

# Report on Use of Manuals, Guidelines for Gender Mainstreaming in Agriculture, Water and Environment

## Content

|   |           |
|---|-----------|
| <b>Executive Summary</b> .....  | <b>2</b>  |
| <b>1. Introduction</b> .....  | <b>3</b>  |
| <b>2. Data Analyses</b> .....   | <b>3</b>  |
| Respondent analysis and grouping.....   | 3         |
| <b>3. Thematic Analyses</b> .....   | <b>4</b>  |
| 3.1 Gender and Gender Mainstreaming .....   | 4         |
| 3.2 Guidelines and Manuals.....   | 5         |
| 3.2.1 Responses on existing guidelines/manuals .....  | 6         |
| 3.2.2 Suggestions to improve existing Guidelines/Manuals .....  | 7         |
| 3.3 Gender mainstreaming in practice .....  | 8         |
| 3.3.1 Gender mainstreaming at organisational level.....   | 8         |
| 3.3.1 Gender mainstreaming at individual level .....  | 9         |
| 3.4 Gender and Water literature.....  | 9         |
| <b>4. Conclusion</b> .....  | <b>10</b> |
| <b>5. Future Action</b> .....   | <b>10</b> |
| Annex .....   | 12        |
| Annex 1. List of Manual/ Guidelines and sources as mentioned by respondents.....  | 12        |
| Annex 2. List of interesting case studies as mentioned by respondents .....   | 13        |
| Annex 3. Field Study from India by Meena Bigli .....  | 14        |
| Annex 4. Field study from Nepal by Pranita Bhushan Udas .....   | 23        |
| Annex 5. Responses from Professionals working directly on Gender and Water –Esurvey (Gender Group)<br>.....                             | 31        |
| Annex 6. Responses from Implementers group, e-survey .....  | 35        |
| Annex 6. Responses of Professionals working in the University, e-survey .....   | 38        |
| Annex 7. Responses from Researchers working at Autonomous National and International Research<br>Organization- Esurvey .....            | 42        |
| Annex 8. Responses from high profile professionals (policy makers/advisers) working in National and<br>International organisation ..... | 45        |
| Annex 9. List of Respondents .....  | 49        |

## **Executive Summary**

This report is a review study on access and use of existing manuals and guidelines to mainstream gender in water, agriculture and environment. The study is a collaborative effort between Gender Water Alliance (GWA), Both Ends and Comprehensive Assessment. Professionals working in International and National organisations and field practitioners have provided information on the access and use of training manuals in their day to day work. The data was obtained through a carefully designed E-survey and from the field based discussions. This report is an outcome of analytical summaries of the e-questionnaire received from many parts of the world and the field work carried out in Nepal and India.

The study reveals that there are several manuals and guidelines existing in development sector focusing on Gender. However, the access to such resources is limited to professionals working at different levels and institutions. The field study in India and Nepal indicates that there is limited access to such documents to the field level practitioners. It is especially due to lack of the manuals in local language and access to ICT facilities. Another important finding is that, there is a need to 'contextualise the content' in the existing manuals. Most of the manuals addressed common gender issues and some have used jargons and not user friendly. It was also reported that some manuals lack suitable examples or illustrations. The over all picture tells us that whatever manuals and guidelines available have limited use. The problem of internalisation of gender issues was evident. In absence of internalisation, the way people look at gender will remain a token involvement. The suggestions from the respondents can be grouped in to contextualisation, availability in local language, use of simple language and handy design.

To make the existing guidelines/manual useful, there is a need to develop dissemination strategy. The study recommends that there is need for a collaborative effort between local NGOs and Research Organisations to work together to develop the manuals and guidelines in the local languages. I hope the findings of this research will provide insights on access, use and status of existing gender guidelines and manuals and the issue of gender mainstreaming.

# Report on Use of Manuals, Guidelines for Gender Mainstreaming in Agriculture, Water and Environment

Pranita Bhushan Udas

## 1. Introduction

This report is an analysis of a research on ‘use of guidelines and manuals in gender, agriculture and environment’ as part of the project “effective mainstreaming for sustainable livelihoods from Guidelines to Practice”, a collaborative effort between Comprehensive Assessment, Both Ends and Gender and Water Alliance.

The analysis is based on two major data sets i.e. E-survey and field survey conducted in Nepal and India. The respondents range from university researchers, government employees, professionals working with farmers, staff members of non-government organisations and autonomous research organisations.

## 2. Data Analyses

The analysis is done at two levels. First is an analysis of respondents based on professional background. Second is a thematic analysis on mainstreaming gender in water management and use of guidelines and manuals.

### Respondent analyses and grouping

Respondents are categorised as follows:

- Respondents from field in India and few in Mauritius
- Respondents from field in Nepal
- Respondents working specifically on gender issues (gender experts)
- Respondents working as implementers
- Respondents from universities (research/academicians)
- Respondents from autonomous national and international research organisations (researchers)

**Table 1.**

| <b>Number of Respondents from Field</b>    |   |
|--|---|
| India                                      | (2 female/43male)   |
| 15   | Directorate of Agriculture, Gujarat                                       |
| 9  | Irrigation Department, Gujarat  |
| 2  | Aravalli Project, Rajasthan   |
| 1  | Adwait  |
| 2  | ASA, Madhya Pradesh   |
| 8  | IFFDC, Madhya Pradesh   |
| 2  | Pragmatix, Haryana  |
| 1  | ACF, Saurashtra, Gujarat  |
| 1  | AKRSP (I)   |
| 4  | Director of Agriculture, Madhya Pradesh                                   |
| Nepal                                      | (2 female/28 male)  |
| 3  | Dep of Irrigation, central level  |
| 4  | Dep of Irrigation, regional level   |
| 9  | Dep. of Irrigation, div-subdiv level                                      |
| 5  | Dep of Irrigation, field level  |
| 9  | Dep of Drinking Water Sanitation  |
| Mauritius                                  |   |
| 2  | Rodrigus, Mauritius (male)  |
| <b>Number of Respondents from E-Survey</b> |   |
| 4  | Gender Expert (all female)  |
| 3  | Implementer (2 female/1 male)   |
| 10   | University (5female/4 male/ 1not mention)                                 |
| 15   | Autonomous national/international research organisation (4 female/11male) |
| 9  | Advisor/ policy makers at high level body/ organisations (4 female/5male) |
| 3  | Others (1 female/ 2 not mention)  |

- Respondents with high profile professional background as advisor and policy maker in national and international organisations (see Table 1)

### 3. Thematic Analyses

#### 3.1 Gender and Gender Mainstreaming

The first set of inquiries was about the use of the term “Gender” in development context and the understanding of mainstreaming gender. The questions were open-ended, which stated whether the respondents knew about the gender in development context. Furthermore, those questions were followed by inquiries on “Gender mainstreaming”.

The analysis of data reveals that though almost all the respondents mentioned that they knew about “Gender in development context” yet they provided different answers while responding to the context part of the question. Few respondents expressed their ignorance on “Gender Mainstreaming” (Annex 3 and 4)

In field, where the local language is used as an official language other than English for day to day activities, the translation of the term “Gender” has created some difficulties on clarity while using the term and defining the concept (Annex 2 and 3).

It was also evident that there were different levels of understandings depending upon professional occupations at different levels regarding the concept of gender and gender mainstreaming. For example, people working in university provided elaborated explanation on gender, whereas the same from the people at grassroots (field workers) was brief (Annex 3, 4 and 7).

The summary of the definition as mentioned by respondents in e-survey are as follow:

- Gender refers to socially constructed relations between women and men. It permeates all spheres of life: economical, social, political, cultural and environmental.
- Gender is often confused with ‘women’ because, in many contexts, women suffer from unequal gender relations; that means the focus on gender work is primarily on achieving more equality for women in context in men dominated society.

The keywords that were used by the respondents to define gender were: *equal sharing, equal participation, equal opportunity, relationship and role between male and female in division of labour, decision making, access to and control of resources.*

The definition of gender mainstreaming as mentioned by respondents from the field in Nepal and India are:

- Ensuring equal participation of men and women
- Bringing women and men on equal platform in the development world.

- Bridging the gap between the socially deprived men/women / poorest sections of the society.
- Including gender in each and every aspects of development
- Eliminating social discrimination.

The summary of other definitions mentioned by respondents working in the universities, research institutes and development organisations are as follow:

The strategy to integrate gender in all development work

The highlighting of different effects, which development issues have on both sex  
 Inserting gender lens into one's work, design and implementation and in all analysis of outcomes etc.

**Some of the key points are:**

- The NGO respondents are found more aware of gender concept than the respondents from government officials in India. Respondents from NGO sectors (funded by external donors such as DFID, ICFE, EU, Aga Khan Foundation and SIDA etc) have shown clarity on conceptual understanding. This could be because of the emphasis of funding agency on having focus on gender and poverty in project implementation by the NGOs and in the training provided to the staff on the same (Annex 3).
- The irrigation professionals from Nepal raise the issue of need to contextualise the definition of gender in development context (Annex 4). The respondents mention that the definition should be possible to bring about operation in practice.
- Information from field and e-survey indicates that the understanding about "Gender Mainstreaming" is better among the people in the universities, research organisations, and development organisations than at field level practitioners. It could be because of the gap in use of language. Most of the respondents of e-survey use English as their day to day language, whereas field practitioners use local language. (annex 3 and 4).

**3.2 Guidelines and Manuals**

Most of the respondents from field have negative responses regarding awareness, access to and use of guidelines and manuals. It was also found that government officers considered national policy documents as guidelines. Government officers in Nepal mentioned Irrigation Policy documents as guidelines to mainstream gender. Similarly, in India respondents from NGO referred to the Guidelines on Watershed Management developed by the Government of India and Participatory Irrigation Management Act at the state level. NGO respondents also mention about other guidelines from Oxfam, SIDA, and DFID etc, on which the government officers are ignorant.

Among the responses from e-survey, it was remarkable that most of the respondents working on autonomous research organisations i.e. (8 out of 13) are not aware about existence of gender manuals/guidelines. Other respondents from universities and implementing agencies mentioned that they were aware and were using such manuals.

In many organisations, though it is obligatory to mainstream gender, but it is not obligatory to use manuals/guidelines. In India, for government officers it is not obligatory to mainstream gender, and therefore there is less focus on the subject (annex 3). In Nepal, officers mentioned that it is obligatory to make to sure that woman users' at present in committees at least by 33 percent. However, due to lack of monitoring, the accountability relation is less (Annex 4). One of the respondents was happy for mainstreaming gender not being an obligatory in his work (Box 1). It indicates that still professionals working in different disciplines feel gender as a separate sphere.

**Box 1**  
**Resistance to Gender Mainstreaming**

To the question that whether it is obligatory for you to mainstream gender in your work, a researcher from renowned research organisation replied, "*Luckily no*". His expression indicates that he is more than happy to be far of working on Gender. It shows that there is tendency to see gender in a seperate shell.

The lists of guidelines/manuals mentioned by the respondents are listed in Annexure 1.

### **3.2.1 Responses on existing guidelines/manuals**

Except two respondents, all other respondents who have seen and are using the guidelines mentioned that existing guidelines have limited use. One of them further added that more than guidelines and manuals, a field practitioners need a handbook, which was missing in the documents. Some of the manuals though were very good, needed modification while using in practice.

Regarding the use of such manual the answers were different. Except one respondent from research organisation IRRI, the three other gender experts who are involved in implementation activities raised the issue of contextual relevance of the existing manual. It indicates that there might be manuals relevant for researchers to address gender issues in research, but lacks a manual developed based on particular local context (annex5)

The implementers who responded through e-survey also had similar opinion. Livestock officer from African Development Bank mentioned that the manuals he found lacked clarity for non gender experts. Furthermore, sometimes the content were too much to swallow; there was a need to produce handbooks for practitioners and to simplify the language for every body. He further added that the guidelines were not suitable for local situation. (Annex 6).

**Box 2 Use of Manuals/Guidelines**

"The available manuals are used in various consultancy assignments such as training, project/ programme assessments, design of GAD policies, and field work in the area of agriculture. None of them are 'all encompassing' nor meet all conditions listed in the questionnaire. I read through them, try as best to understand them and use an assortment or combination of them in my work. None fit all situations."

GAD Consultant, 2005

IRC Program Officer further mentioned, "I generally find such manuals including the ones I have written and worked on to be appropriate mainly only for sector professionals who have existing educational background, knowledge and skills in applying the

concepts, required logic and thinking for tailoring the tools and methods in appropriate ways depending upon local contexts. They are not inexperienced, or new to the field. Though, the manuals are useful for teaching, training and capacity building of new colleagues, they are usually not handbooks for application without appropriate instruction.”(Annex 6)

In summary, the constraint to use the existing guidelines and manuals are listed out as follows:

- Contextual characteristic of gender relation. The gender relation in one place and the other might be different.
- Different understanding of ‘gender’ between professionals who has developed the manual and the professionals who are using it.
- The organisational culture to use or not to use a manual or a guideline.
- Tendency among majority of professionals to think that anybody can do a gender mainstreaming activity without having any kind of capacity or reference. Or a gender focal point or machinery can give opinions in everything like in drinking water, sanitation, irrigation other area. Or the attitude of giving less priority to understand the concept of gender first (Box3)
- There is problem of not using guidelines as a working document/reference due to lack of capacity on how to use it.
- The gender responsibility is considered as less accountable activities. Those guidelines will be shelved or may be taken as personal property and leave it at home. The monitoring and evaluation of gender policy remains negligible.
- The attitude of considering gender mainstreaming as a responsibility of particular department or gender specialist.

**Box 3 A self-reflection:  
Problem of Compartmentalising Gender**

“There is a tendency that anybody can do a gender mainstreaming activity without even having any kind of capacity or reference. Or a gender focal point or machinery can give opinions in everything like in drinking water, sanitation, irrigation other area. There is also a tendency to consider that the gender mainstreaming is the responsibility of women affairs department. This is what I have witnessed in my organisation. But the outcome is nothing. ...”

Head, Women Affairs Department,  
Ministry of Water Resources, Ethiopia

### **3.2.2 Suggestions to improve existing Guidelines/Manuals**

The suggestions provided by the respondents to improve the existing manuals/guidelines are as follows:

- Include examples of the results of gender mainstreaming as much as possible. Make the document as simple as possible with examples when appropriate.
- Consider the country’s organisational culture, community and local context while developing the manuals.
- Involve concerned stakeholders in the process (not only the consultants).

- The guidelines for different sector/ purposes should be different. It should not be assumed that gender relation is the same in all sectors (drinking water supply, sanitation, irrigation, hydropower, etc). So develop manuals on sectoral basis.
- Training should be provided to implementers on how to use the guidelines.
- Monitoring and evaluation of use and practicality of the manual/guidelines should be included in the process of developing the manual.
- There should be an opportunity to amend/modify the manuals and guidelines.
- The manuals should help to understand the different terminologies.
- Publish/ disseminate the available guidelines more widely.
- Gender manuals need to be prepared on a basis that women are not the only ones who serve as contributing authors and that concept of gender be actively expanded to include more than just lack of power, benefits, etc accruing to women. Gender is often communicated in a way that puts men to sleep.
- Test the guidelines in a variety of different settings and cultures to make them more applicable in different situations.
- Produce handbooks- easy to use documents
- More attention should be paid on versioning of the materials for different users (policy makers, trainers, field workers, implementers in relevant local authorities, financial staff etc)

IRC program officer concludes that there is no blue-print on use of manuals. Thinking with equitable representation of all stakeholders about a specific context and what change is envisioned in relation to gender are sometimes not emphasised enough in manual and guidelines. Tools are not enough on their own, but how they are tailored to help stakeholders generate knowledge and act based on their priorities is the end point. Without this thinking all the tools, manuals, guidelines etc will not be enough.

More than fifty percent of the respondents both from field and e-survey indicated their interest to review guidelines and manuals. In field, officers were interested to be part of a manual/guideline/handbook development program if they were in local language. They mentioned that there was a need of handy practical handbooks in local language rather than English guidebooks. Similarly, respondents from Gujarat were willing to review manuals if they were in Gujarati language. Most of the guidelines/manuals mentioned by the respondents through email were not accessible to the officers working in field.

