latrine facility. He also discussed the hygienic conditions of school in Pakistan in detail. The goal and objectives of the Programme were also discussed with the participants. He further added that the Gender mainstreaming was addressed through Gender segregated data and policy review was also an essential component in discussing the issue.

The participants asked whether or not the constructed latrines in ISHP were according to the sphere standards i.e. 50 persons/ latrine and 20 persons/latrine for normal situations. They were told that UNICEF has incorporated the sphere standards in to its interventions.

5. Session on Gender Mainstreaming-UNIFEM:

The session was carried out in following two parts;

- a. Participants’ perceptions on gender mainstreaming and challenges they face in practical work.
- b. Suggestions on how to handle the identified challenges.



The objective of this session was to help trainees in identifying their present perceptions, practices and problems regarding Gender Mainstreaming and Challenges faced in practical work and implementation of WASH Programmes.

Later participants were divided into three groups and each group chalked down the possible solutions to address the challenges identified in the proceedings.

a. Participants’ perceptions on gender mainstreaming and challenges they face in practical work:

The session was initiated with the brainstorming regarding “What is Gender” and individual’s ideas were placed on flash cards. The responses were categorized into three sections regarding roles and responsibilities; rights; and equal participation. The details of the responses categorized in these three sections are given below;

Roles and Responsibilities	Rights	Equal Participation
-The state of being males and females with reference to their social and cultural issues	-Right of women’s participation in decision making -Distribution of work	-Women’s presence in an effective and efficient manner - Women exercising their

<p>- Roles and responsibilities assigned by the society/ culture</p> <p>-Gender is socially constructed behavior and attitude between men and women</p> <p>-The relationship between women and men relation in equality and balanced way in development</p>	<p>between man and women that are not equal</p> <p>-Contribution of male and female in different phases of Project Cycle Management</p> <p>-Safeguarding rights of women.</p> <p>-Dignity to be given to both men and women equally regardless of their gender.</p> <p>-Any group that is facing problem because of being deprived by those in power</p> <p>-Women is considered as the weakest being by the society</p>	<p>power</p> <p>-Gender does not mean only women.</p> <p>-Men and Women are equally considered in formulating awareness raising programmes for WASH</p>
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Later brain storming for “What is Gender Mainstreaming” was carried out. The following perceptions came out from the participants;

- It means equal participation at all levels.
- Equal distribution of rights, authority and decision making.
- Equality of rights and empowerment to both males and females.
- Balanced and meaning full participation.
- Equality to both women and men.
- Inclusion of both women and men in decision making process.
- Change of mindset, policies and awareness.
- Ensuring participation of women and men by providing them equal opportunities.
- Availability of resources equally to both women and men.
- Betterment of society.
- Man and woman should have equal opportunities.
- UN concept of Gender Mainstreaming- Change in women situation.
- Equal involvement of all stakeholders in decision making.



After brainstorming session the resource person explained the concept of “Gender Mainstreaming in WASH”. He further explained the history of Gender and Development. He added that in early 1970s it was noticed that women had been completely neglected in development planning as participants and actors of change and that they were

perceived only as passive recipients of some welfare services. This led to women movement referring to the “Integration of Women in Development”, Women in Development (WID) projects. This welfare oriented approach came under severe criticism as it had little potential to bring out a substantial change in women situation or in gender power relations. These then led to the concept and strategies of Women and Development (WAD); and Gender and Development (GAD) focusing on various aspects of equality and participation. This shift was more inclusive in approach and understanding the nature of women subordination in the context of gender relation.

He explained that the strategy of gender mainstreaming was recognition of the need to look at the concerns and perspectives of both women and men; and the gender relations, roles and responsibilities impacting their participation in development programmes and projects

He further elaborated the concepts of gender equality and equity. While explaining the equality he made clear to the participants that their rights, responsibilities and opportunities would not depend on whether they were born male and females. He further explained that the Gender equity on the other hand meant fairness in treatment of women and men. He emphasized on putting on gender lenses in glasses while developing a WASH Project.

b. Suggestions on how to handle the identified challenges:

The resource person asked participants regarding challenges faced by them for Gender mainstreaming in WASH. These challenges were noted down on a flip chart. Then the participants were divided into three groups and each group was given some of the identified challenges. Each group was asked to suggest possible solutions to these key challenges, keeping in view their local working conditions. Each group was provided with a Gender checklist in order to help them in getting some idea regarding the major considerations in their analysis. The participants were also asked not to restrict themselves to this checklist and were encouraged to think out of box, keeping in view their experiences in the local context. The details of the proceedings from each group are given below:

