



# INTEGRATION OF GENDER INTO BASIN WIDE INTEGRATED MANAGEMENT AND DEVELOPMENT



Gender Baseline Assessment and Gap  
Analysis Report

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**The *Integration of Gender Mainstreaming into Basin Wide Integrated Water Resource Management and Development (GM-Basin Wide IWRMD)*** was commissioned by the Secretariat of the Orange-Senqu River Commission (ORASECOM) with technical and financial support from the German Federal Ministry for Economic Cooperation and Development (BMZ), in delegated cooperation with the UK Department for International Development (DFID), implemented through Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ).



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***Integration of Gender Mainstreaming into Basin Wide Integrated Water Resource  
Management and Development (GM-Basin Wide IWRMD)***

**BASELINE ASSESSMENT AND GAP ANALYSIS REPORT**

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## **LIST OF ACRONYMS**

<b>Acronym</b>	<b>Definition</b>
<b>AMCOW</b>	African Ministerial Council on Water
<b>CTT</b>	Communications Task Team
<b>CGPs</b>	Community of Gender Practitioners
<b>FAO</b>	Food and Agriculture Organisation
<b>GFP</b>	Gender Focal Point
<b>GIZ</b>	Gesellschaft für Internationale Zusammenarbeit
<b>GM</b>	Gender Mainstreaming
<b>HR</b>	Human Resources
<b>ITCS</b>	Integrated Training Consultancy Services
<b>IWRM</b>	Integrated Water Resource Management
<b>M&amp;E</b>	Monitoring and Evaluation
<b>ORASECOM</b>	Orange-Senqu River Commission
<b>PID</b>	Project Inception Document
<b>SADC</b>	Southern African Development Community
<b>SEAGA</b>	Socio-Economic and Gender Analysis
<b>SDG</b>	Sustainable Development Goals
<b>SWOT</b>	Strengths, Weaknesses, Opportunities, and Threats
<b>TORs</b>	Terms of Reference
<b>UNICEF</b>	United Nations Children's Fund
<b>UNDP</b>	United Nations Development Programme
<b>UNESCO</b>	United Nations Educational, Scientific and Cultural Organization
<b>WWAP</b>	World Water Assessment Programme

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This baseline assessment and gender gap analysis could not have been possible without the support of the Gender Focal Points (GFPs) in the Riparian Member States of the Orange-Senqu River Basin. Lastly, appreciation is extended to the ORASECOM Secretariat and all key stakeholders for the support extended throughout the planning and execution of the

baseline assessment and gender gap analysis in the Basin Member States. Editing support provided by the Namibia Academic Editing is also appreciated.

## **EXECUTIVE SUMMARY**

ORASECOM contracted Integrated Training Consultancy Services CC/2002/0695 to undertake a gender assessment and gaps analysis to contribute to the integration of gender into the Basin-wide Water Resource Management and Development Plan, including the development of a toolkit for collecting sex-disaggregated water data. This report captured the processes of review, national consultations, and outcomes of the integration process.

## **METHODOLOGY**

Various legal, policy and strategic documents were reviewed. Gender analysis and gender mainstreaming tools/templates and toolkits for the collection of sex-disaggregated data, globally tested by UNESCO, were utilised. Various Toolkits and handbooks produced by SADC, World Bank, and UNICEF for project cycle management and self-assessments were also reviewed. Further to this, a selection was made for practice during National workshops and presented at the Validation workshop.

Four national consultation workshops were held between 25 April and 14 May 2019 to present the gender assessment and gaps analysis findings. A Validation workshop was held on 23 May 2019 to build consensus on key findings to pave the way forward.

These findings are summarised below:

## **KEY FINDINGS**

Summary of findings based on the main deliverables are presented below:

### **a) Conduct a basin water resource development and management gender baseline assessment and gender data gap analysis (specific activity 7.1.1 in the GM Implementation Plan) (Objective 1 of TORs);**

- A conducive environment exists for gender mainstreaming, the SADC Gender and Development Protocol, SADC Regional Water Policy (2005), and its Strategy (2006), supported by AMCOW and ORASECOM Strategic Plans.
- Various studies by ORASECOM have outlined key gender analysis challenges and constraints faced by Gender Focal Points to steer the process of gender mainstreaming.
- The need for collecting sex-disaggregated data across various thematic areas outlined in the ORASECOM Gender Mainstreaming Strategy and IWRMP has been reiterated as the basis for effective gender mainstreaming.
- Without institutionalizing the gender mainstreaming mandate and systematic building of the capacity of the Gender Focal Points and continuous active involvement of the Community of Gender Practitioners, the expected impact of gender mainstreaming may be limited.

**b) Develop and pilot test a basin water resource development and management gender monitoring and reporting protocol, and templates/tools for the continuous collection of different gender-disaggregated data, to inform decision-making processes (specific activity 7.3.1) (Objective 2)**

In order to develop or propose the development of Basin Water Resource Development and Management Gender Monitoring and reporting protocol and tools/templates for the systematic collection of gender-disaggregated data for decision making the following transpired:

- The IWRMP developed a Programme Monitoring Framework, which has entry points and Indicators for the collection of gender-disaggregated data, however, some of these Indicator descriptions do not correspond to national level indicator descriptions used by the national statistics agencies (such as water and sanitation indicators). This has been demonstrated through baseline values derived from national statistical surveys and census documents/reports. The need for building on identified entry points and prioritising key Indicators was identified by the Member States for further consultation with national level statistics agencies and decision makers through ORASECOM Structures.
- The African Ministers' Council on Water (AMCOW) signed a Declaration in 2015, in Johannesburg, South Africa for pilot testing the UNESCO WWAP Toolkit. This toolkit was reviewed and shared both during national consultations and at the Validation workshop. While the toolkit was found to be relevant for purposes of standardised and harmonized reporting and comparative analysis of progress within the Basin and amongst the Member States, there remains a need for prioritisation and domestication of relevant Indicators. It was agreed that Member States will review the UNESCO WWAP Toolkit in alignment with the IWRMP Programme Monitoring Indicators and pilot test through case study development. It is recommended that previous IWRMP pilot projects, under the SADC Transboundary Water Management Programme which were already introduced to gender mainstreaming issues be used to build on their experiences, but specifically to pilot test the identified/selected tools/templates introduced during the national consultations. In this regard, specific lessons can be learned from the STAMPRIET/GGRETA transboundary groundwater projects, on the processes undertaken to arrive at harmonised data collection and joint assessment. All four Member States participated in the implementation of these two programmes. Therefore, the proposed case study development will help scale up previous experiences and consolidate gender mainstreaming activities and use such experiences to advocate for effective gender mainstreaming.

**c) Establish a Basin Water Resource development and Management Gender Baseline Database (Objective 3)**

- A framework for the development of Gender Baseline Database was drafted and presented during national consultations and Validation, outlining minimum requirements of creating a framework which can also be the basis for monitoring and reporting. This framework was populated with sample Indicators from IWRMP and UNESCO WWAP for purposes of arriving at a common understanding. Baseline values were sought on these Indicators from national data sources, however, current inconsistencies and lack of data on gender indicators, has proven difficult to establish a coherent database as envisaged under this assignment. It is recommended that two actions be taken:
- Enable Member countries to reach a common consensus on gender data needs and identify relevant Indicators from the UNESCO WWAP Toolkit and IWRMP programme Monitoring Framework in collaboration with national statistics and gender machinery. Based on this; develop a plan of action for the collection of sex-disaggregated data towards arriving at harmonised baseline data. This will require a similar process to the STAMPRIET project. Thus, time and resources must be committed to undertake the case study and to report back through ORASECOM structures.
- Establish a Community of Gender Practitioners derived from participants of the Validation workshop; as some level of common understanding and principle, agreements have been reached on selected tools/templates and checklist, as attached in the Annexes. This platform can serve as the overall monitoring instrument for the ORASECOM gender mainstreaming agenda.
- Finally, the above recommendations can only be realised, if political leadership, the technocrats and decision makers develop concrete support processes and actions, in terms of official recognition of gender mainstreaming, as a performance management and monitoring tool for the effective and efficient management of the water sector. This should further be reflected in enabling the Gender Focal Points through budget support and systematic gender capacity building to oversee the gender mainstreaming process. Thus the recommendation of a minimum of five days for a Training of Trainers in gender analysis, be organised for the Community of Gender Practitioners to move forward with the gender mainstreaming agenda.

## **1 INTRODUCTION**

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### **1.1 BACKGROUND**

The Orange-Senqu River Commission (ORASECOM) was established to promote equitable and sustainable development of resources of the Orange-Senqu River Basin and provide a forum for consultation and coordination between the riparian states to support integrated water resources development and management within the Basin.