### **3.3 Gender mainstreaming in practice**

#### **3.3.1 Gender mainstreaming at organisational level**

Organisations like IRRI, IUCN, and IRC have their own gender policies. In Ethiopia, a separate women affairs' department within "The Ministry of Water Resources" ensures gender concern in water sectors. The South African respondent mentioned the role of the then lady minister in 2004 to mainstream gender in water sector in South Africa (see Box 4). In universities, women students are encourage to join and participate actively

Almost half of the respondents in e-survey did not reply this section. It indicates either they are not interested or they do not know about gender mainstreaming in their organisations. Most of those who answered, mentioned that there was one or more staffs responsible for mainstreaming gender in the organisations. Few of them use the manuals, but some of the respondents do not know whether their colleagues use guidelines and manuals or not.

In Nepal, sociologists based at department and regional offices; association organizers in division and subdivision offices in surface irrigation program; and association organizers at project field offices in groundwater irrigation project; extension officers and junior technical assistants in agriculture sector; and sociologist in the department and women worker in field level in drinking water sectors are the staffs responsible for gender concern in respective water sectors. In India, NGOs have staff responsible for gender mainstreaming. The irrigation departments do not even have a sociologist. They are all dominated by engineers. Apart from this, one respondent from Gujarat mentioned that most of the Indian penal codes were in favour of women resulting in the increment of male harassment cases. He also added that the law should be equal for both male and female and challenged the positive discriminatory policy (Annex3).

**Box 4 Role of Policy Maker**

In WRC, South Africa, gender is considered as a cross cutting issues that is meant to be handled by all disciplines. In DWAF, there is no gender person as such, though from the HR perspective there is a gender focal point for government collaborations and internal issues. This came about since 2004, when the new lady minister took. I believe that any credit in the DWAF implementation of gender sensitive policies could be attributed to her.

Male respondent, WRC, South Africa

### **3.3.1 Gender mainstreaming at individual level**

At individual level, the question was asked whether the respondent was still encouraged to mainstream gender or not. In most cases the answers were positive. However, few of the respondents gave negative answers. One of them mentioned that it was not his responsibility and added that the concerned gender person would look into gender mainstreaming. It indicated that there were people who believed on compartmentalising gender and gender expert in an organisation was an effective approach to mainstream gender.

### **3.4 Gender and Water literature**

Except for those who consider gender issues beyond their responsibilities, others have looked for gender and water literature. Most of them mentioned that those were available, but were inadequate. The purpose and use of such literature depends on nature of the work. For example, university professional and researcher use these literatures for gender related theories and the gender specialist in working in ADB use the literature to make bank strategies to integrate gender dimension in loans programs. Others use it as reference material in work. The detail of opinion expressed by respondents are enclosed in annexure.

The response from field in India and Nepal on gender related literature is not promising. An officer mentioned that only those implementers might look for literature who had vision to grow academically, whereas others might not show much enthusiasm to look for literature (Annex4). This indicated organisational culture to read and access new knowledge.

#### **4. Conclusion**

Guidelines/Manuals are parts of essential tool box that help practitioners, implementers, policy makers and researchers to mainstream gender in their respective work. The results from the research indicate that there is a big gap in terms of usage and access to existing manuals and guidelines.

Professionals working at international organisations have a better access than the practitioners working in the field.

In addition to lower levels of access, usage of jargon, absence of contextualisation, lack of availability in local languages lead to less usage of manuals in the day-to-day to work by field practitioners.

The content of the most manuals/guidelines is not focused on ways to help the user to internalise the concepts rather they took prescriptive approach. In this case top down pressures to use manuals only led to token involvement of the users.

There are variations in understanding the term Gender and Mainstream gender at different levels of the respondents. The analysis clearly shows that there is difference in understanding the concept of mainstream gender even at the level of professionals working at research, academic and international non government organisations. Most of the respondents did not answer the question on how do they mainstream gender in their work. It could be either due to their reluctance, ignorance or not seeing gender mainstreaming as an important element in their work. An interesting finding of this research is that about 40 respondents have replied to this question though they do not claim to be a gender expert or to be directly responsible for gender related work in their organisations.

#### **5. Future Action**

As manuals/guidelines help in mainstreaming gender are not accessible at all levels, there is a need to pay attention and take immediate actions on how best such existing resources are made available.

There is need to forge collaboration between local partner NGOs and Research Organisations who can collaborate to prepare, translate and disseminate manuals and guidelines in local languages ensuring the local contexts using participatory methodologies.

Find innovative strategies to further advocate and lobby to consider gender as a cross cutting issue/theme in all sectors and be part of the agenda of development professionals irrespective of their specialisations.

Compartmentalising gender i.e. creating position of gender specialist and making this person alone responsible for gender mainstreaming in the work of the organisation only will not help to bring changes and hence these practices should be avoided.

## **Annex**

### **Annex 1. List of Manual/ Guidelines and sources as mentioned by respondents**

1. [www.genie.ids.ac.uk.gem](http://www.genie.ids.ac.uk.gem)
2. [www.ilo.org](http://www.ilo.org)
3. [www.undp.org](http://www.undp.org)
4. Moser, C. 1993. Gender planning and development- theory, practice and training. Routledge, New York
5. FAO, 2001. Socio-economic and gender analysis (SEAGA) Training Manual, FAO Rome Various BRIDGE (IDS, UK), Siyada publications
6. Gender Guidelines of SDC
7. African Development Bank guidelines for mainstreaming gender in agricultural projects.
8. Gender and water alliance manuals for training of trainers in gender mainstreaming in integrated water resource management
9. Uganda gender guidelines in the ministry of gender, social affairs
10. Action Aid Uganda Guidelines.
11. Various IRC publication on mainstreaming gender in water, sanitation and hygiene sector by C van Wijk-Sijbesma, ML Borba, J. Francis, E. Bolt etc
12. UNDP Gender mainstreaming handbooks, W. Wakeman et. al.
13. Gender planning and development by C. Moser
14. Oxfam gender training manual
15. Publication by CIDA, SIDA, IWMI, Oxfam, GWA. Ends, Oxfam and [www.livelihoods.org](http://www.livelihoods.org).
16. “como Integrar Genero en los proyextos de riego”, published by SNV 1998/99
17. “Guia metodologica para incorporar la dimension de genero en proyectos forestales” published by FAO
18. “Guia metodologica para intergrar la perpectiva de genero en proyectos y desarrollo”, Carmen de la Cruz Emakunde , 1998
19. “Guia metodologica para incorporar a la dimension de genero en el ciclo de proyectos forestales participativos” Susana Balarezo, 1994.
20. From UNESCO gender and ethics
21. WTO and gender in Spanish done by ALAI, Via Campesina and CLOC
22. International centre for research on women, IDRC, and more recently the gender and water alliance
23. La Fuarza de la corriente: Gestion de cuencas hidrograficas con equidad de genero by Jackeline Siles and Denise Soares, 2003
24. IUCN, FAO, WB and WHO guidelines.

## Annex 2. List of interesting case studies as mentioned by respondents

- Establishment criteria of Catchments Management Agencies and Water User Associations require equity in race and gender representation (check the national water act of 1998 of South Africa in [www. Dwaf.gov.za](http://www.Dwaf.gov.za))
- GWA website
- IRC is currently involved in two country assessment of the gender and poverty sensitiveness and demand responsiveness of the Asian Development Bank's rural water supply projects in Sri Lank and Vietnam. Preliminary results are available, more complete case studies are forthcoming in 2006
- A case of farmer innovation project (PFI) under UNDP in East Africa in Vrij University. The detail can be obtained from [verity.nyagah@undp.org](mailto:verity.nyagah@undp.org)
- The construction of gender biases and water rights in three Andean Countries- A comparative study of Peru, Bolivia and Ecuador. Vera, D.J (2005) in Bolens, R. D. Getshes, Y.A. Guevara (eds). Politicas Hdricas, Derechos Consuetudinarios e Identidades. IEP, Lima. Abya Ayala, Quito.
- An unpublished report by Mitiku Haile et. Al. [saratbge@gmail.com](mailto:saratbge@gmail.com) can be contacted for a soft copy. This is regarding workload of women as a result of environmental degradation in Northern Ethiopia.
- Some MSc thesis and dissertation at University of Bonn
- Though not guidelines, these literature are interesting:
  - Boelens R, Zwarteveen M 2002. Contenidos de genero de los derechos de Agua en el riego Andino: Discursos y compra de discursos.
  - Genero, etnia y etnicidad y derechos de agua en legislaciones hidricas y las normatividades locales de tres paises andinos: Un Estudio compartivo de los casos de Peru, Bolivia y Ecuador.
- ILRI, contact Dr Ralph Roothaert
- Interesting case studies/examples will be hosted in near future via [www.wetlands.org](http://www.wetlands.org)
- CPWF project number 37
- [www.genie.ids.ac.uk/gem/](http://www.genie.ids.ac.uk/gem/), [www.ilo.org](http://www.ilo.org), [www.undp.org](http://www.undp.org).

## **Annex 3. Field Study from India by Meena Bigli**

### **1.0 Introduction**

- 1.1 In the context of the project “Effective mainstreaming for Sustainable livelihoods from guidelines to practice” a collaboration between comprehensive Assessment, Both Ends and Gender and Water Alliance, an investigation was organized with questionnaires for water professionals at different levels.

### **2.0 Methods Used**

- 2.1 The consultant constituting the GWA facilitator personally interacted with water professionals both from the Government and Non-Government sectors in Gujarat and had elaborate telephonic discussions and corresponding mails with water professionals based in Madhya Pradesh and Rajasthan, India. Again, since the consultant was in Mauritius, she met some staff members who are working in the IFAD funded project on Micro-finance, there too she discussed the questionnaires though with some, but received only two questionnaires.
- 2.2 The consultant used various methods for collecting the information; face to face interviews, interviews on the phones/mails, focused group discussions especially with the Government officers in the agriculture and irrigation Departments of Government of Gujarat. This is in view of the fact that many do not understand the word “Gender” even when it was translated into Gujarati. As explained in the workshop on “Towards a minimum agenda for effective gender mainstreaming in water management” held at Amsterdam on 5th and 6th December, 2005, the gender consultants in India often face difficulties in explaining “gender” since there is no proper translation of this word neither in Hindi nor in any other Regional language. Gender is often understood as a totally foreign word and it creates a sense of anxiety and restlessness among the staff, most feel threatened as if they are doing something very wrong by not involving women in their areas of work, therefore they either tend to keep arguing or themselves decide and express that they are gender sensitive. They looked gender more skewed towards women’s issues and looked into the issues within the narrow framework of the way they deal with women in their own households rather than looking the issues more widely and with open mind.
- 2.3 In Madhya Pradesh and Rajasthan, the consultant took the help of those people whom she knew already by their work on addressing gender issues at the organizational and grass root levels.

### **3.0 The Respondents**

- 3.1 A total of 47 respondents including two from Rodrigues, Mauritius, participated in the process of filling-in the questionnaires even though the consultant personally interacted with 48 staff only in Gujarat (30 staff from Directorate of Agriculture, 9 from irrigation Department, 2 from Farmer’s training centre, Sabarmati, 4 from Utthan, 3 from AKRSP (I) and personally explained/described the questionnaires to 6 staff members from Rajasthan and Madhya Pradesh, who then collected information from others whosoever were available and willing. The consultant observed some resistance especially among the staff from the Directorate of Agriculture, GOG whereas the staffs from most NGOs

were either travelling or busy with some trainings/workshops. The Directors/Managers themselves did not fill in the questionnaires, they passed it on to their subordinates, though some of their views that they discussed with the consultant are included in the report wherever found appropriate.

- 3.2 47 respondents included 15 staff members from the Directorate of Agriculture, GOG; 9 from irrigation Department, 2 from ARAVALI project, Rajasthan, 1 from ADWAIT, 2 from ASA, MP; 8 from IFFDC, MP; 2 from Pragmatix, Haryana; 1 from ACF, Saurashtra; 1 from AKRSP(I), Ahmedabad, 4 from Directorate of Agriculture, MP and 2 from Rodrigus.

#### **4.0 The Findings**

- 4.1 All water professionals from the NGO sector belonged to the most reputed and pioneer NGOs working on the issues of water and agriculture since long. The respondents mostly are involved with planning and implementation of the agriculture and water related projects not only at the grass root levels but in capacity building, policy influencing and advocacy. Their working experience ranges from 2 to 10 years, some have above 10 years experience. **(Profiles of the respondents is annexed at 9)**

- 4.2 These NGOs are being funded by external Donors such as DFID, ICEF, EU, Aga Khan Foundation, SIDA etc. who emphasizes on having Gender and poverty focus in their ongoing interventions. While some NGOs especially AKRSP (I) and IFFDC have used participatory methods to develop better understanding about Gender division of labour and whole issues of access and control and are extensively working on such issues beyond self help groups, others have mainly restricted themselves to formation of SHGs and some gender trainings and awareness camps.

- 4.3 The respondents shared that either they have participated, though sporadically, in trainings/workshops/conferences or having had informal discussions on integrating (not much of mainstreaming) gender issues across the sectors. The AKRSP (I) and IFFDC's staff mentioned having gender and poverty focused project sanctioned by EU and DFID respectively. Therefore, the projects are kind of Donor Driven, hence mandatory for the organizations to ensure that gender issues are addressed across sectors and project areas not only in implementation but from the onset of the project from planning, designing to monitoring and evaluation systems. Both organizations have had the advantage of having National and International Consultants who extensively discussed across the board with all staff members including administrative/clerical/messengers, peons, and drivers on need and importance of women as equal partners in the processes of development and for sustainable development. These organizations have worked out systems of including gender indicators in their monitoring and reviews as well as impact assessment studies. They have also developed area and region specific gender strategy and it is obligatory for all the staff to mainstream gender.

- 4.4 For these reasons perhaps, all respondents more or less have correctly defined gender and discussed gender mainstreaming. Some of the responses are as follows;

“Gender is the socially constructed roles and responsibilities assigned to men and women in a given culture/location and the social structures that support them. It changes over time.

“Gender means providing equal opportunities to men and women in terms of ownership, responsibility, and benefits for their empowerment.”

“I understand gender but it is difficult to put in words. It is the way to make difference between men and women. Provide equal opportunities to both and efforts to empower them.”

“The differences between women and men within the same household and within and between cultures that are socially and culturally constructed and change over time. These differences are reflected in: roles, responsibilities, access to resources, constraints, opportunities, needs, perceptions, views, etc. held by both women and men. Thus, gender is not a synonym for women, but considers both women and men and their interdependent relationships and decision-making”.

Gender is socially coined word defining roles and responsibilities for both men and women in a society.

Development of women within water & agriculture projects is called gender development.

Social difference between women and men is called gender. In agriculture sector there is very little focus on women’s involvement in gender context.

To me, gender means equal participation of both male and female in the entire development context and equal benefits to both the sexes.

#### **4.5 Gender Mainstreaming**

Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is also a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality.

It means bringing them (socially deprived men/women/poor) on equal platform so that they become able to act on their own behalf, with a strong voice to ensure their views are heard and taken into account”.

Awareness, participation, leadership and opportunities among women.

To build capacity of women in rural area by using different audio visuals and sensitization training men and women on gender issues.

There should not be any discrimination for male and female in the family, at workplace and in the society at large.

Equal empowerment of men & women in development sector

Gender mainstreaming means bringing women and men on equal platform in the development world.

Ensure equal participation in of men and women.

Mainstreaming means Leadership, Ownership, and Participation

It means to bridge the gap between the socially deprived men / women/ poorest sections of the society. To have equality in terms of decision making both in family and community level, access to rights, property and to be respected on equal platforms.

## **5.0 From the Mouth of NGOs staff about Manuals/Guidelines**

5.1 The ASA staff mentions that providing a separate platform to women through self help groups has been one of their major initiatives in the process of gender mainstreaming. It is obligatory for them to mainstream gender though they are not aware of any guidelines/manuals, even though they would like to review those if provided. They have been using awareness, trainings and informal discussions as means of doing something on gender issues.