Group Work by Group 1:

The above identified challenges were given to group one for finding possible solutions

- Women were included in terms of increasing their representation but were not involved in the decision making process.
- Women lacked in confidence to raise their justified concerns.
- Women were provided with the lesser opportunities to enhance their skills, thus their skills were weak as compared to the skills of men in various sectors.
- “Mindset” of men and women was a challenge.
- Lesser mobility of women thus restricting them to learn from the exposure visits.



Group 1 presented that these challenges would be handled in planning, implementation and monitoring phases for the Project Cycle Management. The details of group work are given below;

Planning Phase:

- i. Carrying out stakeholder analysis keeping in mind basic concept of the gender mainstreaming.
- ii. Creating an enabling environment to address Gender issues in an effective and efficient manner through the process of social mobilization and advocacy.
- iii. Arranging preliminary consultation workshops to address Gender issues thus involving all the stakeholders.
- iv. Capacity building in communication skill training.



Implementation Phase:

- i. Formulation of local committee based organizations
- ii. Assigning roles and responsibilities to both women and men through a continuous process of consultation.
- iii. Advocacy and mobilization of both women and men; girls and boys
- iv. Skill enhancement according to assigned roles
- v. Carrying out exposure visits

Monitoring and Control:

Group 1 proposed that inclusion of women segment was necessary during the process of monitoring and evaluation.

Group Work by Group 2:

The identified challenges given to Group 2 were as follows:

- i. Already assigned roles of women are respected.
- ii. Level of transformation and to what extent things were transformed.
- iii. Access to women is a challenge.
- iv. Interaction of men and women is not socially acceptable.
- v. Lack of Gender sensitivity in the development professionals.

Group 2 gave the possible solutions to the identified challenges in different phases of Project Cycle Management. The details of the Group Work are given below;



Identification:

- i. Inclusion of at least one women in the team during the process of need identification so that the Gender issues are properly identified.
- ii. Separate meetings for women and men to be conducted, where required.

Planning:

- i. Planning will be realistic keeping in consideration the culture, values and norms in focusing the Gender issues.
- ii. Developing strategy separately for men and women keeping in view their needs.

Implementation Phase:

- i. Ensuring the participation of both women and men in the implementation phase.
- ii. Ensuring a Gender balanced Project committee.
- iii. Considering equitable rights of both women and men.

Monitoring and Evaluation:

Group 2 was of the view that the women and girls could easily interact with the women, so the inclusion of women members in monitoring and evaluation phase was necessary.

Group Work by Group 3:

The identified challenges given to Group 3 for possible practical solutions are given below;

- Women get overburden if additional roles are assigned to them.
- Lack of time management skills in women.
- Lack of motivation in women to assume new roles.
- Achieving flexibility in defined rigid roles for the women segment in the society.
- Women observe less initiatives as compared to men.

Group 3 suggested technical estimation and need assessment as the major tools to handle the above mentioned challenges.

Implementation Phase:

- i. Formulation of sub committees for men and women; boys and girls.
- ii. Operation and maintenance by both women and men committees.

The resource person concluded the session by reiterating that the Gender mainstreaming should be kept in consideration at every stage of Project Cycle Management.

6. Introduction to Gender Sensitive Participatory Assessments and Action Planning-Plan International Pakistan:

The objective of this session was that the participants would be able to customize Participatory Reflection and Action (PRA) tools for a WASH programme. The resource person started with the brainstorming by putting different questions. The key questions were related to presence of



women in decision making process at executive level; presence of women in institutions at regional, national, provincial and local levels; and involvement of women in policy related issues at different levels. The participants realized that the women's presence was very less and women were not involved in formulating different policies and strategies.