ORASECOM developed a Gender Mainstreaming (GM) Strategy in 2014. The Strategy provides a framework for promoting gender equity and equality in the implementation of programmes and processes in the Basin (ORASECOM, 2014). To operationalize the Gender Mainstreaming Strategy, ORASECOM developed the Gender Mainstreaming Implementation Plan (GMIP) in 2018.

The 2014 GM Strategy set the pace for this assignment by emphasising the urgent need to collect and use sex-disaggregated data as part of gender analysis, without which gender mainstreaming cannot take place. Gender analysis provides the basis for interventions that are specific to men and women from various perspectives: meaning age, sex, culture, social status, physical condition, ethnicity and culture, and can further demonstrate how activities of the IWRM Plan will impact women and men, and how it contributes to the inequality reduction. Therefore, regular data collection on women and men during the implementation of the ORASECOM's IWRM Plan is critical. It is in this context that ORASECOM appointed the Integrated Training Consultancy Services (ITCS) with the main objective of contributing towards the integration of Gender Mainstreaming into Basin Wide Integrated Water Resource Development and Management.

### **1.2 OBJECTIVES OF THE ASSIGNMENT**

The specific objectives of the assignment were to:

- 1 Conduct a basin water resource development and management gender baseline assessment and gender data gap analysis (specific activity 7.1.1 in the GM Implementation Plan);
- 2 Develop and pilot test a basin water resource development and management gender monitoring and reporting protocol, and templates/tools for the continuous collection of different gender-disaggregated data, to inform decision-making processes (specific activity 7.3.1); and
- 3 Establish a basin water resource development and management gender baseline database.



### **1.3 PURPOSE OF THE GAP ANALYSIS REPORT**

The purpose of this Gender Baseline Assessment and Gap Analysis report was to assess to what extent gender mainstreaming, especially the collection of sex-disaggregated data has taken place in line with the Gender Mainstreaming Strategy and the Gender Mainstreaming Implementation Plan, in the alignment of the IWRMP. The outcome of this assessment was to be used for establishing a Gender Baseline Data Monitoring and reporting tool.

### **1.4 STRUCTURE OF THE GENDER BASELINE AND GAP ANALYSIS REPORT**

The Report is organised into four sections:

- **Section 1: Introduction**
- **Section 2: Methodology**
- **Section 3: Findings and recommendations**
- **Section 4: Conclusion**

### **1.5 OBJECTIVES OF THE GENDER BASELINE ASSESSMENT AND GAP ANALYSIS REPORT**

The primary purpose of the Gender Baselines Assessment and Gap Analysis was to ascertain the status of gender mainstreaming, monitoring and reporting in the riparian countries of the Orange-Senqu River Basin, most importantly the availability of gender/sex-disaggregated data and data collection tools in support of the water sector. Thus, the Gender Baseline Assessment and Gap Analysis Report highlights the key findings from literature reviews and broad consultations held in the four Riparian Countries of the Orange-Senqu River Basin.

## **2 METHODOLOGY**

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**Document Review:** A detailed review of key documents was conducted to assess the outcome of the previous gender assessments and to identify gaps in collecting sex-disaggregated data in the four Riparian Member States. **(Annex 1)**

The Consultant reviewed a number of gender assessment reports and gender data collection toolkits and selected the United Nations Educational, Scientific and Cultural Organization (UNESCO) World Water Assessment Programme (WWAP) Gender Toolkit – specifically, the sex-disaggregated indicators for water assessment, monitoring and reporting for purposes of the assignment. Equally, the UNESCO led Stampriet Transboundary Aquifer System project which covers Botswana, Namibia, and South Africa, pilot-tested a multidisciplinary methodology in the collection and harmonization of identified national data sets (hydrogeological, socio-economic, environmental, gender, legal and institutional). The report was also reviewed to identify lessons learned. In addition, the Gender Consultant tested, during the national workshops, project cycle related gender integration checklists for the purposes of promoting a common understanding on gender analysis processes and how to use the gender analysis' tools.

**Gender Capacity Self-Assessment:** A gender self-assessment tool was adapted from the UNICEF Annual Review Report (2003) and shared with the GFPs for the water sector in the four Riparian Member States. The tool enabled the GFPs to assess their own competencies and that of their Units. The findings are incorporated into this report.

**Key Informant Interviews (KIIs):** Face-to-face semi-structured discussions were held with key stakeholder managers preceding the national consultation workshops in three of the four Member States. The outcome of these discussions is integrated into this report. An adjustment had to be made to this process as most senior managers saw the questionnaire for the first time or might not have been familiar with it, therefore time was spent on the rationale and relevance of the UNESCO WWAP Toolkit.

**National Workshops:** Four workshops were convened in the Riparian Member States between 25 April 2019 and 14 May 2019. The workshops were instrumental in identifying the progress made in terms of gender mainstreaming following endorsement of the ORASECOM Gender Strategy in 2014, the challenges currently being encountered (with specific emphasis on the collection of data and reporting in the Basin), and the plausible solutions moving forward. As indicated earlier, the Consultant utilised the national workshops to introduce the draft data collection tools and attempted to collect data using the UNESCO-WWAP sex-disaggregated indicators. In total, 92 participants attended the national workshops as shown below in Table 1.

**Table 1: Stakeholder participation in national consultations**

Member State	Management meeting	Stakeholder consultation	Total
Botswana	8	17	25
Lesotho	15	19	34
Namibia	6	11	16
South Africa		17	17
<b>Basin total</b>			<b>92</b>

All country lists are with the ORASECOM Secretariat.

**Application of specific gender analysis concepts and gender analysis frameworks such as the UNICEF study in Bosnia and Herzegovina 2003/04** which used the Moser Framework and gender analysis tools for establishing gender gaps in terms of the roles and responsibilities of men and women, as well as whether policies were gender sensitive, gender blind or gender responsive. Many of the SADC documents especially the SADC Resource Kit and the Water sector handbooks and guidelines have followed this approach or methodology.

This ORASECOM baseline assessment and gender gap analysis is to a large extent informed by the study approach. The assessment:

- 1 Unpack the concepts of gender analysis and gender mainstreaming, and
- 2 Assess the level of gender mainstreaming in relation to key gender concepts, in so doing, identified the existing gaps/barriers in gender mainstreaming, and gender monitoring, within the Member States.

**Validation workshop:** The workshop was held on 23<sup>rd</sup> May 2019, aimed at presenting the gender assessment and gaps analysis findings, for validation and paving the way forward for effective gender mainstreaming, and for further approval by the ORASECOM structures. Sixteen participants attended this workshop. (The signed list is with the ORASECOM Secretariat).

### 3 KEY FINDINGS

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#### 3.1 GENDER ASSESSMENT OUTCOMES AND GAP ANALYSIS

This baseline assessment and gender gap analysis built on **previous studies** carried out in the Basin. These studies culminated in several reports, notably, the ORASECOM Gender Mainstreaming Strategy (2014), the ORASECOM Gender Mainstreaming Implementation Plan (2018) and the Final Report on Gender Mainstreaming in Transboundary Water Management in SADC (2015). These documents accurately captured the **progress, challenges, and aspirations** of SADC Member States and the Riparian Member States of the Orange-Senqu River Basin, in particular. Therefore, this assignment avoided to reinvent the wheel, and did not conduct gender assessment in the manner, and focus of previous assessments. Rather, the focus of this assignment included:

- Assessing the extent to which GFPs have been successful in collecting and analysing sex-disaggregated data for the water sector.
- The extent and capacity to collect and use sex-disaggregated data for planning, if not why, and make recommendations on how to address the identified gaps.
- The assessment also looked at principles of setting up monitoring frameworks, the current challenges, and recommendations.

The outcome of the assignment thus provides the basis of how ORASECOM should engender the Integrated Water Resources Management Plan.

### **3.2 CONDUCTIVE ENVIRONMENT FOR GENDER MAINSTREAMING**

The Southern African Development Community (SADC) fourth Regional Water Strategic Action Plan (RSAP IV) and the SADC Regional Water Policy of 2005 acknowledge the importance of facilitating the achievement of substantive equality between women and men in the SADC Region, through mainstreaming gender into all national and regional policies, programmes and activities. In order to operationalise the Policy, **the SADC Regional Water Strategy 2006 was formulated, and it states that** “There is a need to develop consistent, measurable and comparable indicators as the basis for reporting the situation across the Region” and outlined the following principles:

1. “M&E should not be viewed as a punitive measure, but rather as a supportive, management tool to facilitate rapid learning and support management functions.
2. The monitoring and evaluation framework should be used as a base to promote the results-based programme and project implementation in a complex regional environment.
3. **The framework should be based on manageable processes and measurable and verifiable indicators. M&E systems and technology must be based on simplicity and be related to the available resources to carry out the monitoring.**
4. M&E must inform management and mobilise appropriate and purposeful interventions when necessary. Acting on M&E feedback implies capacity beyond the M&E function itself, i.e. authority and capacity to act on the findings.
5. M&E capacity must be transferred to a spread of durable Water Sector institutions to be sustainable. Among these institutions are shared watercourse institutions, regional and country water partnerships and national water departments.
6. M&E systems and M&E implementation must be a part of all project memoranda and contracts. In this context, the M&E must be compatible with national **priorities** and the requirements of the cooperating partners.