5.2 The ARAVAL staff mentioned “While in IFFDC, I always used to hear about Gender mainstreaming but ARAVALI does not work on gender issues even though it is an advocacy and activist organization”. The staff member is aware and has referred the Guidelines on Watershed Management developed by the Government of India and Participatory Irrigation Management (PIM) Act at the State level. Since he works closely with the Programme Implementing Agencies for Watershed Management following Government’s guidelines, also with many water and agriculture practitioners, he refers to these guidelines often. According to him, the guidelines do mention gender but it does not guide on procedures/instructions on how to operationalise or address gender concerns on the ground. From gender perspectives, he finds the guidelines not clear but concise still not up to the mark , it is easy to understand., and viable to a large extent, but not very relevant for policy / practice / research, these are practical only in those areas where need for empowering women is felt and where the society is ready to give some freedom. The guidelines are the national guidelines and to certain extent, it is suitable for local situations. If given chance he would like to review manuals/guidelines. He feels that gender issues/guidelines should be included in the school / college curriculum as mandatory for all streams.

The second respondent from ARAVALI knows about SIDA’s policy on Gender and many websites from similar kind of funding agencies like UNDP, ILO etc, He could not however specify the exact titles of such guidelines/manuals. For him, the SIDA’s policy/guidelines are reader friendly, up to the mark, easy to understand with 70 – 80% Viability and relevant for policy / practice / research. It has practicality to a larger extent and to certain extent Suitability for local situations. On suggestions, he mentions that the information on gender issues should be more detail with livelier example and should also include various training manuals for gender training at grass root level. For case studies, he refers to various web sites like [www.genie.ids.ac.uk/gem/](http://www.genie.ids.ac.uk/gem/), [www.ilo.org](http://www.ilo.org), [www.undp.org](http://www.undp.org).

Regarding mainstreaming gender in his work, he work closely with the PIAs and focus more on addressing gender concerns which so ever crop up during trainings. The PIAs

develop own guidelines which differ from organization to organization as per the sensitivity, suitability and local situations. , While planning and coordinating programmes for gender issues, he consults those references also available literature and tries to mainstream gender mainly through trainings.

5.3 Both the staff members who now work as manager in Pragmatix research and advisory services have had extensive experience of working on natural resources management in ICEF funded projects on wasteland development through formation of village level cooperatives and in DFID funded project on “Western India rainfed farming projects”. In the later project, it was mandatory for both to give gender and poverty focus in all the interventions through formation of village level organizations of both men and women. They had the advantage of having both National and International consultants including some from DFID itself, therefore were exposed to DFID’s gender policy. Though they themselves did not directly used the Gender Manual; A practical guide for Development policy makers and practitioners, but their Gender consultant referred and mentioned the contents during gender trainings and discussions. Apart from this, various gender specific exercises/games mentioned in the OXFAM training manual were used by them while undertaking Gender sensitivity trainings both in house and for other organizations. As senior staff members on the ICEF and DFID project, it was obligatory for them to ensure that their sub-ordinates clearly understand Gender concepts and mainstream gender agenda in their day to day work. The staff, with the facilitation by various consultants, developed gender strategy for the project. The Gender strategy was dynamic and would change after review, if required. They also referred to various web-sites and materials on gender developed by CHETNA. The staff has been using the gender literature given to them by their consultants picked up from Gender Manuals; OXFAM, literature from AKRSP(I), published papers on gender sensitive PRAs, gender indicators and developed gender segregated formats and indicators using LAST (livelihood assets tracking status and QPA (Quantifiable participatory assessment) tools for monitoring the project from gender lens.

5.4 For all the staff members from the IFFDC project, it is mandatory to address gender issues across sectors of water resources management, watershed development, and sustainable livelihoods. The senior staff have had the opportunities to have extensive exposure/orientation/trainings on the subject based on the contents described by their consultants from OXFAM training Manuals, DFID gender policy and Gender Manual; A practical guide for Development policy makers and practitioners, Supreme Court’s guidelines on Sexual harassment at work place, Tool Kit on Gender and agriculture, World Bank , published literature on Gender by Caroline Mosers and Harvard framework and used these frameworks for gender analysis in agriculture and water related activities. IFFDC has come out with its own gender strategy and have mainstreamed gender indicators in various monitoring tools and systems developed by them such as LAST and QPA. The staff mentions that their own annual reports, progress reports, monitoring reports and reports by various consultants have interesting and many gender related case studies on agriculture and water. These case studies are also available on IFFDC’s and DFID’s websites.

They found the contents in the above mentioned manuals/guidelines useful, understandable and easy to comprehend only because either the senior staff or the consultants explained the contents to them. They universally mentioned that along with manuals, training sessions on how to use the manuals/guidelines are important. The English mentioned is tough and in the absence of consultants or senior staff, it would

have been difficult for them to understand the contents in the manuals since most staff members are not good in English. Therefore, it is important to have such manuals in regional/local language for wider spread and use.

- 5.6 The staff member from NGO Adwait is not aware of any manuals/guidelines though he has been reading gender literature available like publications of Tasleema Nasreen and Ismat Chuktai available in library.
- 5.7 Agakhan rural support programme, India is one of the pioneer organizations who initiated gender focus across sectors of watershed and water resources development and its allied activities of agriculture, livestock development, savings and credit etc. It is mandatory for all the staff to mainstream gender in their areas of work and this is also discussed in their annual performance appraisals. AKRSP (I) has separate position for “Gender in Development” therefore it has its own strategy. The staff members have not or do not directly refer/consult gender guidelines/manuals but are aware of the existence of guidelines published by DFID, OXFAM, WORLD BANK, ADB. During their trainings on gender sensitivity and mainstreaming, the trainers who often are either senior staff members or resource from outside does give them contents picked up from these manuals. English is found to be a constraint in why the staff member does not want to read these manuals. Translated versions would be highly appreciated by them. AKRSP (I) has extensive case studies on gender that could be accessed on their website.
- 5.8 Ambuja Cement foundation too have been stressing on gender mainstreaming, though its staff has received only sporadic trainings on the subject. It is still not made mandatory for everyone to mainstream gender. Only the Manager is aware of OXFAM manual which specifies literature on Gender and case studies and exercises that could be molded within the agriculture and water framework, none other staff is aware of existence of such manuals or guidelines. ACF have a collection of own documents/reports on gender related case studies that could be accessed by writing to them or on their web-site. The manager feels that the Grassroots level implementers should be involved to incorporate practical themes and successful examples in the process of developing any manual/guidelines because gender mainstreaming is a slow a gradual process and there are many hindrances.
- 5.9 The two respondents from Rodrigus work in the Commission of Agriculture as Administrative officer (Superintendent) and Scientific officer (livestock production) in the extension wing, respectively. Whereas the first respondent does not know anything about gender, he says, “He never heard this before”, so rest of the questions to him became unwanted.
- 5.10 The second respondent defined gender as follows;

Being male or female, participation of women in the development context. Mostly associated with women, policies based on women and are more focused on women than on men (at this rate, in 50 years, the inverse will occur; policies will be more focused on men).

He has never heard the term; gender mainstreaming

But added that women are more protected in the sector of agriculture, because the work is too rough. Tend to keep the hard work for men.

Women should be at home, (formal work from 10.00 to 13.00), because of their disposition. They probably will be happier at home too (not said in a condescending tone or anything... more like a remark)

The respondent is aware that women are the ones mostly involved in agriculture. Thus, he is aware that in this sense, female implementers would be more appropriate, but male implementers are not necessarily a problem. He is aware that even in Africa, the ones who own the agricultural businesses are often women, but that men only help with the work that require heavy labour.

Gender is a new issue that is creating problems. But in general, the respondent respects the decisions of women, and he believes that women are as good as men in the decision-making processes.

He is not aware of any gender manuals or guidelines.

## 6.0 **From the mouth of GOs officials about Gender, mainstreaming, manuals/guidelines**

- 6.1 “We involve women in our work, but in agriculture most hard work is done by men, women do softer and smaller work. They do not speak, they are not educated, and they do not come out of their houses to talk to us. In our house, we give all our salaries to our wives and they decide everything. There are no issues whatsoever. In irrigation, water goes to the field belonging to the household which has men and women, so what is the issue??

This was the typical argument as the consultant started explaining the questionnaire to the officers from Agriculture and Irrigation Department of the Government of Gujarat, Gujarat.

Except for two respondents from the irrigation Department, none others know or discussed the term gender or gender mainstreaming. All are not aware of any manuals/guidelines though they sometimes get some circulars from the Government to involve women in the irrigation societies. Some knows about the participatory irrigation management.

The two respondents mention that the women are involved in the construction of check dams and other structures and they are as good as men are, but more honest and sincere.

- 6.2 Of the 30 staff members in Gujarat whom the consultant met personally, only 15 submitted the questionnaires, the rest preferred to give their views rather the fill-in the questionnaires. Of the fifteen respondents who filled in the questionnaires, 10 respondents have written something on gender and gender mainstreaming. This is as follows;

Gender can be compared with wheels of vehicles, in absence of any wheels, no development vehicle can run.

It means participation of both men and women at every level; decision making, implementation, enjoying the benefits also. The views of only one sex cannot make good policy of development as both sexes their own requirements. If we want to make any

programme for better child health or childhood, men alone cannot delineate good policy or programme.

In the development context gender means flow of money goes equally among men and women who are provided in any budget or project.

Gender means that for development in any discipline, there is an equal role of man and women at every stage and phase.

Equal partnership of men and women

6.3 On gender mainstreaming, here is what they have to say;

To keep the equal participation of both sex. In agriculture, we restrict women participation as laborers but not as decision makers, because they are not independent and can not sell their produce or take any other kinds of decisions.

Uniform opportunities to both sexes

Gender balance is must in all sectors of development.

Equal partnership of men and women

Gender mainstreaming means increasing the role of women in every sphere of activity. India is a male dominated country and from many years, there has been little involvement of women in designing the development policy or any other activity. Although these conditions are prevailing due to many reasons but now the scenario is changing and women have started to play a pivotal role in many sectors. I hope this picture will be better with governments of India's policy regarding gender mainstreaming.

Gender mainstreaming means to earmark the budget or funds for women, tribal, low castes in a particular project or scheme which will be used for the development of the community

6.4 None of the respondents are aware of any guidelines or manuals.

Three respondents mention that Union Finance minister is giving weight age to gender budget in all centrally sponsored schemes for the year 2005-06. There is a need to reform policies in many sectors including for women. One respondent mentions that most Indian penal codes are in favour of women so male harassment cases are increasing. The law should be equal for both sexes.

6.5 About 50% respondents would like to review the manuals/guidelines provided they are in Gujarati.

## 6.6 Other remarks;

Those who worked for Dutch assisted project on Training of women in Agriculture followed the guidelines provided to them by the agriculture department from the centre which was more skewed towards women rather than on gender initially though later many staff members underwent gender trainings and exposure to gender melas. This programme in Gujarat resulted in training women who used new and latest knowledge in

their agricultural activities that brought positive impact on their socio-economic and personal lives. The women from the tribal areas had developed enough courage to interact with large numbers of people including outside men.

Since number of years, India is a male dominated culture. Male handle the society by his earnings while women look after family responsibilities. Although before any decision, men must discuss the things with counter parts and take decisions, but in society he shows that it is his decision.

Even today, there is a custom to judge the men with their earnings and women marries who is superior or same as her, in education, earnings and status. India has limited employment opportunities and if women also start to compete, it again would become scarce. My opposition is not regarding working women but regarding the customs.

- 6.7 All the four respondents from Madhya Pradesh have no idea about the guidelines/manuals.

## **7.0 Conclusions**

This is very clear from the above analysis that the NGO sector is better aware of gender and manuals/guidelines, perhaps because the funders want them to focus on gender issues. This in a way is a good sign because at least some initiatives are being taken towards gender equality and equity.

Here too very limited staff members have directly seen or used them. Most are using the contents because some more experienced on the subject has handed over or discussed the contents with them and have almost made it mandatory for them to use the information in developing own gender understanding and formulating strategy and actions.

Even though, most manuals/guidelines are on web sites, but the staff are either not aware of its existence or they are computer illiterate or they face problems with English language. Moreover, they need training on modes operandi of using the guidelines.

None in the Government sector are aware of any guidelines/manuals, though on and off they get circulars from the Government to involve women in their interventions or there is sometimes talk on gender budget. Since it is not obligatory for anyone to mainstream gender, there is lesser focus on the subject. Those who are sensitive on such issues to some extent said that they do not know how to document or project their work having gender perspective.

## **7.1 Recommendations**

As presented in the Amsterdam workshop by the consultant, we have a lot of work to ensure that gender issues are understood and addressed widely. For this, we need massive campaigns and activism. Something needs to be done to get proper translation of the word gender which is acceptable. Similarly, the guidelines/manuals/literature/training materials are enough but are not within the reach of the larger group of people, even if it is available, the people shrug those off because of the language or because it is not mandatory for them to work on gender issues, hence massive efforts and transformation is what we should be geared to do.

## **Annex 4. Field study from Nepal by Pranita Bhushan Udas**

### **1. Introduction**

In this report I present a synthesis of discussions and interviews made with professionals working in water sectors at different levels in Nepal. The objective of the report is to find out the reasons for access and use or not using the gender manuals. Discussions and interviews were made with water professionals to explore their understanding about gender and development at different levels, use of guidelines for gender mainstreaming and availability of gender and water literatures.

### **2. Data Collection Methods**

The data was collected using an open ended questionnaire and a checklist with respondents from irrigation and drinking water sectors. The respondents are officers working at the respective departments at central, regional, division and subdivision level. In addition focus group discussions were carried out. Two focus group discussions of association organizers (group of 5) and chief of the division and subdivision offices (group of 13) was organized in Eastern Development Region. To get the best information and make the environment comfortable, most of the interviews were informal discussions. The field data was collected during November 2005 in Kathmandu, in Central Nepal and Biratnagar in Eastern Nepal.

As stated above, the objective of data collection was to learn water professionals' perceptions and knowledge of gender mainstreaming in their day- to-day work practices and to capture strengths and weaknesses while mainstreaming gender in their program activities. The data collection created an opportunity to think and talk about gender issues during the field research period. Otherwise the nature of work in the irrigation office is dominated by discussions on structure and design, and that in the agriculture office is dominated by discussions on service delivery.

### **3. The Context**

Nepal is a landlocked country. It is evident that development policy planning in Nepal is influenced by many international development agencies. In seventies when this land locked mountainous country became visible to the world with modern technology of transportation and communication, Nepal is realised as one of the poorest country in the world. Government also adopted a policy to accept foreign grants and loans to catch-up with the infrastructure development as in other part of the world. In year 2002/03, the share of foreign grant and loan is 28.06 percent of the total budget (MOF, 2005).

The debate of gender and development has been evolved from the engagement of international development organizations in Nepal. It does not mean to say that women movement did not take place in Nepal. Women movement occurred in some parts of the country but remained mostly associated with one or other political parties. We could say that the feminist movements took place to raise voice against Sati Pratha, women right to education and to vote. The gender debate in development is the influences of global debate and engagement of development organisations.

The country represents multi-culture and ethnic diversity in different geographical areas. The gender relation varies along the ethnic community, geographical location and class group. The term Gender has its Nepali meaning as Laigik. This word is not commonly used as the origin of the word represents a genital organ. Nepalese, in day-to-day practice hesitate to talk about it as it

is considered an impolite. However, Gender or Laigik is replaced by *issues related to male and female* in general discussion.

Recognition of women role in the development is realised in development plan and policies in eighties in Nepal. The eighth (1992-97) and ninth plan (1998-02) provides guidelines for the policy change in favour of women. Accordingly, irrigation, agriculture and drinking water policies have recognized lower level of women participation in formal decision making bodies. Compulsory participation of minimum number of women i.e. 20 percent at the beginning and 33 percent at present in users' committee or farmers group is imposed by national law.

#### **4. Data Analysis**

##### **1. Understanding of Gender in Development Context**

One of the questions asked to the respondents was on their understanding about gender in development context. The answers are reflected according to their level (position in the bureaucratic hierarchy) and type of works.

I categorize the answers into three groups:

1. The association organizers who are working directly with farmers and are involved in an institutional development of water users association, see "gender" more as equality in all sectors such as equal participation of male and female, equal access to resources, equal share of developmental efforts.