The resource person started his presentation with the proverb that "people learn by 20% of what they hear; 40% of what they hear and see; 80% of what they hear, see and do; 100% of what they discover for themselves. Then he described the history of PRA and its developmental processes. During his presentation he reiterated the need of Gender mainstreaming in organizational management; in policies both at national and organizational level; Gender sensitive programming and project planning; and Gender auditing in the process of monitoring and evaluation. The discussed PRA tools were Semi Structured Interviews (SSIs), In-depth Interviews (IDIs), Diagramming, Transect Walk, Mapping, Ranking, Daily Routine Chart, Seasonal Calendar, Historical Profile, Flow Diagram, System Diagram and Pie Chart. The resource person further elaborated that the PRA tools could be used in developing selection criterion and developing Village/Area Development Plans by involving all the gender groups in decision making. He also emphasized for using separate PRA tools for women and men; girls and boys in order to have the practical solutions thus developing sense of empowerment to the local communities. The example of customizing transect walk into water course walk was discussed in detail in order to get maximum information for WASH Programmes.

7. Gender Sensitive Replicable Models:

Resource person provided three case studies to the participants and asked them to analyze three different WASH Programme models with Gender Mainstreaming perspective and to suggest improvements. The participants were also provided with the checklist developed by Oxfam GB to analyze Gender mainstreaming at each phase of Project Management Cycle in these three models.

The details of three case studies are given below:

Case study 1: Humanitarian Response to Internally Displaced Persons

In July 2005 a flood affected Liayah district of Punjab. Thousands of villagers became IDPs and took refuge in one Tehsil that was not affected by the flood. These IDPs stayed in the government schools for more than two months. A major issue was non availability of latrines. Facilities that existed in the schools were not sufficient and choked in no time. Your organization is to respond

to this situation through a project of short duration 2-3 months. The major activities of the project should be building new latrines, ensuring proper functioning of existing latrines, and designing a campaign for hand washing to reduce diarrhea among IDPs.



Case Study 2: Provision of water hand pumps

Thirty villages are residing in dry desert like rural area where the only source of water is under ground. The population is pre dominantly conservative Muslims. In the recent past there had been war in the country that has tilted the demographic balance and women population in these villages is 60 percent and men 40%. Your organization is to provide water bores with hand pumps for community use. In order to make the project sustainable community members are to be provided skills in repair and maintenance of the hand.

Case Study 3: Low Cost Sanitation on Self Help Basis

In Rawalpindi open drain in the streets are causing diseases such as diarrhea, hepatitis and malaria. Water channels are under ground and often would leak and this water mixes with drinking water. In addition this is esthetically disturbing as it produces bad smell and ugly sight. Your organization is to mobilize, organize people and provide technical support to lay underground sewerage pipes on self help basis.

Presentation by Group 1:

Group 1 was asked to analyze Case Study 1: Humanitarian Response to Internally Displaced Persons. The details of the Group Work are given below;

Assessment	Analysis	Implementation	Monitoring and Evaluation
<ul style="list-style-type: none"> -Multi disciplinary team composition -Situational analysis by men and women -Qualitative and quantitative gender desegregated data -Identification of sites through mapping and sphere standards 	<ul style="list-style-type: none"> -Involvement of all stakeholders -Gender sensitive designing according to budget 	<ul style="list-style-type: none"> -Project sharing with both women and men -Committee representing both women and men -Replication of Local Models -Child To Child (CTC) Peer Clubs for hand washing campaign -Construction of latrines as per need -Equal access for both women and men 	<ul style="list-style-type: none"> -Monitoring of proper use of latrine -Promotion of hand washing through CTC -Reduction in diarrhea incidence with involvement of mothers and fathers

The participants of the workshop inquired about the process of involvement of all stakeholders. They were told that the stakeholders should be identified at the time of situational analysis and must be involved since the beginning of the project. The need of addressing Gender issues in budgeting was also realized.

Presentation by Group 2:

Group 2 was given case study 2 i.e. Provision of water hand pumps. The details of the Group work are given below:

Assessment and Analysis	Design and Implementation	Monitoring and Evaluation
<ul style="list-style-type: none"> -Women and men community based organizations to be facilitated by male and female social mobilizers -Rapid assessment to know the population density -Social mapping indicating 30-35 house holds using one hand pump -Men to avoid visiting water collection places at the time of water collection by women -Identification and finalization of hand pumps after consensus both from women and men -Practical methods of sustaining the programme to be evolved through the active participation of community 	<ul style="list-style-type: none"> -Formation of Community Based Organizations both for women and men through continuous process of social mobilization -Awareness raising sessions for fund raising to maintain the installations in working condition -Installation of hand pumps -Construction of platform -Drainage system for proper sanitation -Training of Community Based Organizations (CBOs) for minor repairing of installations while involving women CBOs 	<ul style="list-style-type: none"> -Introducing methods of Participatory Monitoring and Evaluation. -Recommendation for third party evaluation

The Group reiterated the need of capacity building to Women Community Based Organizations for their empowerment and sustaining the project interventions.