African governments also adopted and endorsed the AMCOW Gender Policy and Strategy, which provides a framework for addressing gender inequalities at all levels of water resources management in Africa. This Gender Policy was launched in 2011 with six objectives:

- 1 Mainstream gender in sector policies;
- 2 **Monitor and evaluate gender at country and regional levels (by collecting sex-disaggregated data, undertake gender analysis for decision making);**
- 3 Advocate for mainstreaming gender and mobilise adequate human and financial resources;
- 4 Build capacity to mainstream gender;

- 5 Undertake research on the impact and processes of gender mainstreaming and share best practices; and
- 6 Use networks and partnerships to bring synergy.

Following this, AMCOW commissioned a study in 2013, through the University of Pretoria revealing the state of gender mainstreaming on the Continent. The outcome of which is attached as (Annex 2: Stages of Gender Mainstreaming in Africa). The study concluded that *“Most transboundary river basin agreements tend to be gender blind in joint projects. This is often due to the mistaken belief that large-scale infrastructure projects such as hydroelectric power generation are not impacted by or have a gendered effect”*. ORASECOM countries were placed on stage two. These countries are characterized as having the following indicators **“gender quotas for women’s representation, in government and all other areas of decision making; and evidence of institutionalizing a gender machinery that consist of one or more of the following: - a women’s Ministry, national gender policy and strategy, gender focal point desks or officers in water and related Ministries** (Annex 2 described Stages 0-4).

Based on this, AMCOW adopted a Declaration in 2015 to pilot the UNESCO WWAP Toolkit on the collection of sex-disaggregated data.

The following commitments were agreed:

- 1 Establishing or strengthening national-level Gender and Water Desks, as well as a functional Gender Unit within the AMCOW Secretariat by 2015;
- 2 Establishing national targets and monitoring & evaluation frameworks for each of the seven pillars of the AMCOW Gender Policy and Strategy, including sex-disaggregated indicators for Africa, following guidelines of the UNESCO WWAP by 2016;
- 3 Reporting annually to AMCOW on progress on each of the seven pillars of the policy and strategy;
- 4 Harmonising the reporting on the AMCOW Gender strategy with other gender inclusive reporting commitments; and
- 5 Proposing to AMCOW to introduce Gender Day during the biennial Africa Water Week from 2016 onwards.

SADC through its Gender Policy of 2007 and SADC’s Revised Protocol on Gender and Development of 2013, provided a conducive environment for the Riparian Countries to mainstream gender into their national policies and plans, as part of international conventions and agreements. This mainstreaming is effected through the Gender Machinery of the Member States. In terms of the Water Sector, the SADC Regional Water Policy (2005) and Strategy (2006), has further prompted countries to initiate processes to integrate gender concerns, including the development of the Gender Mainstreaming Handbook for engendering IWRM and Sanitation. The SADC Gender Action Plan for the Water Sector (2018-2020) provides the basis and accountability framework for gender mainstreaming.

However, inadequate administrative, capacity and financial support hinder effective implementation.

The Riparian States are at various stages of national mainstreaming policy formulation and implementation through their Gender Machinery. Key points to note are:

- Lesotho has a national Gender Policy (2003), but no Gender Strategy. However, through the FAO-supported gender assessment outcome (2016), one recommendation includes strengthening partnership with various national stakeholders to drive the gender agenda. Plans are underway to support the Water Sector in strengthening its Gender Committee to facilitate gender mainstreaming.
- Botswana has conducted a Gender Baseline study (2010-2016) with support from UNDP to create structures, systems, and mechanisms to provide the baseline for the development of a Gender Policy and Action Plan. Botswana also benefited from the first phase of the Global UNDP Initiative on Gender Equality in Public Administration launched in 2011. The resulting document, the Botswana Case study, outlined progress on gender issues in public administration, and challenges for consideration on gender policy formulation. This led to the development of the National Policy on Gender and Development launched in 2015, which has a mandate “to establish gender analysis as a precursor for policy formulation, programme development, and establish a framework for implementing and institutionalizing gender equality initiatives, monitoring and evaluation”.
- Namibia has a National Gender Policy and Gender Plan of Action (2010-2020), with a strategic action on water and sanitation. However, the data contained therein is not disaggregated by sex. It also compiles a Statistical Profile on women and men on key thematic areas but does not provide sector policy directives for gender mainstreaming.
- South Africa has advanced in the operationalization of Gender Policies through Gender Strategy development, with an operational Gender Mainstreaming Strategy and the Gender Mainstreaming Directorate/Unit for the Water Sector, with human resources and a Budget. However, the GM Directorate/Unit was recently moved from the Director General’s office to the Deputy Director-General: Administration.

The above experiences and others which could not be elaborated in this report form a foundation and dialogue for regional exchange and lessons learned, for the water and sanitation sector. However, there are persistent common challenges in relation to the institutionalization of the gender mainstreaming functions like performance management and monitoring tool, especially inadequate attention being given to the collection of sex-disaggregated data. There are also culturally sensitive cross-cutting issues such as transgender groups, people with disabilities and patriarchy which maintains male dominance in the water sector decision making processes.

In addition, to the contextual setting on gender mainstreaming by riparian countries, as shown above, ORASECOM also commissioned several studies advocating for the creation of conducive environments to implement regional and global gender mainstreaming directives in the water sector. These studies reiterated the need for the collection of sex-disaggregated data and strengthening monitoring and evaluation towards the effective implementation of IWRMP. Summary outcomes of these studies are highlighted in the next section.

### 3.3 ORASECOM GENDER MAINSTREAMING STRATEGY

Based on national consultative processes, a Gender Mainstreaming Strategy was developed in line with the thematic areas of the IWRMP aimed at:

- 1 Promoting the meaningful consideration of gender in the management of water resources; so as to enhance the sustainability and effectiveness of the IWRM plan;
- 2 Promoting the equitable participation of women and men in the planning, implementation, and monitoring of activities, projects, and programmes within ORASECOM; and
- 3 Enhancing the understanding of gender inequality in water resource management within the Basin and ensure that ORASECOM activities will not perpetuate those inequalities.

The Gender Mainstreaming Strategy established the fundamental prerequisite for the collection of sex-disaggregated data (SI5) and thus the need to engender IWRMP.

**Table 2: Thematic Areas of the ORASECOM Gender Mainstreaming Strategy**

<b>Institutionalization</b>	<b>SI1: Secure high-level commitment to gender equality</b> <i>Identify high policy level gender champions in the member states</i>
	<b>SI2: Strengthen linkages with the GFPs in the Department of Water</b> <i>Strengthen linkages between GFPs and ORASECOM</i> <i>Conduct continuous GM capacity building</i>
<b>Sector coordination</b>	<b>SI3: Improve sectoral coordination in WRM</b> <i>Identify strategic partners</i>  <i>Strengthen cross-sectoral linkages between the water sector and gender machinery and civil society and ORASECOM</i>
	<b>SI4: Promote meaningful stakeholder participation</b> <i>Develop a gender-sensitive stakeholder engagement strategy for ORASECOM</i>
<b>Data collection</b>	<b>SI5: Improve the collection and dissemination of gender-disaggregated data</b>  <i>GFPs partnerships with national Statistics agencies</i>

	<i>GFPs and partners collect gender appropriate data during the implementation of IWRM Plan</i>
<b>Capacity building</b>	<b>SI6: Capacity Strengthening and awareness</b> <i>Identify GM capacity needs and gaps</i>  <i>Design GM capacity building programmes for institutions and individuals</i>

To this end, Gender Focal Points were tasked to “facilitate the collection of gender/sex-disaggregated data in the water sector including for all water management events, as well as to ensure the data is collected, documented and analyzed to monitor the impact and the contribution of the IWRM Plan in improving the lives of women and men in the Orange-Senqu River Basin”. *It was also recommended that ORASECOM should explore the participation and membership of GFPs in ORASECOM structures, such as the Communications Task Teams. These expectations were unfortunately not effectively initiated and implemented as Gender Focal Points’ functions, although recognized, are not institutionalized.*

### 3.4 GENDER MAINSTREAMING IN TRANSBOUNDARY WATER MANAGEMENT IN SADC

Notably, the project delivered the following key successes:

- GFPs in the Water Ministries of all SADC Member States have been trained and coached to promote and facilitate gender mainstreaming in the water sector in their respective countries.
- Practical gender mainstreaming tools such as the SADC Handbook on Gender Mainstreaming in the Water Sector and manuals for gender mainstreaming training were developed.
- Target group specific information and guidelines, such as the Pocket Brief, the SADC Guideline on Mainstreaming Gender for RBOs in the SADC Region, the social inclusion analysis and corresponding data sets describing the current status and potential of GM in the four analysed RBOs and the Gender Strategies for three RBOs were developed & undertaken.
- The Project also enabled ORASECOM *to engender* the ORASECOM IWRM Plan, thus the ORASECOM IWRM Plan has a narrative chapter on gender which eventually led to the formulation of the ORASECOM’s Gender Mainstreaming Implementation Plan in 2018. Various tools were also developed by SADC for this purpose.
- Success stories were shared after gender mainstreaming training was provided (Table 3); this training was aimed at building GM capacity in project design and implementation of the targeted groups in the three pilot projects.