2. The second group of professionals are involved in design and structure of the water systems. They defined the concept as equal responsibilities of sharing duties in any kind of development works without any sociological barriers. I realised that the officers responsible for design and construction of structure see gender as women's share of work load in construction and design. Their argument is that women should come forward to discuss with the officers when they make the field visit to assess status of a system. There was an argument during focus group discussion on what should be called women participation in irrigation. The observation of the implementers is such that, the women user participate less in irrigation system construction when it comes to users' labour contribution in the system. But the number of women as labour will be high, when a contractor takes charge of remaining technical construction work. The question that was raised in the meeting is that whether such women labour who are hired by contractors should be considered in gender debate in irrigation sector or not.

A sociologist working at the centre i.e. at the department of irrigation opined that gender in development context is equitable participation of male and female in development process, from the beginning to the end of development efforts based on a benefit sharing between male and female.

3. The third category of information on gender and development is based on personal experiences/ reflection of the respondents

An engineer mentioned his experiences of designing kitchen in his house while he was laying foundation for the house. When his wife gave suggestions which he never thought of in designing the kitchen, he realised for the first time in his life that women has different knowledge than him. Otherwise, he had an impression that he can present his wife's view. Based on his personal

experiences, he thinks that recognising and using the separate knowledge that men and women have about various issues in development is the concept of gender in development context.

Another engineer working at regional level stated that he strongly believes that gender is important for development. He also believes that it is very difficult to make people understand what the gender in development is. He further mentioned that the concept comes from weaker position of women in society. But gender is not only about women which majority of people in Nepal understand. It is about both male and female. It is possible that in some points, male might be dominated by female, not that female are always dominated by male. He further stated that the equal right for decision-making in a household is the key for gender and development. He considers when there is a demarcation of in-house and out-house responsibilities; there will be higher chances of discrimination. For example, consider the Matwali community (liquor drinking community in Nepal) where women equally take part in public activities. Because of this they have more say in decision-making. In Brahmin and Chetri, women do all the hard work inside the household core, but will not participate in public domain, especially with male. Because of this, their involvement in decision making in public activities is less. Even to decide for buying kitchen goods, it has to be done from public shop handled by male shopkeeper. So the male of the household makes decision of the kitchen stuff, what and how much to be bought. The same still persists strongly in Terai community in Southern Plains of Nepal where women remain inside a veil. The officer summarised that the gender and development in Nepali context means making effort to reduce the discrimination between in-house and outhouse activities.

The level of understanding about gender is not always directly related to the position of the water professional. The personal life experiences of the engineers interviewed did reflected in their understanding of the gender and development.

## **2. Gender mainstreaming**

The question was asked in Nepali language

What do you understand by Laigik Mulpravavikaran. The summary of the answers from the respondents are as follows:

Gender mainstreaming is to :

- To take both male and female together in the path of equity
- To bring equitable and equal resource sharing
- Include gender in each and every aspect of development
- To bring the change in social discrimination

Association organisers mentioned that they put effort for gender mainstreaming in their work. When they say so, it means that they do encourage women to come forward while implementing irrigation programs. The division and subdivision level officers mentioned that their experiences on working with community is the major learning for them on how to mainstream gender in their program.

An officer responsible for planning and management placed at regional office (who is an outspoken personality in my observation) commented that gender mainstreaming is not the main priority at the moment in the irrigation sector. The major issue is to increase users' participation at any cost. The implementation of irrigation projects in past had lot of difficulty on system maintenance and performance especially due to lack of ownership feeling among the agency managed irrigation systems. Therefore participatory irrigation policy at present gives users the right to own the system as well as to manage. He further emphasized that the major concern of

irrigation professional is to produce more crop per drop. Though gender issue in irrigation sector is being imposed by global debate on gender and water, if one could prove that addressing the gender issue will help in system performance, the irrigation professionals will be very positive about it. He added, "If in the field, we realize that there is discrimination in participation and it is hampering our project efficiency, for sure, we will take efforts to include women."

The discussion reveals that the higher level irrigation bureaucrats show resistance-in addressing the gender issues in the irrigation sector. One of the outcomes of such resistance is the change in the gender component of irrigation policy in 2003. Irrigation policy 1992 provided guidelines that the WUA committee should be represented with at least 20 percent of women users. The clause has been changed and 20 percent is upgraded to 33 percent, however the compulsory participation is being removed and it is made possible in case of availability of women. The fieldwork investigation shows that not all district level officers and association organizers are aware of removal of compulsory system and they are still implementing the policy as a quota system. However, the changes provide an avenue for those officers who are not convinced on gender and water issues.

There are male officers who believe on structural changes to bring the women forward. During the focus group discussion equal number of officers voted for structural change and increasing women capability through training programs as a policy means to address gender issue in water sector. It shows that there are majority of officers who believe in quota system in water sectors. So such officers who are resistance to gender issue could be a negligible. Since the research is not done based on systematic quantitative analysis, this question is beyond the scope of the research.

### **3. Question on access to guidelines and/or manuals**

All the respondents, both during interview and focus group discussion stated that there are no manuals or guidebooks available that specifically help on mainstreaming gender. For them guiding documents for the implementation of water programs are national policy and regulations.

One of the irrigation officer recalls that in 1992 he has seen a manual developed by ILO which was used by Dutch and German volunteers who supported Dhaulagiri Development Project in western Nepal. The implementers trained women users as mason in this project as per suggestion from the volunteers, so that women's skill can be improved. The idea is that mason women will earn more money by becoming skill labour than just working as non-skilled labour. He recalls this moment as a successful event in his own professional career to internalise the gender issues. But he never used the manual; neither his major responsibility is to look into social aspect of the project.

An Association Organizer has manual on institutional development of water users' association. This manual has a page on gender which reflects that the number of women in the society is as much as male and has to be equal shareholder of all the benefit, should have equal voice in decision making etc. Consultancy firm APTEC Riti in Nepal developed the manual.

A drinking water officer recalls that he has seen a gender manual in WEDC workshop in Dhaka where he got an opportunity to participate. He claims that there is no only a manual on gender issues in drinking water sector. However, there are several sociological tools in drinking water and sanitation sector for social mobilization. He doubts these tools are specifically to address the gender issue.

Rest others have neither seen nor have used any manual in process of mainstreaming gender in their work. The work is performed based on the experiences in most cases. Though the officers/implementers are positive in mainstreaming gender at present, in practice they did not know how to do it in lack of such helping documents. I have a case as a researcher that iterates how the thinking about gender and working on gender contradicts.

Overall the conclusion is that, in Nepal, Nepali is a day-to-day used language. People refer Nepali book more than English literature. For field level worker or street level bureaucrats there is no manual or guidebook on how to incorporate gender in water sector in Nepali language neither the English manual available are accessible and useful to them. I as a researcher from Nepal argues that the manual in Nepali language should address the issues of discrimination between in-house and outhouse activities, importance of women being in decision-making forum etc as mentioned by most of the officers. Below I explain further on resistance to mainstream gender on water sector on the basis of the discussion we had in focus group discussion and interviews with officers.

#### **4. Resistance to Mainstream Gender**

The common observation was that there was a dilemma on what is gender and why is it important to incorporate gender in water sector.

Most of Nepali officers understand gender as “encouraging women to participate in those activities where male also involved at large”.

In this case, the challenging question that came to me as a Nepali researcher from the engineers during the discussion is that:

“Bahini (sister), if you do not mind, can you tell us whether you allow your husband to wash dishes or not?”

Before I could answer, he began explaining his dilemma. The engineer referred to his wife as the first generation educated woman in Nepal. According to him, his wife studied up to masters’ level, but she never allowed him to cook nor to wash dishes. He continued explaining how his grownup daughter refused to choose either doctor or engineer as a profession referring that after she completes her study she also have to look after the cooking and washing dishes. So she rather preferred to choose other subjects like social work, nurse, home science etc. Though, he is positive about encouraging women, he strongly feels that it would be possible only when women they themselves change. So his argument is that it is not that men only has to change, it is both male and female has to change their attitude towards looking at the social gender roles and responsibilities. In a way to find solution to his argument, another officer opined that until and unless the importance of gender in development is not discussed widely, people find it difficult to understand how to bring change. His suggestion is that the importance of gender in development context, mainstreaming gender in development etc should be included in high school curriculum.

The resistance to mainstream gender is not very much on the concept. People do agree with the concept and has realized its importance either on right base argument or efficiency argument, but the resistances is on how to bring the changes. How to bring the changes in most cases is unanswered. There is need to raise debate and discussion on how do we visualize a gender just society in different water sectors to develop strategies for mainstreaming gender. These strategies then can be included in the respective manuals.

## **5 Obligation to mainstream gender**

In all water sectors the national policy guides compulsory participation of women in users committee. However, the implementation of gender component of the policy is never imposed. Therefore, answer to this question ‘is it obligatory to mainstream gender in work and to use any or one particular manual’ was negative from officers. The association organizer working at community level feels that it is obligatory for him, as his superior /officer has made it obligatory to have 33 percent women in users’ committee in his office. The officer who made this rule in his office is not because his performance is evaluated based on the way he implemented the gender component of the policy, rather he has positive attitude towards the women quota system. His positive attitude towards the gender problem and believe on structural change policy has guided his subordinate to have at least 33 percent women in users’ committee. So the question of obligation is also relative. However, in overall annual monitoring and evaluation of the projects social changes are never evaluated. The evaluation is based on monetary expenditure and project completion in particular year. The officers working in evaluation and monitoring division of the drinking water department feels this criteria as the weakness of the office.

Irrigation officers, who were involved in Second Irrigation Sector Project implemented with loan money from Asian Development Bank, remember that it was compulsory to collect the gender-disaggregated data in project monitoring firm. During my field work in 2002, I realised that the data collected by district officers were never analysed and the result was never made public. It is a loophole in a way projects are implemented. Otherwise, such data would have provided rich source of information and inspired the officers to work on it.

## **6. Willingness to Review Gender Manuals or Guidelines**

Except three officers involved in engineering designs, all others from sociologist to association organizer showed their interest to review manual and be part of an effort to develop a Nepali manual if initiated. The officers did mention that a very good manual that helps to internalise the issues as well as the one that helps in practice is very much needed. Officers at higher position, showed their interest to review the manual if time permits. They recall that as an implementer they will be occupied in several issues. Officer working at a region recalls that he receives visitors from centre (ministry, department) and from locals (colleague from districts) and will be occupied on such work.

## **7. Staff for Mainstreaming Gender**

Another query put in front of the respondents was about staff in his/her organisation responsible for mainstreaming gender. The response was that the sociologists based at irrigation department and regional offices and association organizers in division and subdivision office in surface irrigation program and association organizer at project field office in groundwater irrigation project; extension officers and junior technical assistance in agriculture sector; and sociologist in the department and women worker in field level in drinking water sectors are the staff responsible for gender concern in respective water sectors. When the question regarding, whether the respondent is still encouraged to mainstream gender themselves was asked, the response from implementers indirectly involved in field level implementation were that they will leave the issue to be dealt by the concerned officers or staff, whereas the others said that they are concerned about gender mainstreaming at present and will be concerned later too. Regarding the use of guidelines by the concerned staff, the officers at managerial level were ignorant, whereas the concerned staff mentioned that they are not using any guidelines.

## **8. Gender literature**

The question to water professionals were about availability of literature on gender and water. It was found that gender literatures in general are available. Most of them address the issues of trafficking, health and family. The specific literature on gender and water are not available. And the literature in Nepali language is not available at all.

On my next question whether the respondents have tried to explore the literature, there were different answers at different levels.

The sociologist actively involved in writing paper and participating in the international conferences mentioned the availability to some extent, whereas the responses from others working at district level offices are negative. One of the officers mentioned the name of other officers, who are keen on further study and gain knowledge and have search for such literatures. An interview with staff of National Federation of Water Users Association is such that he emphasized that they include issues on gender in their regular newsletter that is published in Nepali and reach to the farmers' network at the district level.

Regarding other question on use of materials for proposal development, the officers at planning level replied that they follow project completion guidelines. Officers working at Winrock International, Nepal who has developed programs for farmers of National Federation of Water Users Association mentioned that they do refer to literature while developing proposals. To address gender issue, they mostly encourage women participation in their programs.

## **9. An Emotional Expression of Water Professionals on Gender**

The division head of National Information Management Division of Drinking Water Program in Nepal has more than 15 years of work experiences. He recalls his moments of professional carrier with understanding gender. The first he heard the term in 1992. He recalls that he was sensitized on the issue when a gender expert from IRC presented a documentary in a workshop. In the documentary a camera first focus on a rural village and it moved towards a community hall where the drinking water meeting was taking place. Outside the hall were only male hero bicycles. It showed how male dominated the planning. The camera then moved to the site of drinking water projects, where women in sweat and thirst were digging canals to lay down the drinking water pipes. Though this documentary presented the real fact, but it for the first time sensitizes him on gender differences.

He recalls he and his wife as male and female. During his professional career, he sees himself as a person always having an aspiration to get promotion, higher degree and achieve something new. At this age of retirement, he feels contented. He thinks he had achieved what he wanted to do in his life at the moment. He reflects that the same contentedness he has seen in his wife's face some years ago when she deliver first baby. He could not understand the contentedness in his wife's face that time. When she delivered the second baby she was more satisfied. He reflects that what he has achieved after 20 years is that his wife achieved 20 years ago. He asks himself why it took so much of time for him to reach that level of achievement. His question is that, is it because he is a man? He keep asking himself how he can relate it to his internal feeling in relation to gender and development debate.

He believes that whatever is the gender debate, but the biological difference has also created different interest between male and female and different level of achievement. Women achieves

quite more than what men can, as she suffers from the pain and achieve the satisfaction of contributing to human race.

Summary of response from  
*irrigation// drinking water officers at centre, regional, district level*

| Question                               | Response from professional |
|--|----------------------------|
| <b>1. gender &amp; development</b>     | Yes                        |
| 2. Gender mainstreaming                | Yes                        |
| 3. existence of guidelines and manuals | No                         |
| 4. obligation to mainstream gender     | No                         |
| 5. search for guidelines               | No                         |
| 6. Use of guidelines/manual            | No                         |
| 7. Staff to mainstream gender          | Yes                        |
| 8. Literature on gender and water      | No                         |

### Conclusion

The respondents of Nepal were implementers. The implementers' understanding about gender and development is the result of global discourse/debate on gender as well as personal learning over a time. The professionals working directly in field recognise the importance to mainstream gender in water management, though there are few exception of water professional working at managerial level not yet convince.

Regarding an availability and use of manuals/guidelines for mainstreaming gender, the responses were negative. A special manual that could help the officers in mainstreaming gender in water programs is neither available/accessible in English language nor in Nepali language. One another difficulty to access such manuals/guidelines is also because engineers do not think mainstreaming gender as their responsibility. In each office there are special staff for institutional development and these staff are considered the responsible to mainstream gender.

All the respondents suggested that the handbook developed in local context is very much required to help them in project implementation. In most of the case, how to integrate gender component in development programs is unanswered. During the discussion with officers, they did mention their dilemma's on how to address the gender issues though they do feel that addressing gender is very important.

As a Nepali researcher, I do feel a manual/ handbook or guidelines that discussed implementers own dilemma on mainstreaming gender in their programs could be an effective tool to help them to come out of these dilemmas. Strategy should be made to encourage women professional to work in water sector. Among officers interviewed during the field work, only two were female. Both of them were sociologist from irrigation and drinking water department. Therefore there is an urgent need that women professional should be encouraged in water sector. Until and unless gender balance is observed or felt in work environment, it is very difficult to visualise the gender issue in field.

## **Annex 5. Responses from Professionals working directly on Gender and Water –E-survey (Gender Group)**

Among the 44 respondents who send their input by email, four were the professional directly working on gender issues. Apparently, four of them are ladies. One is a gender and development specialist from Donor agency i.e. Asian Development Bank. The second is a GAD consultant working as free-lancer. Third, is a gender specialist from International Rice Research Institute and the fourth is the head of women affairs department, Ministry of Water Affairs in Ethiopia. All are working in gender and water sector from more than 20 years except one with 15 years of work experience. The views expressed by this group of respondents are important as they are professional directly responsible for gender mainstreaming in their workspace and program.

### **1. Gender in Development and Gender mainstreaming**

The first question was on whether you know about gender in development or not. Four of them gave positive answer and the gender specialist from IRRI elaborated.

Gender refers to socially constructed relations between women and men and it permeates all spheres of life: economic, social, political, cultural and environment. Gender is often confused with ‘women’ because, in many contexts, women suffer from unequal gender relations, meaning that the focus of gender work is primarily on achieving more equality for women in context where men dominate.