Presentation by Group 3:

Group 3 was provided with the case study 3 i.e. Low Cost Sanitation on Self Help Basis. The details of the Group Work are given in the matrix given below;

Assessment and Analysis	Design and Implementation	Monitoring and Evaluation
<ul style="list-style-type: none"> -Stakeholder analysis with women considered as primary stakeholders -Economic survey (economic grouping) -Social Mapping -Mobilization/ Orientation 	<ul style="list-style-type: none"> -Physical mapping -Transect walk -Cost estimation -Fundraising in implementation -Community Based Organization -Conflict resolution -Technical facilitation 	<ul style="list-style-type: none"> -Separate community based organizations to monitor project activities -Effectiveness of Gender specific interventions -Ensuring that layout design being followed according to concept plan

8. Gender Mainstreaming in Material Development for BCC in WASH - IDRAK:

The main objective of this session was to develop a sense of realization among the participants on the importance of Gender Mainstreaming in Material development for BCC in WASH Programme. In order to achieve the desired objective a case study was shared with the participants. Long term as well as the short term impacts were also shared with the participants. The resource person from IDRAK Development Society shared his practical experiences. He shared two messages developed for BCC i.e. "Hepatitis can be transmitted from affected mother to child; and it is possible to transmit HCV during sexual intercourse or remain loyal to your life partner".



The community feedback from the first messages was that the infected mother could infect the breast feeding children so they should immediately stop feeding their babies; and that the pregnant women should not go for delivery or they should think of treatment first.

The second message resulted in the following results;

- There were several examples that the husbands divorced their infected wives and got indulged in the extra marital relationship.
- There were several cases where husbands of infected wives end up with gender based violence like beating and humiliating their wives.
- That Islamic culture did not permit a wife to leave her husband even if he had got infection and wives were always on the compromising end.

The above findings of these two messages were reviewed through the methodology given below;

- Review of material for incorporating gender perspective based upon research findings and sharing it with subject specialist for further perusal and improvement.
- Web search was carried out on facts regarding these two messages, based upon medical research undertaken by international agencies, it was incorporated accordingly.
- Material was transformed into easily understandable Urdu language in order to overcome myths present in the community.



At the end BCC Specialist UN-

HABITAT showed an animated BCC material to the participants and asked them to tell their observations while focusing gender perspectives in the message. Participants were of the view that women were shown fetching water and mostly were occupied with their reproductive roles. At the end the following points were discussed to develop a gender responsive material;

- BCC Messages should not to reinforce inequitable gender roles or stereotypes.
- BCC Messages and materials should include positive or optimistic role models.
- BCC Messages, materials, and activities are needed to address the appropriate needs and circumstances of women and men; boys and girls. In particular, their differences in workload, access to information and services; and mobility.
- Identification of Men and Women Barriers and developing BCC messages accordingly.
- Checking appeal of the messages with the imagination of men and women.
- Simplification of BCC messages so that these were easily understandable to women.
- BCC Messages must state explicitly the actions that audiences were able to take.
- BCC Visual aids to be incorporated in the messages.

In the last session two teams were formed for the field work to practice PRA customized tools for gender sensitive WASH Programme assessments. One team was facilitated by Plan-International Pakistan and the other by Alfalah Development Foundation. The roles for the facilitators, process recorders and observers were taken voluntarily by the group members for each Group.

9. Workshop Dinner:

A special informal dinner was arranged for the representatives of Local Government, Provincial Government and Civil Society Organizations to help the Participants in socializing and networking. Participants exchanged contacts and shared their learning during the day in an informal manner with their professional peers. Mr. Siamak Moghaddam, Country Programme Manager, Ms. Anna-Maria Selleri and Mr. Kamran Naeem from UN-HABITAT thanked the participants for attending this special occasion.



Proceedings of Day 2:

On day 2 field work was facilitated by Plan-International Pakistan to *Tent Colony*, Islamabad and Alfalah Development Foundation to *Dhoke Hassu*. After the field visit debriefing about the visit was facilitated by Project Manager, Watsan UN-HABITAT Pakistan.