**Table 3: Gender Mainstreaming activities in IWRMP Pilot Projects (2013 – 2015)**

<b>Services provided</b>	<b>Botswana</b>	<b>Lesotho</b>	<b>Namibia</b>	<b>Expected outputs</b>
Rapid Gender Analysis and definition of Gender entry points	<b>Bokspits</b>	<b>Mafeteng</b>	<b>Mariental</b>	prioritization of potential GM-activities
Gender Awareness Training		<i>Mafeteng</i>	<i>Mariental</i>	have a basic understanding of GM aspects as it relates to their work
Gender mainstreaming of Capacity Building Plans	<i>Bokspits</i>	<i>Mafeteng</i>	<i>Mariental</i>	Community Coordinators (CC) integrate GM in Training and Capacity Building sessions
Coaching GFP and CC on key implementation steps (planning, training, recruitment procedures, monitoring, etc.)	<i>Bokspits</i>	<i>Mafeteng</i>	<i>Mariental</i>	GFP and CC are capable to identify and use entry points and implement actions in a gender-sensitive way.
Coaching and Training of Trainers (TOT)	<i>Bokspits</i>	<i>Mafeteng</i>	<i>Mariental</i>	GFP and CC are able to conduct a basic gender awareness and sensitization training
Documentation of GM experiences and lessons learned	<i>Bokspits</i>	<i>Mafeteng</i>		examples ready for publication and replication
GM of M&E systems	<i>Bokspits</i>	<i>Mafeteng</i>	<i>Mariental</i>	GM indicators improve implementation and force CC to think and act in a gender-sensitive manner

Source: Gender Mainstreaming in Transboundary Water Management in SADC Draft Final Report August 2013 to August 2015 (GFA Consulting Group) and IWRMP Pilots Review (2017)

The Boloka Metsi project implemented from 2011 to 2014, by the Emfuleni Local Municipality (ELM) in partnership with Sasol, a South African-based oil and gas company; ORASECOM; and the GIZ Transboundary Water Management Programme in SADC-was also

a success story on community water conservation. Both men and women participated in this project and appreciated the role they played as quoted “**gender mainstreaming doesn’t compromise quality and the community started to understand that. That was a great achievement**”. With this achievement, the ‘ELM model’ is being proposed for replication through continuous sensitisation of women and men in projects.

**Main challenges identified:** Inadequate gender expertise capacity in the Water Sector resulting in the limited application or utilization of regional institutional frameworks and tools for gender mainstreaming. There is also the inadequate capacity to guide & provide leadership for support on GM in the Ministries and a weak link between GFPs and decision makers within the national Ministries.

**Specific challenges were also identified by the GFPs:** Inadequate budget support for the implementation of GFP Action Plans: - Gender Mainstreaming activities are not prioritized in the job profile of the GFPs, and in their key performance areas and are perceived as an added responsibility. Given these factors, the GFPs are seen as not yet able to effectively mainstream gender, due to limited exposure and inadequate political and administrative support.

Gender Focal Points are overwhelmed with the voluminous nature of existing SADC and development partner supported materials/tools, and they are challenged on how to prioritise and apply them. Therefore, this assignment strongly recommends, that the GFPs become familiar with the following, as core to their gender mainstreaming functions. A Gender Analysis Reference Folder has been separately submitted to the ORASECOM Secretariat for ease of dissemination as the need may arise: -

- African Synthesis Report on Gender and Water, which elaborates on the AMCOW Gender Policy and Strategy and the Declaration on UNESCO WWAP Toolkit signed by AMCOW;
- SDG Baseline Report, a good example for domesticating global commitments (Lesotho);
- Botswana Case Study on Gender in Public Administration, an excellent example to use a gender lens to assess public administration engendering processes;
- SADC Gender Mainstreaming Handbook on Water Sector;
- SADC Gender Action Plan (2018-2020);
- FAO Field Handbook on Socio-Economic and Gender Analysis. This handbook has very simple steps in facilitating community meetings using qualitative tools to understand the practical and strategic needs of women and men. It also has guiding questions on gender analysis in the project cycle; and
- Oxfam manual on gender analysis, most recently developed gender analysis training materials have been based on this manual. It has useful field tested case studies but also contains challenges in applying some concepts and tools.

### **3.5 ORASECOM GENDER MAINSTREAMING IMPLEMENTATION PLAN (2018)**

The ORASECOM GMIP was developed to operationalize the ORASECOM Gender Mainstreaming Strategy of 2014. Challenges identified were similar to previous studies including inadequate resources to support gender mainstreaming, limited capacity, and low political will. However, more critical are the gaps between policy and practice, lack of specific monitoring mechanisms to assess gender mainstreaming in the water sector, the need for structured data and information management tools as well as standardised monitoring and evaluation indicators, ownership of the process by ORASECOM in review of the M&E framework that ORASECOM has developed.

The main outcomes of this process were two-fold: a one-year implementation plan, with prioritized activities to initiate the process of gender mainstreaming; and medium to long term activities linked to the IWRMP. The emphasis in these sub-plans was the collection of sex-disaggregated data and setting up of a gender baseline database and monitoring & reporting protocol development. Towards this end, three processes were undertaken as part of this assignment:

**a. Administration of the UNESCO WWAP Toolkit** for the prioritisation of key Indicators and questions to collect sex-disaggregated data:

1. Although the UNESCO WWAP Toolkit was endorsed in 2015 by AMCOW for testing, most of the ORASECOM governance managers, were not familiar with the Toolkit. Out of the expected responses of five managers per member state, only ten Questionnaires were returned, and they were half completed, but critical gaps were identified and included in the case study write-ups/checklist on gender mainstreaming.
2. Most of the completed sections were on Human Resources (HR) data for staff members in the water department and on progress and challenges in gender mainstreaming.

SADC has developed a number of Handbooks/Guidelines and instruments for data collection and has inducted key staff involved in gender mainstreaming through short courses. However, these tools have not been sufficiently used because of the identified reasons: technical capacity, finances, lack of support, and engendered monitoring systems. This is evidenced by the previous assessment conclusions and the fact that the collection of sex-disaggregated data is still a problem. The country experiences as evident from the few questionnaires that were returned and the country consultation outcomes confirm that member states do not collect sex-disaggregated data systematically. Most collected data is analysed by geographic location, or in aggregate forms such as households, farmers and population. It is recommended that Member States identify common areas of concern such as Water and Sanitation or disaster management to identify key data needs, define or adopt

Indicators from UNESCO WWAP and IWRMP and collect sex-disaggregated data within the context of ongoing projects where gender mainstreaming piloting was done. This will help consolidate previous activities as well as scale up gender mainstreaming processes.

**b. Face to face meetings** with senior managers to identify hindering and facilitating factors in the collection of sex-disaggregated data for evidence-based planning and decision making:

A day prior to the national workshops in each Member State (except in South Africa, due to the elections), a management meeting was held, to present preliminary findings, as well as to explain the rationale and relevance in the use of the UNESCO WWAP Toolkit. There were four recommendations from the senior manager's meetings:

1. Prioritisation of relevant Indicators and tools.
2. Domestication of the Indicators and tools to address key data needs that are in line with national priorities.
3. Strengthen existing data collection and national monitoring & evaluation systems.
4. Operationalize the implementation of the gender mainstreaming mandates and support Gender Focal Points more effectively.