The second question was about what you understand by gender mainstreaming. There is different length of answer. The summary of the answer is

- Attributes and opportunity associated with being male and female and socio-cultural relationships between men/boys and girls/women
- Viewing a situation, activity, and relationship with gender lens.
- Gender mainstreaming means to **institutionalise**. Gender should be included in the overall strategy to achieve gender equality.
- A vital and powerful instrument for a meaningful intervention of gender. It enables people or institutions share and accept responsibility as part and parcel of their main duty. It is a process, which brings equality between men and women.

The answer from ADB gender specialist and GAD consultant were short. The first defines “gender mainstreaming” as “gender”, whereas the later consider gender mainstreaming as “activity”. The third and fourth provides elaborated explanation and bring the issue of *institutionalising gender equity and equality as gender mainstreaming*, which is close to the meaning of gender mainstreaming. It reveals that the gender professional also have different views on the way they define gender mainstreaming.

### **2. Manuals and Guidelines on gender**

All the four respondents are aware of the existence of guidelines or manuals that help with gender mainstreaming in work. The gender specialist from IRRI and head of Women Affairs Department<sup>1</sup>, Ethiopia mentioned that they were involved to develop Gender Strategy Plan.

---

<sup>1</sup>The respondent heads Women Affairs Department under Ministry of Water Resources. It is not a separate women affair’s department responsible for women issue in all sectors. The department is responsible for gender concern in water sector only.

Though, the respondents mention that it is obligatory to mainstream gender in their work, it is not a must to use certain manuals. In Ethiopia, the water policy provides a guideline to address gender issue in water program. Thus the policy prescribes an obligation to mainstream gender.

The respondents have look for either one or more set of guidelines and manuals. Regarding the use of such manual the answers were different. Except one respondent from research organisation IRRI, the three other who are involved in implementation activities raise the issue of contextual relevance of the existing manual. It indicates that there might be manuals relevant for researchers to address gender issues in research, but a manual developed based on particular local context are lacking.

“The available manuals are used in various consultancy assignments such as training, project/programme assessments, design of GAD policies, and field work in the area of agriculture. None of them are ‘all encompassing’ nor meet all conditions listed in the questionnaire. I read through them, try as best to understand them and use an assortment or combination of them in my work. None fit all situations.”

GAD Consultant 2005

Though, the suitability of available manual is questionable especially in local context, the respondent consider that the available resources are the important sources or reference to give directions. Some of them are give ideas/ understanding on gender issues.

The respondent has identified the lack of practical use or contextual use of the manual/guidelines is due to

- Contextual characteristic of gender relation. The gender in one place and the other might be different.
- Different understanding of ‘gender’ among professionals who develop the manual and the professional using it.
- The organisational culture to use or not to use a manual or a guideline.
- Tendency that anybody can do a gender mainstreaming activity without having any kind of capacity or reference. Or a gender focal point or machinery can give opinions in everything like in drinking water, sanitation, irrigation other area. The attitude of giving less priority to understand the concept of gender first.
- There is problem of not using guidelines as a working document/reference due to lack of capacity on how to use it.
- The gender responsibility is considered as less accountable activities. Those guidelines will be shelved or may be taken as personal property and leave it at home. The monitoring and evaluation of gender policy remains negligible.
- The attitude of considering gender mainstreaming is the responsibility of particular department or gender specialist.

List of manuals/guideline/ source book referred by respondents:

- a. Moser, C. 1993. Gender planning and development- theory, practice and training. Routledge, New York
- b. FAO, 2001. Socio-economic and gender analysis (SEAGA) Training Manual, FAO Rome Various BRIDGE (IDS, UK), Siyada publications
- c. Gender Guidelines of SDC

The suggestions that are provided by the respondents to improve the existing manuals/guidelines are as follows:

- Need to include examples of the results of gender mainstreaming
- Make the manual/guidelines as simple as possible with examples when appropriate

- The manuals and guidelines should be developed looking into the objective situations of the given country's organisational culture, the community and people etc.
- Those who are going to be involved in the exercise should be gender sensitive. There is a tendency of copying an example without considering the local situation.
- The concerned stakeholders should be involved in the process, not only the consultants.
- The guidelines for different sector and purposes should be different. For example, drinking water supply, sanitation, irrigation, hydropower, etc.
- Training should be provided to implementers on how to use the guidelines.
- Monitoring and evaluation mechanism on use/practicality of the manual/guidelines should be included in the process of developing the manual.
- There should of opportunity to amend/modify the manuals and guidelines.
- The implementers need to be made clear on manual, guidelines, and checklist etc terminologies. Most of the time, the confusion on terminologies creates inefficiency in mainstreaming gender.

The respondents also mention that an interesting case studies/story line can be access in ADB website on gender, water; IRRI website and GWA website and unpublished PhD thesis of Thelma Paris, Gender Specialist; IRRI could be good source of examples of success and failure of mainstreaming gender.

Not all the respondents expressed positive response to review one or more gender manuals and guidelines. The ADB gender expert mentioned that she might be able to review after few months. The GAD consultant expressed she is not willing to review, whereas the Gender specialist in IRRI expressed positive response. The head of women affairs department Ethiopia mentioned that she is willing to, if it will not take much time. It indicates those respondents are concerned about the time required to review the manuals/guidelines.

### **Gender at organisational level**

In Asian Development Bank, gender specialists are placed in 9 countries, and there are several gender/social development specialists in the ADB headquarters in Manila. The GAD consultant is involved in group of gender responsive advocates. In IRRI, the gender specialist is responsible for mainstreaming gender in activities and is the only one responsible at the centre, whereas others are also involved in action research on women issues at field level. The women affairs department in the Ministry of Water Resources, Ethiopia is responsible to insure gender mainstreaming. The responsibility of the department is to mainstream gender in drinking water supply and sanitation, master plan studies, irrigation and urban water supply; also to develop and insure the use of gender manual and guidelines developed by the department.

#### **A self-reflection: Problem of Compartmentalising Gender**

“There is a tendency that anybody can do a gender mainstreaming activity without even having any kind of capacity or reference. Or a gender focal point or machinery can give opinions in everything like in drinking water, sanitation, irrigation other area. There is also a tendency to consider that the gender mainstreaming is the responsibility of women affairs department. This is what I have witnessed in my organisation. But the outcome is nothing. ...”

Head, Women Affairs Department,  
Ministry of Water Resources, Ethiopia

The respondents also mention that their efforts are already to mainstream gender in their work and at organisational level. They would like to do it in future. Gender expert from IRRI is involved in developing various strategies to mainstream gender concerns in IRRI activities. For example, initiation of the *Leadership Course for Asian Women in Rice Research, Development*

*and Extension* where she included topics on gender issues in the workplace and addressed gender issues in rice research. She also initiated the first training course on *participatory research and extension*, which included topics on gender issues and gender analysis. In IRRI project on CPWF, there is inclusion of *gender related variables in the baseline socio-economic studies, farmer participatory research* (bring in more women farmer co-operators in the project). IRRI training activities included trainings for both men and women on seed health. The Women Affairs Department in Ethiopia is also involved in developing manuals/guidelines to help mainstream gender in water sector.

### **Gender and Water Literatures**

All the respondents mentioned that the literature on gender and water in relation to their work are available. The purpose of use of such literature depends on a type of work they do. The gender specialist of ADB mentioned that she looked into the literature for references on strategies to integrate gender dimension in ADB assisted loans. The GAD consultant looked into the literature for understanding gender roles, concerns, and strength/weaknesses. She further adds that these literatures are useful for a beginner to identify who does, what, when, why and with what results. Gender specialist at IRRI used the literature to design research proposal and carry out research. The literature will be considered for the work depending on its applicability.

Further remark on gender and literature is that the literature based on local examples are missing. Still in practice gender in agriculture and water are seen as parallel though there are variation in gender and water issues and agriculture issues.

## **Annex 6. Responses from Implementers group, e-survey**

This group includes three respondents. One is male and two female respondents. One is the Livestock expert from African Development Bank, implementer in Community based impact assessment network for Eastern Africa (CIANEA) and a program officer at IRC. The work experiences of this group range from 6-8 years.

### **Gender in Development and Gender mainstreaming**

The two female respondents elaborated the meaning of Gender in development context as follows, where as the male gave a short 'yes' answer.

- gender is relationship between women and men and their roles in certain activity towards access, control, ownership and decision making
- Gender refers to socially constructed differences between men and women. The socially defined meaning given to these differences bear impact upon a woman's or man's ability to participate, access to and control over resources, benefits and burdens of development processes. The concept of gender also seek to highlight differentiated access and control (i.e. power) over benefits and resources in the light of racial, ethnic, religious, class and other socially determined types of difference among people. In this regard the concept is closely linked with the issue of equity, another determining factor in inclusive developmental processes.

Gender mainstreaming is understood by the respondents as follows:

- Ensuring that there is a balanced treatment of men and women in development issues (aiming at equity and equality).
- It is a process of putting in place ways of decision making through participation, sharing and agree to each other as women and men.
- IRC consider gender mainstreaming as the process of assessing the implications for women and men of any planned action, including legislation, policies and programs in all areas at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres, so that women and men benefit equally and inequality is not perpetuated (ECOSOC, 1997).

### **Manuals/guidelines**

The entire three respondents mentioned that they are aware of gender manuals and guidelines. Following are the manuals and guidelines the respondent came across.

- African Development Bank guidelines for mainstreaming gender in agricultural projects.
- Gender and water alliance manuals for training of trainers in gender mainstreaming in integrated water resource management
- Uganda gender guidelines in the ministry of gender, social affairs
- Action Aid Uganda Guidelines.
- Various IRC publication on mainstreaming gender in water, sanitation and hygiene sector by C van Wijk-Sijbesma, ML Borba, J. Francis, E. Bolt etc
- UNDP Gender mainstreaming handbooks, W. Wakeman et. al.
- Gender planning and development by C. Moser
- Oxfam gender training manual

- Publication by CIDA, SIDA, IWMI

### **Obligation to mainstream gender in work**

The entire three respondents mentioned that it is obligatory for them to mainstream gender in their work and organisation, but not necessary to use specific manuals/guidelines. In CIANEA the ratio of male and female staff is equal (4:4), which increases the efficiency by creating an opportunity of competition among male and female. In IRC staff's efforts was monitored using qualitative and quantitative information at the end to ensure that the efforts goes beyond window dressing and that the poorest and most vulnerable groups receive due attention in all work.

The respondents have used manuals/guidelines after being found. Regarding the quality of manuals, the responses were as follows:

- Livestock officers from African Development Bank mention that the manuals he found is still lacking clarity for non gender experts, sometimes the content are too much to swallow; there is a need to produce handbooks for practitioners and to simplify the language for every body. He further adds that the guidelines are not suitable for local situation.
- The lady from CINEA mentioned that it is the trainer's responsibility to understand and put the manual in the context.

However, the issue depends on trainers' ability to make use of the resources. The question is cannot be a manual be so simple that even an inexperienced trainer can use it? To add to this point, program officer from IRC mentioned:

- "I generally find such manuals including ones I have written and worked on to be appropriate mainly only for sector professionals who have existing educational background, knowledge and skills in applying the concepts, required logic and thinking for tailoring the tools and methods in appropriate ways depending upon local contexts. They are not works for inexperienced, or new to the field, folks could just pick up and put to use. Though, the manuals are useful for teaching, training and capacity building of new colleagues, they are usually not handbooks for application without appropriate instruction. This said, I am not sure whether this is a positive or negative characteristic of such publications, just a key one in thinking about how such materials will be used once they are out in the universe and available for all."

The respondents added following points as suggestions to improve manuals/guidelines

- produce in simple language,
- produce handbooks
- easy to use documents
- Use as many examples as possible to illustrate issues.
- journalist male and female should be the first target to be trained because they play important role in message delivery
- More attention should be paid to versioning of materials for different users (policy makers, trainers, field workers, implementers in relevant local authorities, financial staff etc) would be one useful step.

#### Use of manual

...if we visualise what gender mainstreaming should look like and feel like in a given context, then what steps need to be undertaken to ensure that these aims are achieved. That there is no blue-print and therefore this type of thinking with equitable representation of all stakeholders about a specific context and what change is envisioned are sometimes not emphasised enough in manual and guidelines. Tools are not enough on their own, but how they are tailored to help stakeholders generate knowledge and act based on their priorities is the end point. Without this thinking all the tools, manuals, guidelines etc won't be enough.

IRC program Officer

- In training and capacity building work, I conduct on gender and equity in WASH sector, I often find the need to coach learners on the thinking or internal logic, not only behind why gender mainstreaming is essential but also what it means in provision of services, program or project design and implementation etc. E.g. if we visualise what gender mainstreaming should look like and feel like in a given context, then what steps need to be undertaken to ensure that these aims are achieved. That there is no blue-print and therefore this type of thinking with equitable representation of all stakeholders about a specific context and what change is envisioned are sometimes not emphasised enough in manual and guidelines. Tools are not enough on their own, but how they are tailored to help stakeholders generate knowledge and act based on their priorities is the end point. Without this thinking all the tools, manuals, guidelines etc won't be enough.

The interesting case studies suggested by respondents

- GWA website
- IRC is currently involved in two country assessment of the gender and poverty sensitiveness and demand responsiveness of the Asian Development Bank's rural water supply projects in Sri Lank and Vietnam. Preliminary results are available, more complete case studies are forthcoming in 2006

Regarding review the guidelines, respondent from AfDB and IRC express time constraint. Respondent from CINEA is willing to review the manuals.

### **Gender in Organisation**

In AfDB, 4 or 5 staffs and in IRC 3 staffs are responsible for gender mainstreaming. Gender mainstreaming in their work is done by ensuring balanced design of the projects. In IRC, it is done through development of policy guidelines for internal and external application. Qualitative and quantitative monitoring of program staff's work activities to ensure a gender and equity focussed approach in all work. The staffs also use guidelines/manuals whenever necessary. All the respondent mentions that they are still encourage to mainstream gender by themselves.

### **Gender literature**

Regarding literature on gender and water, the respondent did not reply as they are implementers than academician. The AfDB respondent mentioned that the literature on gender and water in his work area is not available, where as the other related questions are unanswered. It can be considered that the questions are not applicable for this group of respondents.

## **Annex 6. Responses of Professionals working in the University, e-survey**

This group of respondents are researchers and lecturers working in universities. The professionals ranged from head of Resource Development Units, theme leaders, professor and PhD candidates. Among the respondents, such professionals were ten out of forty four from nine countries i.e. Tanzania, Netherlands, Australia, Ethiopia, Thailand, Mexico, Germany, UK and Bolivia and five different continents i.e. Asia, Europe, Australia, Africa, and Latin America. They have work experiences between four to forty years. The number of respondents with more than twenty years of work experiences was six. Among ten, five respondents were female, one did not mentioned and the rest are men.

### **Gender in Development and Gender Mainstreaming**

All the respondents answered that they know what is meant by gender in development context. One of the ten elaborated gender in development context as

- To make sure to consider gender role in division of labour, decision making and access and control of resource in any development projects. Development should enhance balance on the mentioned concerns.

Gender mainstreaming

One of the ten did not answer the question on gender mainstreaming. Rest others elaborated it as follows:

- making sure gender issues become part and parcel of normal practice
- gender mainstreaming can be used to refer to two things: One, usually in a political climate where women “come off the agenda”, it can be used as a guise to not address gender inequality and to cut funding and resources for increasing equity for women, while being able to tick the box which means it has been addressed because the term is used, while policies and practice informal and formal, remain the same. Second, a cultural and practical overhaul of an organisation- means exploring and addressing inequality in all areas including formal and informal policies and practices – this is the only effective way it can occur.
- to integrate gender as a key cross cutting issue in all programs, project and activities related with social, economic and political development
- to take into account the different conditions both men and women (including boys and girls) are in. This needs an understanding of the socio-cultural, economic, education. Differences between men and women, several activities will need to be adjusted to accommodate these differences.
- Make the gender concerns visible in goals, mission, institutional setting, inclusion in the code of works and evaluation process.
- to bring in the perspective of gender to man and women in all actions, activities, policy, budgets and laws at all levels of society. It refers to a strategy where experiences of women, children and elders, indigenous and other non powered groups get a better negotiation base, in order to reduce the power gap. It refers also to the establishment and transformation of social identity and representation process where gender differences and discriminations are taken for given. This includes also the evaluation of policy and the permanent monitoring in order to achieve equity in processes and results of policy.
- gender issues in the main fields
- integrating/embedding and understanding of gender relations and gendered perceptions, activities, outcomes and consequences into any relevant field of enquiry at a fundamental

- level- a la GAD and related approaches-rather than compartmentalising them or 'women'.
- Consider the interests and necessities of both women and men in all development projects and policies, not as an exception or just because it is demanded by the funding agencies but as a regular practice.

