

CONSULTANCY SERVICES FOR THE CONDUCT OF GENDER ASSESSMENT OF THE WASH SECTOR

DRAFT FINAL REPORT

Presented by

PLAN CONSULT

TOTAL HOUSE, 4TH FLOOR

S.1.0 INTRODUCTION

- Access to potable water is a basic human right
- There are different but sometimes overlapping roles, needs and challenges for women and girls as well as men and boys in accessing water.
- Social, economic and technological factors dictate one's access to water in society

S.1.1 Significance of Gender Mainstreaming in WASH

- Improvements in the water and sanitation service delivery towards fulfilling MDGs can be achieved to a large extent by the recognition of different needs and priorities of Gender Mainstreaming (GM)

S.1.2 Study Objective

- The overall objective of this assignment is to take stock of GOG's (Government of Ghana) efforts to mainstream gender equality into the water and sanitation sector, and to make concrete recommendations to inform the development of a gender responsive sector-wide approach for the water and sanitation sector

S.1.3 Methodology

- At National and (Metropolitan, Municipal and District Assembly) MMDA levels, source of information is both Primary and Secondary
- Primary source of information includes structured questionnaires, key informant interviews
- Secondary source includes existing literature and relevant information from relevant institutions under consideration

- Institutions surveyed were MWRWH, WD, GWCL, WRC, CWSA, MLGRD and MOWAC
- MMDAs assessed were Gomoa West District Assembly, Mfantsiman Municipal Assembly, Ashanti Akim Central Municipal Assembly, Ejisu-Juaben Municipal Assembly, Tamale Metropolitan Assembly and Tolon District Assembly

Assessment criteria were

- GE Policy Framework
- Structures for Gender Mainstreaming and Functionality;
- Capacity of Personnel including Gender Focal Persons
- Inclusion of Gender Focal Persons in Key Decision Making Fora
- Political Will and Accountability for Gender Mainstreaming;
- Gender Disaggregated Data
- Identified Gender Priorities or Targets
- and Progress on Gender Responsive Budgeting in MWRWH
- Water and Sanitation Management Teams and WATSAN Committees will be considered for the MMDAs

S.2.0 STUDY FINDINGS

S.2.1 GE Policy Framework

A comprehensive and coherent GE Policy Framework with regard to the WASH sector does not exist.

Lessons from the literature survey indicate the deficiency of Ghana's water policy with regard to GE. The Tanzania National Water Policy requires local community water committees to have equal male and female representation, and further requires a merit-based gender-sensitive recruitment policy within all water sector institutions. Similarly, clear and direct GE policy statements are absent from Ghana's Water Policy.

The National Water and Sanitation institutions and the MMDAs do not have specific WASH-related GE policies.

S.2.2 Structures for Gender Mainstreaming and Functionality

- At national level, presence of a gender desk officer with no provision of job descriptions
- Gender desk officers at MMDAs
- Existence of District Water and Sanitation Teams (DWSTs) at MMDAs
- Existence of WATSAN committees at the community level

S.2.3 Capacity of Personnel including GDOs/GFPs in GM and GE

- Capacity gaps exist with regard to gender mainstreaming and gender analysis in the institutions
- Little understanding of Gender Mainstreaming and Gender Equality concepts at GWCL
- Inadequate capacity to monitor the GM activities of institutions, including those in the WASH sector.

S.2.4 Inclusion of Gender Focal Persons in Key Decision Making Fora

- Gender desk officers in the MDAs and the MMDAs are at the assistant director level, indicating middle management
- No apparent influence noted with regard to gender equity and mainstreaming during the study
- GE issues were not high on the agenda of national institutions and MMDAs and were not given priority at policy formulation and coordination fora
- At MMDAs, the role of the GDOs was limited to empowering women and facilitating access to income generation activities

S.2.5 Political Will and Accountability

- The study posits that proclaimed political will and accountability for GM are little more than rhetoric as the WASH sector management teams lack the capacity to undertake GE analysis and GM in their work programmes, projects and activities.
- GDOs and MOWAC Directors complained about inadequate allocation of resources for implementing gender programmes
- Low priority given to GE issues at decision and policy making fora at institutions
- No systems in place to monitor and evaluate progress towards GE and GM

S.2.6 Gender Disaggregated Data

- The study found that almost all the water and sanitation agencies surveyed did not collect or use gender disaggregated data due to a lack of skill in this area.
- Data that existed on the number of women and men and their representation on boards and committees, or their positions as staff members did not reflect GE elements due to lack of awareness and inadequate capacity to collect and use such data.
- At the MMDA level, only the decentralised departments had attempted gender disaggregation of data but this did not reflect GE elements

S.2.7 Identified Gender Priorities and Targets

- No gender priorities or targets were identified by the national institutions, with the exception of WD, which said it had access to water and sanitation facilities, However MMDAs identified the following:
 - Water access – reduction in distance to water source
 - Improving quality of borehole water
 - Increased access to sanitation facilities-construction of household latrines

S.2.8 Progress on Gender Responsive Budgeting in MWRWH

- Gender responsive budgeting (GRB) was not practised in institutions.
- Despite the directive of MOFEP, gender budgeting had not been institutionalized, particularly at the MMDAs. This was because many staff had not received the required training.
- In the Tolon District, 2% of the District Assembly Common Fund was devoted to Gender Mainstreaming.