**c. National consultative workshops** to facilitate the development of a Gender Baseline Database:

The national workshops sought to review the preliminary findings and reach consensus on gender mainstreaming and to identify gaps, as well as to introduce and discuss the identified tools/templates and checklist for sex-disaggregated data collection and to agree on parameters for the Gender Baseline Database for monitoring. Table 4 shows the tools practiced while the description of these tools are in the attached (**Annex 3**)

**Table 4: Tools introduced and practiced**

<b>Tool/template practices</b>	<b>Botswana</b>	<b>Lesotho</b>	<b>Namibia</b>	<b>South Africa</b>
UNESCO WWAP Toolkit	X	X	x	x
SWOT		X	x	x
Problem Analysis Chart	x			
Action Planning		X		
Community Monitoring Chart	X	X	x	
Gender Analysis Matrix Only introduced but not practiced				

The introduction and practice of tools were affected by time availability, the comprehension level of participants, their exposure to participatory/qualitative methods and group

composition. Nevertheless, the need for using qualitative methods to assess the gender-specific needs of men and women was confirmed as needed and thus the basis to have a case study designed to test the tools in real life settings.

### **Gender mainstreaming in practice**

The Gender mainstreaming process was initially analysed by, unpacking concepts in terms of progress and gaps, and secondly by identifying gaps to be addressed:

The findings from the gender analysis are meant to inform the process of gender mainstreaming, defined as “the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and all levels: (UN 1977). 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 programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The goal is “equality”. Each national context should be analysed to establish how gender mainstreaming has been implemented in practice using this definition. The main conclusions and gaps for the Basin and ORASECOM in regard to gender mainstreaming are as follows:

### **Gender mainstreaming in the Member States**

#### **Challenges**

Although the Member States have made progress in terms of implementing legislative and policy frameworks and institutional mechanisms in overseeing and coordinating gender mainstreaming in sectoral programmes, the following remain a concern:

1. GFPs are not officially appointed, as gender mainstreaming is seen as an add-on activity, and is more of an event-driven function. The GFPs have no specified gender action plans. Equally, the Gender Focal Points and key stakeholders have not undergone systematic gender analysis training and have not been able to mainstream gender as expected.
2. The Gender Machinery (Gender Ministries) coordinate national gender policy implementation, but do not have the power and authority to ensure compliance and to enforce actions, except gender awareness raising, facilitating gender assessment studies and progress reporting. The evidence of this gap is reflected in the absence of officially approved job descriptions and performance agreements, work plans, and budget, except in South Africa (Sample of Performance Agreement is attached).

3. There are various gender-related laws, policies and gender mainstreaming toolkits, but with inadequate integration strategies, and this makes it difficult for Gender Focal Points to prioritise GM and for GM to be institutionalised
4. Various data collection systems exist, statistics agencies collect both aggregate and sex-disaggregated data on population, household, and hydrological data. However, the approaches, indicator definitions, and interpretations differ and limit comparability and alignment to global indicators, as well as inadequate alignment with international instruments. Country systems have many indicators, some which are difficult to measure, as a result of resource constraints. ORASECOM/IWRMP GM entry points and GM indicators do not speak to national indicators, due to different methodologies and definitions used at the national levels. This is substantiated in the next section on the current status of the collection of sex-disaggregated data and baseline indicator values reviewed from national statistics data.
5. Without consistent and targeted gender mainstreaming capacity development and institutionalization of plans, the gap between policy intentions for the collection of sex-disaggregated data and gender responsive evidence-based planning will remain on paper.
6. National Statistic agency staff members are trained statisticians/economists in many respects. These members collect sex-disaggregated data for some indicators, as evidenced from census and survey reports, however, in water and sanitation areas; they remain in aggregate forms (Annex 7) In the same way, such data are not adequately interpreted from a gender perspective in terms of the position and condition of men and women, their practical and strategic needs, for required policy reforms. Equally, where technical committees are set up to coordinate data collection processes, (case of Namibia with the Communal Sector Agriculture Sector Census,2013/14)) they do not constitute regular platforms to engage users and producers in a more systematic way to oversee overall monitoring and evaluation of information management systems within the member states. This is why the GM Strategy 2015 recommended closer collaboration between these two entities, especially with the emerging need for the implementation of the SDGs and for assessing the impacts of climate change.
7. Member states are too dependent on donors and external consultants to drive the gender mainstreaming process, which can be a threat to the ownership of the process and sustainability.

## **Recommendations**

To promote effective gender mainstreaming, the mindsets of key decision makers need to consider and accept gender analysis and mainstreaming as performance management tools, aimed at organisational effectiveness and efficiency. Towards this end, the following should be prioritised:

1. The adaptation of an organisational culture committed to supporting the work of the Gender Focal Points by ensuring that official terms of reference for Gender Focal Points are developed, with a work plan and a budget. This will require that the sector reviews its current human resources guidelines and practices and put performance management appraisal systems in place that are gender-responsive/sensitive. These systems should be gender oriented, to accommodate the official repositioning of the role of the Gender Focal Points. In this regard, two samples of terms of references are attached as Annex 4. Sample TORs forming part of Annex 4 comprise of one from the UNICEF Field Office, and the one from the Director of Gender and Disability. These samples are attached for review and consideration in the finalization of official job functions for Gender Focal Points.
2. The Gender Focal Points through the ORASECOM structures especially the Commissioners should seek collaboration with the Gender Machinery and national statistics agencies to develop case studies which will test the identified pilot Toolkits and collect sex-disaggregated data on key gender Indicators from the UNESCO WWAP Toolkit in addition to the Strategic Entry points and Indicators identified from the IWRMP. In this case, the water sector should create Gender Monitoring Committees (the current process in Lesotho) or used existing structures to develop an implementation plan for the case study. Such a case study will produce evidence on the practical and strategic gender needs which will, in turn, enable the Member States to demonstrate or argue the case for effective gender mainstreaming.
3. Given the existence of various projects and programmes, which might not have included gender issues at the design stage, improving on such operational interventions requires simple gender planning tools and matrices for engendering the project cycle and community monitoring and evaluation, (**Annex 5**). This would also imply that adequate funding is provided for, both from government and development partners for the sustenance of the process of gender mainstreaming, beyond the project life cycle.
4. Adopt and customise the UNESCO WWAP Toolkit for collection of sex-disaggregated data which will promote standardisation, and systematic monitoring and reporting. This will also enable member states to align their indicator selection and monitoring & evaluation to the Sustainable Development Agenda, which will, in turn, allow comparability and sharing of best practices. **However, the stakeholder teams need to be capacitated in the use of this Toolkit and specific training request may be forwarded to UNESCO for tailor-made training to the team that participated in the activities of this assignment**

## **Gender mainstreaming initiatives by ORASECOM**

### **Challenges**

At the level of ORASECOM, as the technical advisory body for the Basin and the Member States, significant progress has been made in terms of various studies, stakeholder consultations, institutional empowerment, facilitation and/or participation in the development of multiple SADC gender mainstreaming tools/templates and instruments for use in the Member States. ORASECOM has developed an IWRMP, with a Programme monitoring framework with gender mainstreaming objective and key entry points for gender mainstreaming. However, the key challenges are related to:

1. The TORs/Job descriptions for key posts, such as those of the Executive Secretary, the Finance & Administration Officer, and the Water Resources Specialist are gender neutral.
2. Inability or inadequate attention is given towards the integration or harmonization of multiple, policies/gender mainstreaming tools. This could be due to limited staffing levels.
3. While various development partners notably GIZ, UNDP/GEF, and SADC support gender mainstreaming, some gender indicators in the project document (Support to RBOs 2017/2022) are missing in the SAP/NAP' key environmental strategic areas of land degradation and water quality such as **"% of women involved in control project and livelihood benefits"**. It is anticipated that **"> 50% of project team/beneficiaries are women by the end of the project" (page 46)**. One of the Commissioners explained that this is because this particular project support (meaning UNDP-GEF PIMS ID number: 5506, with the planned starting date of April 2017) was developed after the endorsement of the IWRMP.

## Recommendations

1. The ORASECOM's Programme Coordinator and Policy Analyst should ensure integration of all priority issues. Gender analysis and monitoring functions should also be included in the terms of references of positions of ORASECOM. Key functions could include 1) an M&E system in the Basin to measure the gender mainstreaming process in the Riparian countries; 2) facilitate the testing of identified tools/checklist and templates for their gender appropriateness 3) measure the impact of project interventions for replication of best practices; and 4). Systematic coaching and mentoring of ORASECOM structures on gender analysis and gender-responsive budgeting be considered as part of this position.
2. It is also recommended that Commissioners should have clearly defined gender accountability measures to ensure inclusion of gender indicators into the future review of SAPs and NAPs and to facilitate regular updates to the Ministers through the ORASECOM's Council of Commissioners. In addition, AMCOW may need updates on the outcomes of UNESCO WWAP Toolkit. Thus, the recommendation made in this



report is that ORASECOM should facilitate the means for case study development and report.