10. Details of Field Work by Group 1:

This team demonstrated social mapping, transect walk participatory action planning for gender sensitive assessment of a WASH Programme. All tools were facilitated by Wasim Ramay from LPP (Lodhran Pilot Project). He started assessment with social mapping. In community everyone, especially women and young girls tried to get involved

in the process. In mapping women identified widows' households and women headed households. In mapping community discussed that:

- 10% latrines were without roof.
- Mostly women fetched water only one male fetched water in that slum area.
- The houses alongside the stream dumped waste in the stream.
- Sewerage pipes were over flowing.
- Women were over burdened by fetching water.
- Diarrhea was common in children.
- Some of the children even could not go to schools due to cholera.
- There was no water supply scheme from Government.

The effects of that condition were:

- Sewerage water in streets due to which vector related and water borne diseases affected children with diarrhea, malaria and skin allergy.
- Most of the expenditures were spent on frequent visits to the doctor.
- Children were not able to attend schools due to water related diseases.
- Women were overburdened due to reproductive activities of caring sick individuals at home.
- Wastage of time during doctor visit.
- Mental agony.



In debriefing the Project Coordinator, Watsan, UN-HABITAT Pakistan asked following questions:

- Did you practice the use of gender lens in today's exercise?

Participant's responses were:

- Team was gender balance.
- Women were participating in social mapping and action planning.
- Every age group was participating.
- Women were saying that we need hand pump and our sewerage line should be repaired.
- Involvement of young girls was more useful.



Some suggestions given by the participants were:

- We could have identified the households, gender segregated data which was missing in social map. How many women are affected; how many women were involved in fetching water etc.
- We can try to avoid doing such type of exercise at religious places.

- Always use available resources for social mapping

11. Details of Field Visit by Group 2:

Group 2 customized the PRA tools of social mapping, in depth interviews, focus group discussions, observation and informal discussions. The findings of the Group are given below;

- Total number of households was 3000 households.
- Women were 51% and Men were 49% of the total population.
- Many families of Internally Displaced Persons were also residing there.
- Many drug addicts were present.
- Community was very action oriented; they cleaned up a dumping place and converted it into a playing area.
- The water supply scheme was present but there was water scarcity in the summers.
- Mostly children fetched the water and there was evidence of child sexual abuse.
- No sewerage system was present.
- No filtration plant and boring was there as water level was very low.
- Women managed Watsan activities and played effective role in monitoring Watsan related projects.
- A lot of rats in the streets were found.
- Gender and Child vulnerability was obvious but neglected by the community.



12. Certificate Distribution Ceremony:

After asking participants to fill up the workshop evaluation forms, Mr. Kamran Naeem Project Manager, Watsan, UN-HABITAT Pakistan thanked all participants for their interest in the workshops and suggested that any PRA tool could be customized according to the project needs in each phase of Project Cycle Management or project implementation. He appreciated the participation of UNIFEM, UNICEF, Plan-International Pakistan, Alfalah Development Foundation, IDRAK Development Foundation, Ministry of Environment and Civil Society



Organizations for their assistance and meaningful participation in the workshop.

The participants were awarded with the Certificate of Participation at the end.

Overall workshop concluded in achieving the desired objectives. Participants found workshop to be:

- Extremely successful in meeting it's objectives: 25
- Met its objectives to some extent: 2
- Did not meet its objectives: 0

Annex- I

Provincial Orientation Workshop on Gender Mainstreaming in WASH
for PG, LG Officials and Stakeholders
Workshop Agenda and Schedule (20-21 November, 2009)

Workshop Objectives:

- Demystifying 'Gender mainstreaming' concept in to simple, practical and useable illustrations/ successful examples for designing a WatSan project and clarifying myths around it.
- Enhancing their skills in gender sensitive assessment of WatSan needs in urban slums
- Highlighting Gender Equality considerations at various stages of Project Cycle Management, especially at Project Design (Proposal Development) stage.