S.2.9 Gender Mainstreaming Linkages and Collaboration between the Water Agencies and MOWAC

- No structure existed, at the time of the study, for Gender Mainstreaming linkages and collaboration between the water agencies and between them and MOWAC.
- One of the functions of MOWAC is to coordinate with MDAs through quarterly meetings, to ensure that gender targets are being met. This could be an avenue for the water agencies to establish GM linkages with MOWAC and with each other.

S.2.10 Operationalisation of GE

Considerations in the Municipal Assembly, Water and Sanitation Management Teams (Water Boards) and WATSAN Committees

- MMMDAs had operationalized GE issues to a limited extent.
- The GM Action Plan prepared by the Assemblies did not indicate how the programmes would integrate the needs and concerns of men and women equally. This was due to lack of skill in this area.

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- There was some evidence of operationalization of GE considerations at the community level, particularly with regard to meeting CWSA's requirement that membership of WATSAN committees and Water and Sanitation Management Teams should include at least three women.



S.4.0 RECOMMENDATIONS TO ADDRESS GAPS

GE GAPS	RECOMMENDATIONS
<p>There was no comprehensive and coherent GE policy framework for the WASH sector. The national water policy and the national environmental sanitation policy have not adequately incorporated GE issues in their work. There was a vacuum in the national gender policy.</p>	<p>The National Water Policy and the Environmental Sanitation Policy should be reviewed by a Gender consultant to ensure that GE issues are fully incorporated.</p>
<p>Weak structures for GM</p>	<p>The structures should exceed what exist now to include PPMEDs in order to make the monitoring of GE issues effective. GM should also be approached as team work in all the WASH institutions.</p>
<p>There was no adequate capacity in, and understanding of, GM and GE issues, including gender disaggregation of data and GRB.</p>	<p>All key staff of WASH sector institutions and MMDAs should be trained and/or sensitized in GM, Gender analysis, GE issues and planning, collection and analysis of gender disaggregated data and GRB.</p>

RECOMMENDATIONS TO ADDRESS GAPS Cont'd

<p>GE issues are not given priority at policy formulation and coordination fora.</p>	<p>Sensitization workshops should be organized for all senior management personnel and policy makers of WASH institutions and MMDAs.</p>
<p>There is no gender-sensitive M&E system in place to assess progress towards GE and GM.</p>	<p>MWRWH should support MOWAC to develop a gender-sensitive M&E system. In addition, provision should be made in the budget for MOWAC and the PPMEDs to operationalize it.</p>
<p>There is no mechanism for GM linkages and collaboration among WASH institutions and with MOWAC.</p>	<p>MWRWH should play a lead role in advocating for MOWAC to make the structures for collaboration functional, including the quarterly meetings. Factors militating against this should be identified and addressed.</p>

S.5.0 WASH SECTOR STRATEGY

- Capacity Development
- Gender Mainstreaming Manual, and
- Strengthening of and Gendering Monitoring and Evaluation (M&E)

S.5.1 Capacity Development

This will take three forms, namely:

- Training to address GE skills gaps of key WASH sector personnel and MMDA staff
- Sensitization to educate and enhance the understanding of policy makers and senior management on GE policies and issues
- Resourcing MOWAC to ensure its M&E functions, and making adequate budgetary provisions for gender mainstreaming activities in WASH sector institutions and MMDAs.

S.5.2 Gender Mainstreaming Manual

- A number of gender mainstreaming manuals exist. MOWAC is in the process of harmonizing these into one manual. It is therefore proposed that MWRWH work with MOWAC to ensure that there is a module on gender mainstreaming in the WASH sector, which can be used for training purposes.

S.5.3 Strengthening and Gendering Monitoring and Evaluation (M&E)

- MWRWH and MLGRD together should provide leadership in monitoring the impact of the sector on gender relations.
- Both men and women should be involved in the collection of data, using participatory tools such as community score cards. The WATSAN committees should be involved in the M&E process.
- WASH sector M&E data should be disaggregated by sex and age, to integrate the concerns of both men and women in the goals and objectives of programmes which will be monitored and evaluated.

Strengthening and Gendering M&E

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- PPMEDs of WASH institutions should become integral parts of the structures for gender mainstreaming. The capacity of personnel for integrating, monitoring and evaluating gender-related issues should be strengthened.
- A best practice is to integrate the sector gender monitoring and evaluation system within the national monitoring framework, instead of establishing a separate gender M&E system. This is the approach to be adopted.

Strengthening and Gendering M&E

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Elements of a gender sensitive monitoring and evaluation system for the sector should include the following:

- There should be wide stakeholder involvement in the development of gender indicators with equitable representation of women.
- There should be Government and Sector Leadership in monitoring impact of sector on gender relations.
- Regular gendered M&E impact studies should be conducted.

Strengthening and Gendering M&E

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- WASH sector gender monitoring should be integrated into national monitoring framework
 - Sector monitoring and evaluation of inputs, outputs, and processes should be undertaken. .
 - Special impact assessments of institutional arrangements on men and women should be conducted.
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- Finally, the successful implementation of the M&E system will depend to a large extent on the availability of resources – human and financial. Adequate provision in the national budget for this will demonstrate the political will of Government.



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