3. Clearly defined gender accountability measures into senior management should be developed to facilitate effectiveness and efficiency in country mainstreaming processes.
4. Communication strategies should carry a gender advocacy agency to demystify that gender is an add-on function, instead of it being perceived as a performance management tool for organizational effectiveness and efficiency.
5. Co-funding and sustainability require proactive institutionalization in line with ORASECOM indicator on partnerships and resource mobilization. It will, therefore, be worthwhile for ORASECOM to proactively invest in income generating practices and outsourcing certain functions such as gender research to local Universities with multidisciplinary desk, as well as engage civil society organizations which are part of the Community of Gender Practitioners
6. ORASECOM structures should be capacitated in gender mainstreaming, and especially in the UNESCO and World Bank/FAO gender mainstreaming indicators.

In conclusion of this section, a summary of key challenges and recommendations are provided:

**Table 5: Gaps and recommendations**

**Main challenges/gaps**

Inconsistencies and implementation gaps between laws/policies and actions

Many lawmakers have still not mainstreamed gender in SADC sustainable development strategies, resulting in data gaps (SADC Barometer 2018, page 269 and 270)

The multiplicity of GM materials/toolkits and lack of integration

Existing data gender neutral/gender blind, not used as intended

**Recommendations**

Advocate for politicians and decision-makers to become gender ambassadors/champions-to argue the case for gender as a performance management tool, and provide clear budget lines. This should be based on principles of justice and human rights, transparency, credibility and sustained development agenda (an extract from the UN mainstreaming Handbook has been distributed during Validation workshop)

Harmonization of materials, setting up a depository of all materials, provide guidelines for tools and templates based on key indicators for which data will be collected.

Capacitate managers and GFPs to analysis and interpret sex-disaggregated data in terms of position and condition of men and women and impact

## **Main challenges/gaps**

Gender function misplaced, misunderstood

The multiplicity of gender tools/materials which are voluminous for sex-disaggregated data collection

Too many structures create loopholes for failure, same people, limited inputs, tasks not institutionalized. For example, the proposed creation of the Socio-Economic Taskforce (GMIP 2018) to incorporate gender issues while it's a noble idea may fall into this category of creating loopholes for failure.

## **Recommendations**

A paradigm shift is needed to reposition, and institutionalise the gender mainstreaming function, to reflect its cross-cutting nature. This should be a conscious decision with a budget and accountability frameworks such as through the Performance Management System. It is also important to appoint deputy GFPs preferably from Monitoring and Evaluation Units within the water sector or either from National Planning Units or Gender Machinery to strengthen intersectoral collaboration.

Prioritise the need for data, identify the five core Indicators, adapt compatible tools at macro, meso and micro levels. Core toolkits are from SADC, FAO, World Bank which has hygienic indicators

ORASECOM should strengthen decentralize operations of its mandate by maximizing the use of existing Committees and platforms, instead of creating new ones. In this case, the participants to the Validation workshop most of whom attended the national consultative workshops were empowered in gender analysis and gender mainstreaming and should be constituted as the Community of Gender Practitioners. They have proven their dedication to the cause of gender mainstreaming and should be systematically capacitated in monitoring and evaluating gender mainstreaming at member state and Basin level. They, therefore, should replace the idea of creating a Socio-Economic Task team. Their terms of reference and work plan should be developed and shared with them for reaching consensus and operationalization.

### 3.6 GENDER BASELINE DATABASE AND REPORTING PROTOCOL/TEMPLATE

It is evident from the above analysis:

1. Duplication of the same processes of gender assessment, policy and strategy development has taken place, perhaps necessary to provide the basis for strategic planning. However, the capacity to implement is now the focus. Thus, the need for identifying existing tools, templates and checklist to review gender mainstreaming in practice; starting with the collection of sex-disaggregated data collection, interpretation, and utilization.
2. Inadequate dissemination and communication on processes and existing policies, strategies and materials, resulting in the reproduction of similar products, and as a result lack of implementation.
3. An absence of coordinated efforts on gender mainstreaming in the regional blocks, impacting the effectiveness and efficiency anticipated from the gender mainstreaming processes.
4. Limited impact on gender mainstreaming is due to the
  - a. Persistent gaps between well-intended gender-related laws, policies, strategies and actual implementation due to inadequate enforcement processes and resources;
  - b. Gaps in the skills and knowledge of those charged with responsibilities;
  - c. Weak information and monitoring systems and
  - d. Although Gender Focal Points were expected to collect sex-disaggregated data after the adoption of the 2014 GM Strategy, this has not been done, and therefore creating a Gender Baseline Database as part of this assignment was hindered, as only inconsistent and aggregate databases exist at the national levels
  - e. Perceptions on the gender mainstreaming process and challenges faced at the level of commissions, such as the statement below:

“Generally this is a requirement from funding partners and the integration is done with little guidance hence monitoring. Besides many commissions have just completed their gender mainstreaming strategies and are yet to develop/implement their gender mainstreaming action plans. So it is a bit premature to outline the gender issues integration process”. Namibia

In order to demonstrate the relevance of the UNESCO WWAP Toolkit in relation to the IWRMP Gender Mainstreaming Indicators, an Indicator Alignment Matrix has been developed. (Annex 6). It is based on this that, a framework for setting up of a Gender Baseline Database, and monitoring & reporting was shared, with a description of minimum requirements to set up a monitoring & reporting framework. Such a framework is composed of indicators, baseline values, targets, data source, frequency of collection and responsibility. An attempt was made to analyse the statistical data from the Member Countries based on selected Indicators from the UNESCO WWAP Toolkit and IWRMP

Indicators, for purposes of demonstrating relevance, and challenges in promoting standardization. The sample of selected Indicators are recorded in **Annex 7**, however, it needs to be noted that these sub Indicators and baseline values are drawn from the national survey/census documents of the four Member States and are numbered a)-d).sample. They all appear in aggregate forms, for example, as agricultural households, rural-urban etc. The relevant statistical documents reviewed from which baseline values were established are the main data sources.

The key issues noted are:

- Countries use different formats and definitions to capture data, making comparison difficult
- Although some Indicators are relevant, they are incomplete as data are not available or simply that existing indicators are not found suitable.
- Data for similar indicators are spread over different sources.

It is thus recommended that a minimum of five to seven Indicators are agreed upon for testing over a three to a six-month period in each country using the proposed Indicator Table for quantitative data and gender analysis project checklist/tools introduced during the consultations, to develop country case studies, for the collection of sex-disaggregated data. The main aim of this exercise is to pilot test country relevant indicators identified from the attached Toolkit in collaboration with national statistics agency in a community where gender analysis or gender mainstreaming interventions were introduced. This will ensure that key Indicators for standardization are agreed and that best practices are built for replication over the IWRMP implementation period.

The UNESCO WWAP tool has two components; one dealing with irrigation and the other with support services from agriculture extension to farming women and men. As a way of scaling up gender mainstreaming actions, the development of the proposed Case study should be conducted in the communities were under the STAMPRIET Transboundary Programme, and SADC TMP, IWRMP Pilot projects were engendered, they are;

- Bokspits in Botswana on low-cost water harvesting technologies,
- Ralintsi-Hermon in Lesotho which monitored water resource utilization and promotes innovative technologies and rehabilitation of water supply and sanitation,
- Mariental in Namibia which involved a water demand management initiative and water saving initiative at public institutions such as schools and household use, including income generation, and
- Emfuleni municipality in Gauteng province, as a water saving project to address water losses due to pipe and plumbing leakages and wasteful water usage in South Africa. GFPs are conversant with these pilot projects.

The examples from the STAMPRIET Transboundary Water Programme, in particular, points to three main lessons:

- Recognition that due to differential formats and systems of data collection, a multidisciplinary methodology and approach was needed.
- Collection and processing of national data based on broad national consultation for harmonization and standardization of datasets and mechanisms were put in place.
- Training of national teams to review, analyse and restructure the data into agreed themes and variables for joint assessment of transboundary groundwater resources was important.

It is against this background that **Annex 7** demonstrates the inconsistencies in data collection and lack of required data on some Indicators, and thus the need for standardization and harmonization of Indicators, based on country priorities. The best start would be for Member States to identify and domesticate locally relevant Indicators from the UNESCO WWAP Toolkit, while IWRMP generic Indicators drawn from the ORASECOM Programmed Monitoring Framework be reviewed as proposed during the Validation presentation. UNESCO WWAP Toolkit already has main thematic areas such as water governance, and Indicator Definitions with corresponding questions. Further simplification of indicators and questions depends on the level of application and tailor-made training could be requested from UNESCO to enable field workers to use, analyse and present findings on sex-disaggregated data collected for gender mainstreaming.