### **Manuals and guidelines**

Among the ten respondents, two mentioned that they are not aware about manuals and guidelines that could help them to mainstream gender in their work, whereas one graduate think it is not applicable as she is still studying. The rest seven mentioned that they are aware of the existence of manuals and guidelines.

Except for the two respondents, for all other it is obligatory to mainstream gender in their work, however to use manual or specific guidebook is not a compulsory.

To the question whether you have ever look for set of guidelines and manual the answer was mix. One of the respondent have never look for guidelines, but whenever needed the respondent contacts Federal Ministry of Economic Cooperation and GTZ resource person.

Two thought that the question is not applicable, whereas one did not answer. Other respondent mentioned that though she has not look for guidelines, she address gender issue in her work by encouraging female students in their studies: by giving them special attention in practice, encouraging them to come to her with all sorts of problems and questions by involving in research and studies. She tries to bring in a balanced view in how women work, feel and what resources they have at their disposal. The rest other five respondents mentioned that they have looked for guidelines.

The list of guidelines and manuals that is being used by the respondents is:

“como Integrar Genero en los proyextos de riego”, published by SNV 1998/99

“Guia metodologica para incorporar la dimension de genero en proyectos forestales” published by FAO

“Guia metodologica para intergrar la perpectiva de genero en proyectos y desarrollo”, Carmen de la Cruz Emakunde , 1998

“Guia metodologica para incorporar a la dimension de genero en el ciclo de proyectos forestales participativos” Susana Balarezo, 1994.

From UNESCO gender and ethics

WTO and gender in Spanish done by ALAI, Via Campesina and CLOC

Manuals and guidelines developed by Oxfam.

Guide on gender and water from GWA.

Of the respondents who have look for guidelines, either they are using them in their present work or have used in their past activities. For example, one of the respondents was using it when she was working as a gender mainstreaming advisor for SNV Peru. Other used it when working with women in rice farming systems in IRRI. Others are normally using them in the training courses at university level in order to raise consciousness of male and female students. One of the responses is that though she has looked for and found out some interesting guidelines, she is not using them, because, it still does not consider the particular context of the Andean communities where she is working

### **Usefulness of guidelines/manuals**

One of the useful guidelines as mentioned by the respondent is the publication by Flora Tristan and Manuela Ramos in Peru. However, all mention that there is limitation in existing manuals. The contents are not always relevant. Sometime the existing manuals use of too academics and Eurocentric words. Normally the term gender mainstream and feminism has to be adapted to the local situation and the violent context of women in Mexico and Latin America. Though the guidelines are good, it is still not good enough.

They suggest that guidelines usually give to much emphasis in focussing on women and almost blind on men issues. It would be better if the guidelines also see the issue with male perspective. Second is, the guidelines should give emphasis on issues on how to mainstream gender needs. Another important issue is the availability of these kinds of materials. A lot can be found in English, but there is still a problem with getting good documents and guides in Spanish. The extension and dissemination of existing document and need to develop it in local language is important aspect of making it accessible. The manuals need to include positive multicultural that could convey the message easily, are acceptable and influential for reader/user.

Regarding the interesting case studies that respondents would like to share, they mentioned the followings:

- A case of farmer innovation project (PFI) under UNDP in East Africa in Vrij University. The detail can be obtained from [verity.nyagah@undp.org](mailto:verity.nyagah@undp.org)
- The construction of gender biases and water rights in three Andean Countries- A comparative study of Peru, Bolivia and Ecuador. Vera, D.J (2005) in Bolens, R. D. Getshes, Y.A. Guevara (eds). *Políticas Hdricas, Derechos Consuetudinarios e Identidades*. IEP, Lima. Abya Ayala, Quito.
- An unpublished report by Mitiku Haile et. Al. [saratbge@gmail.com](mailto:saratbge@gmail.com) can be contacted for a soft copy. This is regarding workload of women as a result of environmental degradation in Northern Ethiopia.
- Some MSc thesis and dissertation at University of Bonn
- Though not guidelines, these literature are interesting:
  - Boelens R, Zwarteveen M 2002. *Contenidos de genero de los derechos de Agua en el riego Andino: Discursos y compra de discursos*.
  - *Genero, etnia y etnicidad y derechos de agua en legislaciones hidricas y las normatividades locales de tres paises andinos: Un Estudio compartivo de los casos de Peru, Bolivia y Ecuador*.

Seven of the respondents expressed their willingness to review gender guidelines and manual, one mentioned the limitation of time and one expressed unwillingness, whereas another one did not reply

### **Gender at Organisational level**

Responses to the question on staff to mainstream gender in respective organisation were different. Five of the respondents did not answer the question. One of the answers is negative, i.e. there is no one responsible for gender mainstreaming in the university in Bolivia. In Peru, two persons working on WALIR project of the university are responsible to work on gender. In other case, there are twelve female staff members and a women's bureau officer in Mekelle University, in Ethiopia. In KKU, Thailand there is one staff responsible. And there is seventeen staff in Crim Unam who look after gender mainstreaming.

Regarding the second question on whether the respondents are encouraged to mainstream gender, except one respondent other four express positive response. Few mentioned, that the staffs do use guidelines and manuals. In Ethiopia, the staff mainstream gender by working with the women's bureau and encouraging female students to participate in university activities. The staff mainstream gender through workshops, conferences. Also use guidelines such as Via Campesina, CLOC. Other mentioned that they do not know what are manuals/ guidelines used by the staff.

## **Literature**

Regarding the literature, four respondents did not respond. The other who answered, three mentioned that it is available; the other three mentioned it is not available.

A respondent from Bolivia further added that there are very little literature existing. Most of the documents are about interventions and development projects.

All mentioned that they use the literature in their work if appropriate. The literature search is specially done for understanding of theoretical framework, methodologies for research, gender sensitive indicators and for exploring success/unsuccessful practices and specific roles. For e.g. gendered use of and approaches to peri-urban natural resources including water. The literatures are used for preparing research report, policy advocacy and teaching.

One of the respondents browsed the literature for mainstreaming gender considerations in public policy and legislation. She further adds, "one of the issues we have been working on in research lately is multiple water use and its impact on rural and peri-urban livelihoods, considering income generation and food security with special emphasis on the role of women". For the use of literature she suggests, "...there is need to give special training for people to consider gender issues when doing research so that the researcher can continuously ask what is the role of women and men in relation to the issues we are studying."

She adds, "It is important to consider that there is not single recipe about gender mainstreaming. One should be creative about the ways to do it, considering the particular context (cultural, political, social, economic etc.). It takes a lot of initiative and imagination."

## **Annex 7. Responses from Researchers working at Autonomous National and International Research Organization- E-survey**

Among the respondents, fifteen were respondents working in national and international autonomous research organization. Of the fifteen, four were females. Of the fifteen, two respondents have general remark about the whole data collection attempt and they did not respond to the questions one to one. They are a lady from IFPRI and a man. Other respondents were from IWMI, IIRRI, PRI, Wetlands International, ICARDA, Meta Meta Research, ILRI, CSIRO, Institute of water problem, Uzbekistan. Seven respondents have work experiences more than 20 years.

### **Gender in development and mainstreaming gender**

All the respondents mentioned that they know what gender in development context is. Few of them elaborated Gender in Development Context as follows:

- the differential role of male and female in development issues
- equitable opportunities for both genders, not attempting some artificial balance, but proactively ensuring that access to resources, finance, education, markets, is to the maximum extent possible, within broader cultural and legal constraints, open to women and girls and that development projects should show by good example how to improve these opportunities and demonstrate needs for reform through empowerment, and giving the voice for reform to women and girls in such actions.
- To recognize the share of the two human sexes in the development plans.

The understanding about Gender mainstreaming is put forward as follows:

- Taking gender aspects into account in all aspects of work
- Gender aspects are considered as a matter of course rather than an option. It would be useful to provide research teams with an inception workshop by someone who understands this concept correctly. Our team sees the gender aspect as disaggregating the results by male and female. This misunderstanding is rather widespread. The expert will also tell you that it is not merely the disaggregation of tabulated results by sex of respondent, but has no advice on how to include the gender lens to reflect in the data gathering tools we use or in formulating the research questions to begin with. I think formulating the several research questions with the gender lens, in the context of the project objectives, and stating these research questions very precisely is a key to ensuring it remains in the agenda. For example, what is the workload of women/men on a daily basis and based on this how should we tailor our interventions suitably to mobilize both men and women or where should service delivery be located so that it is accessible to women/men equally etc.
- Strategies to achieve equality between men and women
- Gender issues are an intrinsic aspect of development oriented activities: research, extension, policy.
- Through all activities of civil society, opportunity and rewards are equally available to all members of society regardless of gender
- Plan to advertise achievement of equity in participation of both human sexes
- The inclusion and awareness of the role sex differentiation plays in water management and development issues. This inclusion implies that programs need special attention for understanding and working with this differentiation of special interest is often the role of women which seem to be forgotten in a lot of cases.

- In all developmental activities related with water and agriculture, gender equality should be strengthened with more participation of women in developmental activities.
- Analyzing development through the prism of gender
- Change in thinking by which one recognizes that existing livelihood practices and changes brought about by development will have different impacts on various classes of human beings. These classes can be women and men, children and adults, diverse ethnic groups, marginalized and powerful, rich and poor, educated and non-educated etc. it is much more than women's rights- no matter how important this may be. Integration or mainstreaming of gender into research and development is the result of a 'change in thinking'
- Rather than treating gender as something tacked onto end of a project with a small program it becomes integral throughout project planning and execution
- Getting greater recognition of the role of women in society and considering health/well being issues as they affect their role and importance on society.
- Increasing role of women in decision making process, increasing awareness, education level for improving water management in local and national level

## Guidelines and Manuals

Out of the thirteen, eight respondents mentioned that they are not aware about guidelines/manuals. Four mentioned that they are aware, whereas the one did not answer the question. It shows that majority of the researchers are not aware about gender guidelines/manuals. One respondent, who is not informed about such manuals, expressed her genuine interest to be informed about such information because it is important at present for her to incorporate gender issues in research projects.

Except the two, all other respondents mentioned that it is not obligatory for them to mainstream gender in their work or to use manuals. One express that it is the responsibility of gender expert in the organization. In Wetland Internationals, though not obligatory, staffs consider it as central wise use of wetlands and staff mainstream gender voluntarily. The two respondents mentioned the obligation to mainstream gender. Five of the respondents did not answer the questions.

Question:

Is it obligatory for you to mainstream gender in your work?

Answer : **Luckily no** (????)

-Respondent (not disclose)

Except one, two of the respondents have ever looked for gender mainstreaming guidelines/manuals. The guidelines are available via Both ends, Oxfam and [www.livelihoods.org](http://www.livelihoods.org). Other respondents mentioned that the guidelines are fairly often used when writing up research findings or when synthesizing agriculture development (e.g. in the context of an Aral sea basin study for IPTRID/FAO). The other respondent mentioned that normally they came to know about the guidelines by getting to know and collaborating with key person knowledgeable about the field. The respondents express time constraints as hurdle to not being enthusiastic to look for such documents

List of the manual and guidelines

Both ends, Oxfam and [www.livelihoods.org](http://www.livelihoods.org).

International centre for research on women, IDRC, and more recently the gender and water alliance

**Do you find the guidelines useful?**

- reasonable all right, but sometimes too much jargon ( in other words no different from all other sources of literature)
- Guidelines vary in the usefulness for many reasons. The key issue however is that mainstreaming gender is basically an action that follows ones acceptance of gender equity as fundamental ethic. Without internalizing its ethical values, mainstreaming gender is likely to be little more than form with function or a trick to get a grant. Focusing on ‘guidelines’ may miss the point.

#### **Suggestion for improvement**

- Publish the availability of guidelines more widely. Get the gender experts on board first.
- Gender manuals need to be prepared on a basis that women are not the only ones who serve as contributing authors and that concept of gender be actively expanded to include more than just lack of power, benefits, etc accruing to women. Gender is often communicated in a way the puts men to sleep, particularly within many national partner organizations.

#### **Interesting case studies**

- ILRI, contact Dr Ralph Roothaert
- Interesting case studies/examples will be hosted in near future via [www.wetlands.org](http://www.wetlands.org)
- Yes, we are starting to address this in CPWF project number 37

#### **Are you willing to review?**

Two respondents said “No”. Four mentioned “Yes,” of which one express time limitation. One other mentioned, ‘may be after understanding the concept correctly in the first place’. Six other did not mention.

#### **Gender at organisational level**

Seven respondents did not answer. In five other organizations, there are one to four staffs responsible for mainstreaming gender. In some organizations, this staffs are primarily assigned for other responsibilities as well.

Four of the respondents mentioned that they are still encouraged to mainstream gender themselves in their work; other two mentioned that they are not encouraged to mainstream gender.

One of the respondents mentioned that the staffs enforce women to form SHGs and small groups to voice and participate in community based developmental work. They do not use any guidelines in ICAR. ILRI is about to launch full gender audit for the institution. Though, there are staffs and ILRI is committed, but still the organisation is struggling to address the issue. None of the manual or guidelines have been adopted or endorsed, but there are documents floating around.

#### **Gender and water literature**

Seven respondents did not respond to the question on gender literature. Three said that the literatures on gender are available and other three said that it is not. Among the three, who gave negative answer, one did try to find out the literature. The other two never tried to find out. Other three mentioned that it is available and they use in their work.

## **Annex 8. Responses from high profile professionals (policy makers/advisers) working in National and International organisation**

This group of respondents included professionals working in national and international policy making and advisory board. This group of respondents are not directly working with community, nor involved directly on research. Respondents of this category are nine in number, of which four were female and others were male. One of the respondents from GWP mentioned that she is not a practitioner in water/agricultural area but an academic and therefore she thought she cannot usefully contribute to the questionnaire, nor there anyone in her organisation who would have practical knowledge in the area of concern. Rest other eight respondents participated in question/answer. They are from AWARD, South Africa, Ramsar Secretariat, Switzerland, Yellow River Conservancy Commission, China, Water Research Commission, South Africa, and Private Consultant working as adviser, IUCN, New Horizons, Uganda, and Global Water Partnership.

### **Gender in Development**

The answers from the eight of the respondents mentioned that they know what it meant to be 'gender in development context'. Few of them elaborated it as follows:

- equity of right between men and women
- The respective roles, responsibilities and interrelationships between men and women
- Gender refers to the culturally constituted differences between women and men, differences that reflect each society's interpretation of biological difference that vary across space and time. Gender is not another way of reprioritising women.
- Playing different roles especially at households' levels in relation to our sexes.

### **Gender mainstreaming**

One of the respondents from Yellow River Commission, China mentioned that he is not familiar with the term Gender Mainstreaming. Other describes it as follows:

- Inserting gender lens into ones work, design and implementation, and in all analysis of outcomes, i.e. consider men and women in each aspect and also the relations between them
- highlighting different effects which development issues have on either sex
- The definition of gender being incorporated into the way we do business, whether it is developing a new policy or defining research agenda. In many instances, it is fancy way of saying "getting women into the water business mainstream.
- Mainstreaming is a horrible and confusing word which has no good translation to other languages. I think that the use of the word mainstreaming in a gender context should be avoided because it does not convey a clear idea and this is not helping the implementation of a gender oriented approach. I know very well the definitions of mainstreaming by UN and other agencies but the word in itself does not convey a clear message.
- Gender mainstreaming enables women and men to benefit equitably from the resources, opportunities and benefits of the mainstream development process. This requires integration of equality concerns into the analyses and formulation of policies, programs and projects, with the objective of ensuring that these have a positive impact on women and reduce gender disparities.
- Integrating responsibilities in relation to gender and address gender blind issues.