Day 1

Time	Session	Contents and expected outcomes	Methodology	Resource Person/Facilitation
08:30 – 09:00	Registration of the participants	<ul style="list-style-type: none"> ▪ Participants will fill out the registration forms and will return filled forms to the reception desk 	Registration Forms	Rizwana Kausar BCC Specialist UNHABITAT
09:00 – 09:05	Recitation from the Holy Quran.	<ul style="list-style-type: none"> ▪ One of the Participants will recite verses from the Holy Quran 	Recitation	Participants
09:05 – 09:20	Welcome Note./Ice breaking and Introduction of Participants	<ul style="list-style-type: none"> ▪ Name, work experience & perception of Gender 	Participants' introduction in pairs	Kamran Naem Project Manager Watsan UN HABITAT
09:20 –09:40	Matching expectations with workshop objectives. Formation of groups for Group Work. Training Norms Setting,	<ul style="list-style-type: none"> ▪ Participants will establish a common understanding of the purpose and objectives of the workshop and methodologies adopted in training sessions. ▪ Placed in different groups, participants will learn the terms of references (ToRs) about group work exercises and Field Visits throughout the workshop course. 	Interactive session, Colored Cards etc (Participants Led)	Kamran Naem/ Abida Aziz Consultant UNIFEM/ Rizwana Kausar
09:40 – 10:00	Introduction of Water and Sanitation Improvement in Informal Settlement Gender Mainstreaming and Empowerment of Local	<ul style="list-style-type: none"> ▪ Objective of this session is to bringing workshop participants; project staff and training team in particular, at the same level of understanding of the project in terms of the project goal, objectives, activities and interventions and issues 	PP Presentation	Tauqeer Ahmad Abbasi Project Coordinator Watsan UN HABITAT

	Authority	and expectations from the workshop		
10:00 – 10:20	Gender Mainstreaming in UNICEF's Integrated School Health Programme	<ul style="list-style-type: none"> Participants will get familiar with Gender sensitive needs being addressed through Unicef WES Projects in schools 	Interactive Session PP Presentation	Bilal Akbar WES Officer Unicef
10:20-11:00	Participants' perceptions on gender mainstreaming and challenges they face in practical work	<ul style="list-style-type: none"> Trainees will identify their present perceptions, practices and & problems regarding Gender Mainstreaming and Challenges faced in practical work and implementation of WASH Programme. 	Group Work/Group Presentation, Interactive Session, Colored Cards,	Abida Aziz Consultant UNIFEM/ Kamran Naeem
11:00-11:30	Tea Break and Group Photo			
11:30 – 12:30	Suggestions on how to handle the above identified challenges	<ul style="list-style-type: none"> Participants will be divided into three groups and each group will chalk down the possible solutions to address the challenges identified in the above session. 	Plenary, Participants reflect their ideas about Gender using color cards. Categorization of ideas. PP Presentation and discussions in the light of ideas, earlier expressed by participants. Hand outs.	Abida Aziz/ Kamran Naeem/ Rizwana Kousar
12:30-13:30	Introduction to Gender Sensitive Participatory Assessments and Action Planning	<ul style="list-style-type: none"> Participants will understand the ways of customizing Gender Sensitive Participatory Assessment/Analysis tools for WASH Programme. 	Interactive Sessions, PP Presentations	Kamran Naeem/ Pervaiz Tufail Child Rights & Gender Advisor, Plan Pakistan
13:30 – 14:30	Lunch Break and Prayer break			
14:30-15:30	Gender sensitive replicable models for implementing WASH Program	<ul style="list-style-type: none"> Participants will study and analyze three different WASH Programme models with Gender Mainstreaming and will suggest improvements. 	Group Work Interactive discussion. PP Presentation	Abida Aziz Consultant UNIFEM
15:30 – 16:00	Tea Break			
16:00 – 16:15	Gender Mainstreaming in Material development for BCC in WASH	<ul style="list-style-type: none"> Participants will enable themselves to understand need for Gender Mainstreaming in Material development for BCC in WASH Programme 	Presentation, Brainstorming and discussion.	Arshad IEC Material Development Specialist-Development

		through a case study.		Consultant/ Rizwana Kousar
16:00 – 17:00	Team building for next days field work and facilitation plan	<ul style="list-style-type: none"> Participants will volunteer to become part of field teams and assume different roles and responsibilities for practicing the identified Participatory tools 	Team distribution, Voluntary assumption of roles and responsibilities, logistics planning.	Kamran/ Tauqeer
1700 – 1900	Rest	<ul style="list-style-type: none"> Participants will refresh themselves to join the workshop dinner 	Individual preferences	Participants led
1900 - 2100	Workshop Dinner	<ul style="list-style-type: none"> Participants will Socialize and Interact with peers working in WASH sector 	Buffet Dinner	Abu Bakr and Nazish (Admn.& Logistic Team UN HABITAT)