The above state of affairs has made it impossible to propose a coherent set of Indicators and corresponding values towards the setting up of a Gender Baseline Database. Therefore, it is recommended that the first step should be to identify data needs, define relevant Indicators from UNESCO WWAP and IWRMP entry points, as proposed during the Validation Workshop. Based on this, plan and conduct a data collection case study, upon which a standardized Gender Baseline Database could be established. A similar process to the STAMPRIET Transboundary Aquifer programme is therefore recommended. Member States are also advised to consult their Demographic Profiles (Table, which has similar indicators on water and sanitation, stated as % of households with “improved access to water services, and “improved sanitation facilities” or SDG 6 on water and sanitation measuring proportion of population using safely managed drinking water sources or sanitation facilities.

**Table 6: demographic profiles 2018**

Country	Improved drinking water source( % of population)		Improved sanitation facility access( % of population)	
	Urban	Rural	Urban	Rural
Botswana	99.2	92.3	78.5	43.1
Lesotho	94.6	77	37.3	27.6
Namibia	98.2	84.6	54.5	16.8
South Africa	99.6	81.4	69.6	60.5

<sup>1</sup>Source; <sup>2</sup>Points to note.

The above similarities could enhance harmonization of existing indicators collected through demographic and health surveys. The data sources cited for Annex 7, each use different Indicator Definitions, and therefore poses systematic analysis.

The Validation workshop was meant to review gender assessment and gaps analysis findings, the outcome of national workshop discussions in relation to gaps in sex-disaggregated data collection, and the proposed tools/checklist for both quantitative and qualitative data collection. Two main presentations were made on the state of gender mainstreaming and setting up of a gender baseline data baseline for monitoring. These presentations have been submitted to the ORASECOM Secretariat as part of the Gender Analysis Reference Folder to be accessible to the stakeholders. The main recommendations from the workshop were threefold:

- Engendering the ORASECOM structures and water Ministries and advocate for clear accountability and performance management mechanisms, which will enable Gender Focal Persons to have official terms of reference, work plans, and budgets.
- Institute Gender Training of Trainers programme for key stakeholders especially for the Community of Gender Practitioners, including, in this case, participants to the Validation workshop, as they actively participated during the national consultative processes.
- Countries collect both sex-disaggregated and aggregated data through the national statistics agencies except that they are collected using a variety of definitions, and for different needs, spread over two or more data sources, which makes comparability difficult. For example, the baseline values recorded in the proposed Gender Baseline Data Monitoring framework were derived from the following Sources, the only main source is cited in Annex 7:

- 1) **Botswana:** Demographic Survey Report (2017); Agriculture Census (2015),
- 2) **Lesotho:** SDG Baseline Report (2016); Lesotho Gender Assessment Report (2016);
- 3) **Namibia** Intercensal Demographic Survey (2016); Namibian Census of Agriculture (2015),
- 4) **South Africa:** State of Water and Sanitation in South Africa (2016), South African General Survey (2017); Irrigation Strategy for South Africa (2015).

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<sup>1</sup> IndexMundi; CIA World Fact book 20 January 2018, a reference resource produced by Central Intelligence Agency (CIA) about countries of the world, it's a resource compiled from government sources worldwide.

<sup>2</sup> the demographic profiles: one main source, same indicator definition, one type of aggregate target, therefore provide basis for comparison, while Annex 7 demonstrates inconsistent data management systems and sources, thus the need for harmonization

Another useful source on Basin Level Indicators is a document titled “Development of Reconciliation Strategies for large Bulk Water Supply Systems: Orange River-Irrigation Demands and Water Conservation/Water Demand Management (2014).

- UNESCO WWAP Toolkit has the potential to standardize and harmonise the collection of sex-disaggregated data which will, in turn, promote proper sharing of gender analysis information for regional cooperation. In this regard, each country was tasked to develop a case study for the collection of sex-disaggregated data based on Basin relevant data needs. For example, all countries collected data on water and sanitation compiled in aggregate forms, which can be disaggregated by sex for the formulation of gender-specific interventions for women and men. In terms of supporting ORASECOM and the Member States to reach consensus on a core set of Indicators towards the development of the Gender Baseline Database, an Indicator Definition Framework/Matrix composed of an Indicator Sheet, ORASECOM Tracker, UNESCO Indicators has been developed. It will also accommodate baseline information from the Member States, and its details are included in the folder composed of all presentations submitted to ORASECOM secretariat for proposed follow-up actions. A separate training workshop session will be required on indicator identification and pilot testing which will facilitate the proper establishment of an operational Gender Baseline Database. The role of the proposed Community of Gender Practitioners will be very critical to facilitate this process. It is recommended that UNESCO be approached for technically supporting such training.
- The Validation Proceedings summary is attached in **Annex 8**, including the stakeholder list.

#### 4 CONCLUSION

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In view of the findings and recommendations made in this gender assessment and gaps analysis report, the following specific actions are proposed for implementation by ORASECOM Secretariat with support from the Gender Focal Points and its Technical Committees:

**Table 7: Proposed Work plan and budget implications: 2019/2020**

Action	Justification	Indicators for success	Resource implications	Timeframe
1. Institutionalization of gender issues in the water sector	Gender Focal Persons needs recognition and support	Official job descriptions Work plan and budget to be in	MS to set aside 10-20% of water sector budget for gender	2019/2020 and beyond

Action	Justification	Indicators for success	Resource implications	Timeframe
	The job description of ORASECOM Secretariat should reflect a gender component such as ensure gender responsive budgeting and develop a gender advocacy agenda through the Communication Strategy	place	mainstreaming	
2. Constitute the Validation workshop participants into a Community of Gender Practitioners, to oversee GM in MS. This will substitute the establishment of the socio-economic task team	In the absence of a monitoring and evaluation and policy analyst, deploy the expertise of this team to keep the momentum on GM. This team has a good understanding of gender issues and demonstrated commitment throughout this assignment	Develop terms of reference and work plan for approval by Council	Quarterly meetings To take place once per quarter in a given MS. Set aside a % from the ORASECOM Operational budget for workshops/training from the seed funding referred to below.	2019/2020 and beyond
3. Facilitate a five day training on	Water sector staff	Equipping core staff in gender	UNESCO gender expertise	2019/20



Action	Justification	Indicators for success	Resource implications	Timeframe
gender methodology for data collection	responsible for gender mainstreaming are not at the same level of gender sensitivity	analysis tools/ GM action planning and case study development Review and action planning on the Indicator Definition Matrix for case study development		
4.Facilitate the collection of sex disaggregated data, using UNESCO WWAP based on experiences of STAMPRIET case study	Data harmonization is needed to assess the extent to which gender gaps identified in terms of access, participation and income generation has been met in MS	Official request for UNESCO support-gender specialist Involve CGPs and officially appointed GFPs to ensure ownership and sustainability Gender data base established with five core variables	Submit project proposal to UNESCO	2019/20 and beyond
5.Review and approval of the Templates for data collection and reporting composed of Indicator Definition Matrix, ORASECOM IWRMP Tracker, relevant UNESCO Indicators and country reporting format	Setting up of a Gender Baseline data base requires uniform templates with agreed upon core indicators for data collection and training of the CGPs.	UNESCO WWAP has been reviewed and adopted in alignment with the ORASECOM Programme Monitoring Matrix. Core indicators to meet the identified data	Seek UNESCO technical support as the leading institution to train CGPs to oversee the process in collaboration with national statistics agencies.	2019/20

Action	Justification	Indicators for success	Resource implications	Timeframe
		needs relating to access to safe water and sanitation; priorities for water use and participation (pages 35-36 of Main report, 2014) should be endorsed by the Council for pilot testing		
6.Systematic capacitating of the ORASECOM Commissioners on gender mainstreaming	MS will only effective mainstream gender if the Commissioners advocate for its importance as a performance management tool for efficiency and effectiveness	Gender advocacy campaigns, Ministers meetings, GM remain a standing agenda point on the Councils annual programme	Allocate a % from national allocations  Mobilise donor support	2019/20 and beyond
7.Align findings from this assignment to support effective implementation of the steps outlined in Table 9: Action Plan and budget 2019/20 (GMIP Report 2018)	There is a statement of commitment at the bottom of Table 9: Action Plan of 2019/20 to use the seed funding to support GMIP implementation in Riparian countries. Strategic Objectives 4 &5	Ensure implementation of specific activities points 4.1.5; 5.2.1. and 5.3.1  This will assist in avoiding duplication of action plans and also ensure efficient use of scarce	The Table 9: Action Plan has made provision of R 550,000.00 for these specific activities	2019/20 and beyond