### **Guidelines and manuals**

#### **Awareness on existence of manual/guidelines**

One respondent mentioned that he is not aware of existence of manual and guidelines to mainstream gender in his work and would like to know about the documents that are relevant at

his level. He considers that gender is not really relevant at his work, while it certainly is at local (and possibly national) scale.

Five of the respondents mentioned that they are aware. One further adds on the importance of conceptual framework to work on gender than use of manual or guidelines.

- I know there is something on gender mainstreaming for the water services sector- which I have not looked at, as I have not heard anything about it that sounds useful. Such work tends to remain in the sphere of ensuring that women are elected to water committees, which happens anyway. Last year we started to work with some other NGOs on water and HIVs and water and the intersection. The first “guidelines” to us that came to us were not very useful. We now have drawn in someone who is not offering guidelines, but rather a conceptual framework to work with. This looks more promising.
- I am aware of the guidelines developed under the IUCN Gender Policy Program and checklists developed by SIDA.
- I am aware through gender and water alliance

### **Obligation to mainstream gender and use manual**

Two of the respondents did not reply whether it is obligatory for them to mainstream gender and use manual. Three mentioned that it is not obligatory, whereas in Yellow River Commission, China the national law is there to protect the women and children. In South Africa, it is obligatory to get equity in terms of race and gender in water resources governance structures, in accrued benefits from use of water resources, in water resources re-allocation program (water reform program) in lower level decision making etc. National government calls for gender parity in senior level posts. In IUCN, there is a gender policy that every employee should implement

To the question, whether the respondents have ever looked for such guidelines, five said that they have. One of them mentioned that a suitable manual was never found. Other respondents mentioned that she found a conceptual framework more applicable than manuals, therefore she had look for framework not manual. One of the respondents (YRC) mentioned that other colleague in his office has look for it, as it is not his responsibility.

Regarding whether the respondents found the useful guidelines or not, the followings are the answer:

- There is a person whom I worked with long ago who has always worked on gender, and I spoke to her about what she was doing, and am now drawing on her work. So through personal networking, I have access to gender related documents
- I have not found. We continue mainstreaming gender by regularly requesting gender specialists to review our policies and advise if we managed to “mainstream gender” or not. DWAF drew up a gender policy which focused mostly on the internal human resource dynamics. Senior managers performance was measured based on amongst others employment equity, race and gender.
- The private consultant has found several guidelines but the real question is whether they were suitable. In her view they have not been prepared with the clear objective of project formulation with a gender perspective. She is familiar with the FAO, WB and WHO guidelines. The one of WHO is perhaps the most practical. They are not difficult to find for anyone working in development. Internet search is an obvious choice.
- Yes, these are very useful. These were distributed as part of IUCN documentation and are produced by IUCN, but I can not remember the titles off hands.
- Yes, some manuals provided by IUCN in the Mesoamerica office

**Guidelines: Title**

La Fuerza de la corriente: Gestion de cuencas hidrograficas con equidad de genero by Jackeline Siles and Denise Soares, 2003

IUCN, FAO, WB and WHO guidelines.

Whether the guidelines found are in use or not, the responses were:

- Framework is being used. This is still very new and we are just starting to use framework
- No, most of them require carrying social surveys for their application that are not clearly specified in the guidelines. Social surveys are somewhat costly and often there is no time to undertake them in project preparation, however is very important
- Yes, I have used them as reference material, although not all the steps suggested apply to our situation.
- Yes, but not that often in use

**Your opinion about the guidelines/Manual**

- We are being introduced to the framework by someone who knows it. We are using it for some research analysis. I believe this is more useful than simply reading and trying to apply a guide.
- Content of the manual is good and it is clear.
- Most the guidelines are not very useful because there is a lack of clarity and action to be taken step by step. The contents go from some complex concepts to the use of very simple games and other social tools that can hardly be used at the project formulation level. The project formulation is very important because if at this level the gender component is not considered it is likely to remain 'out' during the implementation as well.
- The manual developed by IUCN is good in terms of clarity, content and use of language. However, viability is the question-not all the steps apply to all situations. It is relevant to policy/practice/research. Practical, not all the steps are suitable for local situations.
- Most of the manuals are not clear and use of jargon

**Suggestion for improvement**

- use a range of case studies to illustrate application.
- Why cannot we call a spade a spade? Prefer to have clear specific targets such as Mbeki's target for having parity in high government structures. The approval criteria for the establishment of water user associations is a fixed percentage of women representatives in the management structures (ministers requirements for approval). Most of the time, either the target is not met or we were challenged because the criteria are non-democratic when depicting the sex of the appointee who is supposed to be voted in. This probably what it takes to get women into any formal decision making body dealing with agric and/or water management.
- Review existing material and put yourself in the position of using that material in a practical situation and you will see that they are only of limited help. There is often too much literature and few specific suggestions that can be put in practice.
- There is need to test the guidelines in variety of different settings and cultures to make them more applicable to a variety of situations.

**Interesting case study**

- Establishment criteria of Catchments Management Agencies and Water User Associations require equity in race and gender representation (check the national water act of 1998 of South Africa in [www. Dwaf.gov.za](http://www.Dwaf.gov.za))
- The Private consultant have some personal experiences but they are not documented, which she would like to share as an interesting case study.

**Review** Six of the respondents mentioned that they would like to review the guidelines and manuals, where as one said no, other two did not mention.

### **Gender mainstreaming at organisational level**

- No, I have worked in the past in an NGO where one person was given the responsibility and I have concluded this is not the best way to go. Currently one program is actively investigating this- that is 3 people, out of 8 staff in the organisation.
- There is one lady in YRCC, responsible for gender issues. The respondent is not encouraged to mainstream gender and he thinks it is not necessary in his work. The staff use manuals/.guidelines and those are official rules. (guidelines as official rules)
- In WRC, South Africa, gender is considered as a cross cutting issues that is meant to be handled by all disciplines. In DWAF, there is no gender person as such, though from the HR perspective there is a gender focal point for government collaborations and internal issues. This came about since 2004, when the new minister took office (it's a she). She believes that any credit in the DWAF implementation of gender sensitive policies could be attributed to her.
- IUCN has gender policy and it is the responsibility of each member of staff to address gender issues.
- In New Horizons, Uganda, there are 16 staff to mainstream gender. The respondent is still encouraged to mainstream gender. There should be a gender policy in every institution to mainstream gender. The staffs do use guidelines from GWA.
- In GWP, America there is no member responsible for gender. Gender mainstreaming is seen as part of the work promoting IWRM in the region.

### **Literature**

Two respondents did not answer. The responses were as follows:

- Staff from AWARD mentioned that there are literature on gender and probably quite a lot. The respondent preferred an interactive approach for staff and referred to the work of Rao and Kelleher "is there life after gender mainstreaming"
- The respondent from YRC mentioned that there is no gender literature and he had not tried to find. He did not use them in his work and explained that at least it is demanded by the donor institution in his work.
- WRC, South Africa mentioned that there is less useful literature. There are a lot of literature and few hard facts. She did try to find it and use them in work. Especially, she looked for training manuals, guidelines, case studies and gender statistical data. She added that existing guidelines are not very practical for use by practitioners, there is no enforcing (or very little) by lending institutions and donors to use them in the design of projects. A critical review by a group of experts of existing material is needed and some reformulation of existing guidelines should come out of it. Training of people concerned with project preparation in the use of the guidelines is also important.
- The respondent from Uganda mentioned that the literature were in use. The literature search is on addressing the gender issues related to land by spouses at household levels by empowering the women economically not only for affirmative action.
- Yes, I have tried to find them and use sometimes in work

| Annex 9. List of Respondents E-survey |                    |     |  |  |                                      |   |  |               |
|---------------------------------------|--------------------|-----|--|--|--------------------------------------|---|--|---------------|
| SN                                    | Name               | M/F | Institution                                  | sector   | Position                             | Responsibility  | Email ID   | Experience    |
| 1                                     | Ava                | F   | ADB, Nepal                                   | irrigation/drinking water  | gender and development specialist    |   | ashrestha@adb.org  | 15            |
| 2                                     |                    | F   | Freelancer                                   | agriculture  | Agri-extensionist / GAD consultant   | implementer   | hamadas@mozcom.com   | 20            |
| 3                                     | Thelma Parish?     | F   | IRRI   | challenge program on water for food in saline prone areas  | Social scientist-gender specialist   | researcher, trainer, co-investigator, implementer           | <a href="mailto:tyaris@cgiar.org">tyaris@cgiar.org</a>                     | 29            |
| 4                                     | Lalech Haile       | F   | MOWR   |  | head women's affairs department      | policy maker, manager                                       | <a href="mailto:lakech_haile@yahoo.com">lakech_haile@yahoo.com</a>         | 20            |
| 5                                     |                    | F   | AWARD*                                       | water resources management and village water planning in action research, mainly on policy implementation regarding water within a particular sub catchments ( the Sand River) in South Africa | Director                             | manager/policy maker/design of project                      | <a href="mailto:tessa@mail.ngo.za">tessa@mail.ngo.za</a>                   | 20            |
| 6                                     | Judith Rees        | F   | GWP  |  | Advisor                              |   | <a href="mailto:j.rees@lse.ac.uk">j.rees@lse.ac.uk</a>                     |               |
| 7                                     | Eline Boelee       | F   | IWMI   | irrigation and health  | researcher                           | research  | <a href="mailto:e.boelee@cgiar.org">e.boelee@cgiar.org</a>                 | 15            |
| 8                                     | Gayatri jayasinghe | F   | IWMI   | water, agriculture and malaria linkage   |                                      | project coordination, appropriate study design and analysis | <a href="mailto:g.jasinghe@cgiar.org">g.jasinghe@cgiar.org</a>             | 12            |
| 9                                     | Tobias Salathe     | M   | Ramsar Secretariat                           | international convention secretariat   | Senior Advisor for Europe            |   | <a href="mailto:salather@ramsar.org">salather@ramsar.org</a>               | 6 with Ramsar |
| 10                                    | Ismail Addelbagi ? | M   | IRRI   | water management in field level to enhance water productivity in salt affected and flood prone areas   | Senior scientist, plant physiologist | manager and facilitator for implementation                  | <a href="mailto:abdelbagi.ismail@cgiar.org">abdelbagi.ismail@cgiar.org</a> | 13            |
| 11                                    | Yunpeng            | M   | Yellow River Conservancy Commission of China | water resource management and allocation   | Division Chief                       |   | <a href="mailto:ypxue@yellowriver.gov.cn">ypxue@yellowriver.gov.cn</a>     | 15            |
| 12                                    | Herman             | M   | Plant Research International, Wageningen     | Water productivity in agriculture/rainfed agriculture/irrigated agriculture  | Senior Scientist                     | Research  | <a href="mailto:herman.vankeulen@wur.nl">herman.vankeulen@wur.nl</a>       | 35            |
| 13                                    | Douglas Taylor     | M   | Wetlands International                       | sustainable development- wise use of wetlands, defined using the Ramsar Convention definition  | Science Coordinator                  | manager/implementer   | <a href="mailto:doug.taylor@wetlands.org">doug.taylor@wetlands.org</a>     | 22            |

|    |                 |   |  |  |  |                                    |  |    |
|----|-----------------|---|--|--|--|------------------------------------|--|----|
| 14 | Eiman Karar     | M | WRC <sup>2</sup>                                       | research though earlier worked on policy   | research manager   | policy maker, manager of research  |  | 15 |
| 15 | Tawah           | M | AfDB   | Livestock  | Livestock expert   | Implementer                        | <a href="mailto:l.tawah@afdb.org">l.tawah@afdb.org</a>                     | 6  |
| 16 | Sagardoy        | M | Private consultant                                     | Irrigated agriculture  | Private consultant   | Adviser, manager, implementer      | <a href="mailto:j.sagardoy@flashnet.it">j.sagardoy@flashnet.it</a>         | 39 |
| 17 | Patricia        | F | CIANEA <sup>3</sup>                                    | Gender mainstreaming in water resource management  | TOT in gender mainstreaming in WRM and EIA                   | Implementer                        | <a href="mailto:kabatabazil@yahoo.co.uk">kabatabazil@yahoo.co.uk</a>       | 7  |
| 18 | Hamid, Siadat   | M | ICARDA   | Increasing agricultural water productivity through agronomic and livelihood resources              | Facilitator for CP Karkheh project, Iran                     | Facilitator/ Consultant            | <a href="mailto:h.siadat@cgiar.org">h.siadat@cgiar.org</a>                 | 33 |
| 19 | Karolee Wolcott | F | AWA <sup>4</sup>                                       | Fine wool production, pasture improvement, prime lamb production                                   | Recently retired South Wales/ACT Board Member/partner of AWA | Policy maker, manager, implementer | <a href="mailto:karolee@bigpond.com">karolee@bigpond.com</a>               | 31 |
| 20 | Shashij         |   | Scope through technology                               | Drinking water, water recovery and reuse   | President  | Policy maker, manager, implementer | <a href="mailto:dr_shahij@vsnl.net">dr_shahij@vsnl.net</a>                 | 37 |
| 21 | Ardcluain       |   | MLA <sup>5</sup>                                       |  | Secretary  |                                    | <a href="mailto:mia@challinor.com">mia@challinor.com</a>                   | 4  |
| 22 | Henry Mahoo     | M | Sokoine University of Agriculture                      | Research, extension, outreach  | Researcher   | Research                           | <a href="mailto:hmahoo10@yahoo.co.uk">hmahoo10@yahoo.co.uk</a>             | 28 |
| 23 | Jaime           | M | Meta Meta Research                                     | Research   | Consultant   | Researcher                         | <a href="mailto:Jaime.hoogesterger@wur.nl">Jaime.hoogesterger@wur.nl</a>   | 2  |
| 24 | Subash          | M | Indian Council of Agricultural Research                | Research, extension and participatory implementation of research result into community development | Researcher   | Researcher/implementer             | <a href="mailto:n_suby@rediffmail.com">n_suby@rediffmail.com</a>           | 8  |
| 25 | Critchley       | M | Centre for International Cooperation, Vrije University | Rural development  | Head, resource development unit                              | Manager/implementer                | <a href="mailto:wrs.critchley@dienst.vu.nl">wrs.critchley@dienst.vu.nl</a> | 32 |
| 26 | Jacob Kijne     | M | IIMI   | Agricultural research and teaching (past)  | Director for research  |                                    | <a href="mailto:jacobwillem628@msn.com">jacobwillem628@msn.com</a>         | 40 |
| 27 | Jane Dowling    | F | Charles Sturt University/Bureau of Rural Sciences      | Social feminist research on women in fisheries   | Post graduate student  |                                    | <a href="mailto:janedowling@shoal.net.au">janedowling@shoal.net.au</a>     | 4  |
| 28 | Juana           | F | Wageningen University                                  | Irrigation, gender and ethnicity   | PhD candidate/ researcher                                    | Research                           | <a href="mailto:intiamaru@terra.com.pe">intiamaru@terra.com.pe</a>         | 17 |