Day 2

Time	Session	Contents and expected outcomes	Methodology	Resource Person
08:30 – 13:30	Field Exercise for practicing Gender sensitive participatory assessment and analysis tools	<ul style="list-style-type: none"> The participants will be divided into three groups and each group will carry out gender tool assigned to it in the field. 	Field visit, documentation, case studies (if any)	Facilitation by UN HABITAT WatSan Team and Local NGOs
13:30 – 14:30	Lunch	<ul style="list-style-type: none"> Participants will take lunch boxes while departing for field work 	Lunch boxes	Abu Bakr and Nazish
14:30 – 15:30	Group Debriefing	<ul style="list-style-type: none"> Three Groups Participants will get opportunity to reflect on learning from the workshop and fieldwork and express challenges faced 	Plenary in three groups	Abida Kamran Tauqeer Rizwana
15:30 – 15:45	Action Planning	<ul style="list-style-type: none"> Participants will note and share specific actions to be undertaken by their organizations or at individual level based on the workshop learning 	Colored Cards Flip Charts	Abida Kamran Tauqeer Rizwana
15:45 - 1600	Workshop Evaluation	<ul style="list-style-type: none"> Participants will fill out the evaluation forms provided to them and will return them back to the facilitators 	Evaluation Forms	Kamran Tauqeer Rizwana

Annex- II List of Participants

S#	Name of Participants	Organization	Designation	Contact Numbers/ Emails
1	Sadaf Zahra	SSD	Program officer Gender	zahra-sadafpk@yahoo.com
2	Mr, Waseem Aslam	LLP	Team Leader	waseemramay@yahoo.com
3	Nadeem Akhter	Hayat Foundation	Operations Head	nadeem@hayatfoundation.com
4	Muhammad Zaib	Social Organizer	SABAWOON	zeb.soc@gmail.com
5	Dr. Qasim Mehmood	PLYC	Program Manger	royalqasim@hotmail.com
6	Nazia Rauf	WDEA	President	roufkhousorehman@yahoo.com
7	Abdul Rauf	WDEA	General Sectary	Same as above
8	Shanaz Kousar	Plan International	Project Coordinator	shanaz.kousar@planinternational.org
9	Galib Hussain	WASA	Assistant Director	galib2hussain@yahoo.com
10	Sahid Durez	WASA	Social Organizer	shaiddurez@gmail.com
11	Amer Ejaz	CPDI	Senior Programme Manager	aebutt@yahoo.com
12	Muhammad Tofail	Aman	Chairman	adfrwp-786@yahoo.com
13	Yasmeen Fatima	Friends Foundation	Field Officer	yasmeenfatima96@yahoo.com
14	Sobia Shabeer	PIEDAR	Program Associate	piedarisb@yahoo.com
15	Aliya Tayaba	Friends Foundation	Manager Programmes	friendsfoundation@hotmail.com
16	Qudsia Siddqui	JUNRCO	JPSO Environment	qudsia.siddqui@cua.org.pk

17	Bilal Akbar	UNICEF Pakistan	WES Officer	bakbar@unicef.org
18	Shamshad Hussain	Grace Associate	CEO	ceo@grace.org.pk
19	Iftikhar Hussain	Concern Worldwide Pakistan	M&E Officer	iftikhar.hussain@concern.net
20	Khurram Saeed	Alfalah Development Foundation	Project Coordinator	khurramsaeed@gmail.com
21	Anjum Mustafa	Concern World Wide	M & E Officer	aunjum.mstafa@concern.net
22	Ejaz Skindar	UN-HABITAT	Project Coordinator	ejaz.sikander@unhabitat.org.pk
23	Tauqeer . A. Abbasi	UN-HABITAT	Project Coordinator	tauqeer.abbasi@unhabitat.org.pk
24	Sajida Ali	IDRAK	Program Coordinator	sajedan@yahoo.com
25	M.Arshad Mehmmud	IDRAK	Executive Director	idrak_ds@yahoo.com
26	Pervaiz Akhter	Hayat Foundation	Program Officer	kamboh1@gmail.com
27	M.Aziz	M/O Environment	Regional Planner	mazeem_tpf@yahoo.com