<sup>2</sup> Water Research Commission

<sup>3</sup> Community based impact assessment network for Eastern Africa

<sup>4</sup> Australian Women in Agriculture

<sup>5</sup> Mourne Ladies in Agriculture

|    |                  |   |   |   |  |  |  |     |
|----|------------------|---|---|---|--|--|--|-----|
| 29 | Mitiku           | F | Mekelle University                              | Forestry, agro forestry, soil and water conservation  | Educational research institute   | Educator and implementer                     | saratbge@ gmail.com  | 4.5 |
| 30 |                  |   | Khon Kaen University                            | water resource management for agriculture production  | Professor  | teaching and research on resource management | <a href="mailto:nongluck@kku.ac.th">nongluck@kku.ac.th</a>                           | 25  |
| 31 | Ursula           | F | CRIM UNAM                                       | Researcher  | Researcher/trainer   | research and training                        | <a href="mailto:uoswald@gmail.com">uoswald@gmail.com</a>                             | 34  |
| 32 | Armin Rieser     | M | University of Bonn                              | integrated water management research, irrigation, drainage, water balance and land improvement  | Leading Scientist, Dep. of agricultural water engineering and land improvement   | research                                     | <a href="mailto:riser@uni-bonn.de">riser@uni-bonn.de</a>                             | 40  |
| 33 | David Simon      | M | University of London                            | peri-urban interface. research and advisory work  | Professor of Development geography, Department of Geography  | Lecturer, researcher, advisor                | <a href="mailto:d.simon@rhul.ac.uk">d.simon@rhul.ac.uk</a>                           | 23  |
| 34 | Rocio            | F | Centro AGUA Universidad mayor de san simon      | research on water policies and legislation  | Water Management Program Coordinator   | Researcher                                   | <a href="mailto:rocio.bustamante@centroagua.org">rocio.bustamante@centroagua.org</a> | 10  |
| 35 | Ruth             | F | IFPRI   |   |  |  |  |     |
| 36 | Don peden        | M | ILRI  | Livestock and natural resources management  | Leader of ILRI's research on water productivity of livestock systems   | researcher                                   | <a href="mailto:d.peden@cgiar.org">d.peden@cgiar.org</a>                             | 33  |
| 37 | Evan Christen    | M | CSIRO land and Water, University of New England | irrigation research   | Research scientist   | research                                     | <a href="mailto:evan.christen@csiro.au">evan.christen@csiro.au</a>                   | 13  |
| 38 | Chris Perry      | M |   |   |  |  |  |     |
| 39 |                  | M | IWMI  | ecology of wetlands/rivers (aquatic habitats) and monitoring change   | Researcher   | research                                     | <a href="mailto:m.finlayson@cgiar.org">m.finlayson@cgiar.org</a>                     | 30  |
| 40 | Deirdre Casella  | F | IRC   | propoor, gender sensitive participatory planning and management of water, sanitation and hygiene services for multiple-uses and strengthened livelihoods-both rural and periurban | Program officer, Knowledge development and advocacy section & Team leader of Participatory management tools innovation project | management /implementation                   | casella@irc.nl   | 8   |
| 41 | Tabeth Chiuta    | F | IUCN  | freshwater ecosystems   | Regional Program Coordinator   | Policy maker/Manager                         | <a href="mailto:tabethc@iucnrosa.org.zw">tabethc@iucnrosa.org.zw</a>                 | 15  |
| 42 | Emmanue I Ruguza | M | New Horizons                                    | water for production  | Planning advocacy activities   | Policy contributor                           | <a href="mailto:eruguza@yahoo.co.uk">eruguza@yahoo.co.uk</a>                         | 5   |
| 43 | Virginia         | F | Global Water Partnership Central America        | promoting of integrated water resources management in central America   | Technical officer  | other  | <a href="mailto:vreyes@gwpcentroamerica.org">vreyes@gwpcentroamerica.org</a>         | 7   |

|                                       |                         |   |  |  |   |   |  |    |
|---------------------------------------|-------------------------|---|--|--|---|---|--|----|
| 44                                    | Dilorom Fayzieva        | F | Institute of water problems Uzbekistan | academy, drinking water, public health | Head of Environmental Medicine and Hygiene Laboratory   | scientist                               | <a href="mailto:dfyzieva@yahoo.com">dfyzieva@yahoo.com</a> | 20 |
| <b>List of respondents from Nepal</b> |                         |   |  |  |   |   |  |    |
| 45                                    | Manju Thapa             | F | Department of Irrigation, Nepal        | irrigation                             | Sociologist, Planning Section, DOI                      | Implementer                             | manjudoi@yahoo.com   | 7  |
| 46                                    | Lok Nath                | M | Department of Irrigation, Nepal        | irrigation                             | Sociologist, WUA Institutional Development Section, DOI | Implementer                             |  |    |
| 47                                    | Thapa                   | M | DOI, Nepal                             | irrigation                             | Regional Head, EDR, Nepal                               | Implementer                             |  | 25 |
| 48                                    | Yadav                   | M | DOI, Nepal                             | irrigation                             | Engineer, Regional Office, EDR, DOI                     | Implementer                             |  | 25 |
| 49                                    | Ajaya Kumar Jaiswal     | M | DOI, Nepal                             | irrigation                             | Division Chief, EIDD 1, Jhapa, Nepal                    | Implementer                             |  | 24 |
| 50                                    | Chet Budthapa           | M | DOI, Nepal                             | irrigation                             | Sociologist, EDR  | Implementer                             |  | 15 |
| 51                                    | Dev Raj Pokharel        | M | DOI, Nepal                             | irrigation development                 | Association Organiser, EDR                              | Implementer                             |  | 16 |
| 52                                    | Puri                    | M | DWSS, Nepal                            | Drinking water                         | Chief, Planning Section, DWSS                           | Policy maker/ evaluation and monitoring |  | 20 |
| 53                                    | Laxman                  | M | DWSS, Nepal                            | Drinking water and sanitation          | Chief, National Information Management Program          | Data Manager/ policy                    |  | 20 |
| 54                                    | Chinta Kumari Chaudhari | F | DOI, Nepal                             | irrigation                             | Association organiser                                   | Implementer/ community mobiliser        |  | 4  |
| 55                                    | Rundi Lal Yadav         | M | DOI, Nepal                             | irrigation                             | Association organiser                                   | Implementer/ community mobiliser        |  | 14 |
| 56                                    | Krishna Dev Rai         | M | DOI, Nepal                             | irrigation                             | Association organiser                                   | Implementer/ community mobiliser        |  | 18 |
| 57                                    | Nara B Marsangi         | M | DOI, Nepal                             | irrigation                             | Association organiser                                   | Implementer/ community mobiliser        | nbmashrangi@yahoo.com                                      | 14 |
| 58                                    | Bidya Sagar Mallik      | M | DOI, Nepal                             | irrigation                             | Division Chief  | implementer/ monitoring supervision     |  |    |
| 59                                    | Mohan Bhattarai         | M | DOI, Nepal                             | irrigation                             | Subdivision chief, Khotang                              | implementer/ monitoring supervision     |  | 25 |
| 60                                    | Mahendra Narayan Yadav  | M | DOI, Nepal                             | irrigation                             | Senior Division Engineer, Regional office ERID          | implementer/ monitoring supervision     |  | 22 |

|                                       |                      |   |             |                                       |  |                                     |     |
|---------------------------------------|----------------------|---|-------------|---------------------------------------|--|-------------------------------------|-----|
| 61                                    | Ravindra Nath Jha    | M | DOI, Nepal  | irrigation                            | Engineer, Sankhuwasava                             | implementer/ monitoring supervision | 22  |
| 62                                    | Ram Charitra Mahato  | M | DOI, Nepal  | irrigation                            | Division Chief, KPCCI <sup>6</sup>                 | implementer/ monitoring supervision | 32  |
| 63                                    | Ratneshwar Lal Karna | M | DOI, Nepal  | irrigation                            | Subdivision chief, Udayapur                        | implementer/ monitoring supervision | 18  |
| 64                                    | HC Rauniyar          | M | DOI, Nepal  | irrigation                            | Subdivision chief, Okhaldhunga                     | implementer/ monitoring supervision | 22  |
| 67                                    | Arjun Neupane        | M | DWSS, Nepal | Drinking water                        | Overseer, Taplejung                                | implementer/ monitoring supervision |     |
| 68                                    | Niranjan Khanal      | M | DWSS, Nepal | Drinking water                        | Engineer, Chief Pachthar                           | implementer/ monitoring supervision |     |
| 70                                    | Janak Adhikari       | M | DWSS, Nepal | Drinking water                        | Senior Division Engineer, Jhapa                    | implementer/ monitoring supervision |     |
| 71                                    | Manoj Ghimire        | M | DWSS, Nepal | Drinking water                        | Senior Division Engineer, Morang                   | implementer/ monitoring supervision |     |
| 72                                    | Dilip Pradhan        | M | DWSS, Nepal | Drinking water                        | Senior Division Engineer, Sunsari                  | implementer/ monitoring supervision |     |
| 73                                    | Anand Mohan Lal Das  | M | DWSS, Nepal | Drinking water                        | Regional Chief, EDR                                | monitoring supervision/ planning    |     |
| 74                                    | Jaganath Purbe       | M | DWSS, Nepal | Drinking water                        | Engineer, Sankhuwasava                             | implementer/ monitoring supervision |     |
| 75                                    | Shiv Devkota         | M | DWSS, Nepal | Drinking water                        | Overseer, Solukhumbu                               | implementer/ monitoring supervision |     |
| 76                                    | Bal B. Gurung        | M | DWSS, Nepal | Drinking water                        | Overseer, Khotang                                  | implementer/ monitoring supervision |     |
| 77                                    | Shyam Upadhya        | M | DWSS, Nepal | Drinking water                        | Senior Division Engineer, Udayapur                 | implementer/ monitoring supervision |     |
| <b>List of Respondents from India</b> |                      |   |             |                                       |  |                                     |     |
| 78                                    | Ram lawat Dubey      |   | IFFDC, MP   | NRM development and rural livelihoods | Monitoring Impact assessment                       | Implementor                         | 14  |
| 79                                    | Ashish prasar        |   | IFFDC, MP   | NRM development and rural livelihoods | Community organising and working closely with them | Implementor                         | 3.5 |
| 80                                    | Radha                |   | IFFDC, MP   | NRM development and rural livelihoods | Livestock development                              | Implementor                         | 8   |

<sup>6</sup> Koshi Pump Chandra Canal Irrigation, Management Division 2

|    |                  |   |   |  |   |                                |  |     |
|----|------------------|---|---|--|---|--------------------------------|--|-----|
| 81 | Mohan tripathi   |   |   |  |   |                                |  |     |
| 82 | Amulaya Dubey    |   | IFFDC, MP   | NRM development and rural livelihoods  | Organising communities  | Implementor                    |  | 8   |
| 83 | R.K.Dwivedi      |   | IFFDC, MP   | NRM development and rural livelihoods  | Capacity building and giving gender focus to all programmes and sectors   | Advisory role                  |  | 10  |
| 84 | Ishteyaque Jafri | M | IFFDC, MP   | enhancement through WRD, SWC   | Monitoring and impact assessment  | Faculty member                 |  | 7   |
| 85 | Ambuj Kishore    | M | Aravali, Rajasthan                                | Planning, Implementation, Monitoring, policy issues in Agriculture & water issues at Grass root levels                                 | Planning, Coordination Training, Documentation  | Programme Officer              |  | 3   |
| 86 | Yogesh Gupta     | M | Aravali, Rajasthan                                | Capacity building, research on NRM , Developing agriculture resource centre, core partners of JAL ABHIYAN with Government of Rajasthan | Support in research capacity building to the VOs and other practitioners and policy influencing at State levels | Programme Officer              |  | 8   |
| 87 | A.R.Tambe        | M | ADWAIT, Madhya Pradesh                            | Watershed Projects   | Implementation of Watershed Projects  | Implementor                    |  | 2   |
| 88 | R.T. Mahirao     | M | ASA (Action for Social Advancement, MP            | Watershed Projects   | Planning and Implementation of Watershed Projects   | Implementor                    |  | 13  |
| 89 | Anil Raj         | M | ASA, MP   | Watershed Projects   | Planning and implementation of Watershed projects   | Implementor                    |  | 9.5 |
| 90 | Pramel Gupta     | M | Pragmatix Research and Advisory services, Haryana | Planning and implementation of agriculture and water related activities at grass root levels   | Planning and coordination   | Manager                        |  | 10  |
| 91 | Anju Sirohi      | F | "   | Planning and implementation of agriculture and water related activities at grass root levels   | Planning and coordination   | Manager                        |  | 8   |
| 92 | Haribhai Mori    | M | Ambuja Cement Foundation Kodinar, Gujarat         | Natural resources development and rehabilitation   | Management and coordination of NRM Programmes   | Manager                        |  | 19  |
| 93 | Umesh Desai      | M | AgaKhan Rural Support Programme India, Gujarat    | Water resource development and management  | Management of water resources and livelihood management   | Manager                        |  | 18  |
| 94 | Suneel Upadhaya  | M | Indian Farm forestry                              | Natural resources development and rural livelihoods  | Organising communities to undertake NRM related   | CommunityOrganisor Implementor |  | 3.5 |

|    |                         |   |   |   |   |                                |    |
|----|-------------------------|---|---|---|---|--------------------------------|----|
|    | y                       |   | development cooperative                         |   | nterventions  |                                |    |
| 94 | Prem prakash Upadhaya y | M | Indian Farm forestry development cooperative MP | Natural resources development and rural livelihoods | Organising communities to undertak NRM related intervention | CommunityOrganisor implementer | 4  |
| 95 | C.B.Patel               | M | Sardar Sarovar Narmada Nigam, GOG               | Command area development and water management       | Construction and maintenance of canals                      | Implementor                    | 28 |
| 96 | P.M.Trive di            | M | “   | Irrigation  | Technical work in the division office                       | Coordination                   |    |
| 97 | P.A.Parikh              | M | “   | Irrigation  | Technical work in the division office                       | Coordination                   |    |
| 98 | B.C.Kadia               | M | “   | Irrigation  | Construction of canals and to develop network areas         | Implementor                    | 27 |
| 99 | A.M.Patel               | M | “   | Command area development and water management       | Construction and maintenance of canals                      | Implementor                    |    |
| 00 | M.P.Patel               | M | “   | Command area development and water management       | Completion and maintenance of canals                        | Implementor                    |    |
| 01 | S.N.Satla               | M | “   | Irrigation  | Ensure irrigation to farmers and construction               | Implementor                    | 23 |
| 02 | K.N.Makwana             | M | “   | irrigation  | clerical job  | coordination                   | 33 |
| 03 | Y.P.Bhatt               | M | “   | Command area development and water management       | Maintenance of canals                                       | Implementor                    | 27 |
| 04 | J. B. Upadhaya y        | M | DOA <sup>7</sup> , GOG                          | Agriculture   | Agriculture Officer   | Implementor                    | 9  |
| 05 | Nitin Shukla            | M | DOA, GOG  | Agriculture   | Agriculture Extension                                       | Policy maker /Implementer      | 9  |
| 06 | Shailesh Patel          | M | DOA, GOG  | Agriculture   | Planning for annual development programmes                  | partially policy maker         | 9  |
| 07 | B.G.Patel               | M | DOA, GOG  | Agriculture   | Implementation of 80% PLAN normal scheme                    | Planner                        | 30 |
| 08 | A.M. Patel              | M | DOA, GOG  | Agriculture   | Crop Estimation surveys                                     | Implementor                    | 9  |
| 09 | M. Shah                 | F | DOA, GOG  | Agriculture   | Agriculture related activities in villages                  | Implementor                    | 24 |

<sup>7</sup> DOA, GOG- Director of Agriculture, Government of Gujarat

|    |               |   |  |             |   |                      |    |
|----|---------------|---|--|-------------|---|----------------------|----|
| 10 | R.S. Sisodia  | M | DOA, GOG                                       | Agriculture | Agriculture related activities in villages    | Implementor          | 28 |
|    | S.R.Kochar    | M | DOA, GOG                                       | Agriculture | Agriculture Extension                         | Implementor          | 7  |
| 11 |               | M | DOA, GOG                                       | Agriculture | Training                                      | Trainer              | 33 |
| 12 | B.S. Shah     | M | DOA, GOG                                       | Agriculture | Agricultur production                         | Implementor/assessor | 25 |
| 13 |               | M | IQ department, of agriculture, GOG Directorate | Agriculture | pesticides & factory                          | Inspection           | 26 |
| 14 |               | M | IQ department, Directorate of agriculture, GOG | Agriculture | Quality control of fertilizers and pesticides | Inspection           | 25 |
| 15 |               | M | DOA, GOG                                       | Agriculture | Implementation of State and central schemes   | Implementor          | 32 |
| 16 |               | M | DOA, GOG                                       | Agriculture | Implementation of State and central schemes   | Implementor          | 23 |
| 17 | M.N.Pani wani | m | DOA, GOG                                       | Agriculture | Agriculture related activities                | Implementor          | 33 |

- Meena Bilgi:** In a partnership between GWA, Both ENDS and IWMI (Comprehensive Assessment), we tried to understand why in water management it is so hard to mainstream gender. Gender manuals and guidelines were screened by water professionals, Members and partners of all three organisations were addressed with questionnaires, and Meena did interviews with water engineers and decision makers at various levels in India. Meena will present the outcome of this study as well as the Minimum Agenda for Gender Mainstreaming, which was developed in the process.