Action	Justification	Indicators for success	Resource implications	Timeframe
	is in line with the actions proposed in this report. Therefore funds earmarked for this two objectives should be used to implement the recommended actions of this findings report	resources		

The Annexes to this report present the tools identified as relevant and were tested in the national consultations and the Validation workshop, although time was not enough to ensure an in-depths understanding by all. Two templates are core to the systematic collection of sex disaggregated data, setting up of the Gender Baseline Database and monitoring:

- Firstly, the template for the collection of sex disaggregated data: which is composed of an Indicator Reference sheet based on ORASECOM entry points, the ORASECOM Tracker for MS to record their data and UNESCO Indicators responding to the Gender questions recommended in the GM Strategy of 2014. This is an excel file attached separately to the report.
- Secondly, the template for monitoring and reporting: which is composed of ORASECOM Entry points, Baseline Values, Frequency of data collection, Data source, responsible person/unit and progress updates. (Annex 7 of this report)

In conclusion, the following was established:

1. That extensive gender assessment studies and socio-economic research have been undertaken which have in turn created a wealth of information on progress made, challenges faced and current efforts to address such challenges. These studies also revealed that political commitment and systematic support from the international development partners exist as potential opportunities for scaling-up and consolidation of national and basin level gender mainstreaming efforts.
2. The assignment could not develop and pilot test the tools as indicated in the Inception Report but reviewed the existing tools and template, adjusted and presented them to the national stakeholders as the testing ground. The participants

confirmed the relevance, as well as challenges, which require domestication and further support for actual pilot testing of selected tools and monitoring instruments.

3. The main gaps were seen as threefold: 1) how to translate and utilize this wealth of information, using toolkits and resources for the collection of sex-disaggregated data for evidence gender-responsive planning, 2) how to empower the Gender Focal Points in leading the mainstreaming agenda and 3) how to ensure that political commitments translate into effective actions for creating gender-responsive water and stakeholder entities. Thus, this assignment recommends engendering of the water governance structures in the Member States to address identified gaps by using the proposed tools for collection of sex-disaggregated water data and developing a monitoring & reporting tool. This will require systematic training of Gender Focal Points and key stakeholders as presented in the Table above.
4. This assignment further concludes with recommendations for scaling up existing initiatives, through consolidating IWRMP pilot community projects, referred to in this report, which benefited from previous gender mainstreaming activities. These pilot communities could be used as testing grounds for the identified tools/checklist. Prior capacity building of the Community of Gender Practitioners and Gender Focal Points, in gender analysis and provision of materials/financial support to developing country case studies, will be required. The outcomes of which can, in turn, be used for resource mobilization and sharing best practices.
5. In order to ensure synergy and sustainability, this assignment further recommends making maximum use of existing support mechanisms such as the development partners, the decentralized structures of governments and civil society organisations, to strengthen the gender mainstreaming agenda. In this regard, constituting the Community of Gender Practitioners from participants of the Validation workshop is strongly recommended.
6. The success of gender mainstreaming lies in the institutionalization of the gender concept and practice as part of the performance management systems of ORASECOM and the Member States, with systematic gender advocacy through gender machinery and communication strategy. This will, in turn, demystify the current gender stereotyping, where gender mainstreaming is seen as an add-on function or as a women's issue. In this regard, it is recommended that deliberate efforts are made to include male gender advocates as Gender Focal Points or as deputizing existing Gender Focal Points, especially drawing the new ones from Monitoring and Human Resources (HR) Units. This will strengthen the expected role of the Gender Focal Points and make gender mainstreaming an integral part of the water and gender agencies. Institutionalisation also implies that the role of national statistics agencies should become part of the gender advocacy agenda to ensure that methodological approaches to the design of census data collection procedures and management are engendered and harmonized. This will further facilitate collaboration between data producers and users to prioritise country data needs and

coordinate the data collection process, ensuring sex-disaggregated data are collected, analysed, synthesized and share with Planning structures.

7. All achievements, best practices, and lessons learned should be shared and replicated as appropriate through the ORASECOM Communication Strategy, which should have an action on gender advocacy and draw success stories from member countries. This will increase the visibility of gender issues in the water sector. Currently, many of the products and tools developed are not accessible and sector managers and staff are not well versed, with tools such as the UNESCO WWAP Toolkit. This is the reason why this assignment developed an Indicator Definition Matrix as the template to be used for the collection of sex disaggregated data. The key characteristics of this template to collect data systematically is as follows:

The Annexes to this report provides further details on the relevant documents reviewed and reflecting the outcomes of the national consultations and the Validation workshop.

## **ANNEX 1: REFERENCES**

### **ORASECOM strategic documents**

- i. ORASECOM Gender Mainstreaming Strategy (2014),
- ii. ORASECOM IWRM Plan (2015),
- iii. ORASECOM Gender Mainstreaming Implementation Plan (2018),
- iv. ORASECOM Roadmap Towards Stakeholder Participation (2007),

### **SADC strategic documents**

- i. SADC Guidelines for Mainstreaming Gender in River Basin Organizations (2015),
- ii. SADC Handbook on Mainstreaming Gender in the Water Sector (2015),
- iii. SADC Protocol on Gender and Development (revised 2016),
- iv. Gender and Water Policies of the Riparian Member States,
- v. SADC Gender Policy (1999), and
- vi. SADC Gender Mainstreaming Resource Kit, (2009)
- vii. SADC Regional Strategy on Water 2006
- viii. SADC Gender Protocol 2018, Barometer, 2018

### **Other key resources**

- I. AMCOW & GPA, (Africa ~~an~~ Ministers Committee on Water and Global Partnership Alliance, Gender, Water Policies Synthesis Report (2012
- II. Common Wealth Secretariat, Women and Natural Resource Management (1996),
- III. FAO, Field Level Handbook (2001)
- IV. FAO Intermediate Level Handbook
- V. FAO Macro Level Handbook
- VI. FAO - Management of Agriculture Research: A Training Manual (1977)
- VII. FAO - Project Cycle Management Technical Guide (2000)
- VIII. Global Fund - Monitoring and Evaluation Plan (2008)
- IX. University of Pretoria - Gender and Water Policies in Africa - A Synthesis Report
- X. UNESCO WWAP Toolkit on Water and Gender: Toolkit 1 & 2 (Sex Disaggregated Indicators for water assessment, monitoring, and reporting; Toolkit 3 (Guidelines on how to collect sex-disaggregated water data); Toolkit 4 (Questionnaire for collecting sex-disaggregated water data)
- XI. UNESCO, Sex-disaggregated indicators for water assessment, monitoring, and reporting (2015); Priority Gender Action Plan 2014-2021.
- XII. UNICEF Gender Mainstreaming Self-Assessment Report (2007)
- XIII. UNICEF Annual Review Report 20003
- XIV. WORLD BANK Toolkit for mainstreaming gender in Water Operations (2016)

## ANNEXES 2: AMCOW GENDER MAINSTREAMING ASSESSMENT TOOL

The Institute for Women's and Gender Studies, the University of Pretoria with financial support from Global Water Partnership, undertook a study which analysed the gender status of selected countries including transboundary river basin agreements on the African Continent. The study aimed at examining to what extent the AMCOW Gender Policy and Strategy has been implemented and equally set the baseline for future interventions. The methodology used categorized countries into four stages of progress with the associated indicators as follows:

### Indicators for gender mainstreaming

Stages	Indicators	Countries
Stage 0	Absence of a sustainable environment	Libya, Mali, Somalia, Djibouti, Central African Republic
Stage 1	A stable political environment, constitutional provisions of gender or sex discriminations, official state endorsement of international and continental gender protocols	Mauritania, Algeria, Morocco, Sudan, Burkina Faso, Liberia, Sierra Leone, Chad, Congo, Gabon, Equatorial Guinea, Zimbabwe, Angola
Stage 2	Gender quotas for women's representation in government and all other areas of decision making, evidence of institutionalizing gender machinery that consists of one or more of the following: a women's ministry; national gender policy and strategy, gender focal point desks or officers in water and related ministries	Egypt, Tunisia, Ghana, Senegal, Nigeria, Rwanda, Kenya, Uganda, Ethiopia, Tanzania, Democratic Republic of Congo, Cameroun, Malawi, Zambia, Lesotho
Stage 3	Resource allocation for gender mainstreaming through the gender budgeting process, monitoring and evaluation processes in place including the collection of sex-disaggregated statistics and qualitative research in gender, water	Seychelles, South Africa

	and sanitation, appropriate time bound gender targets set and continually evaluated through ongoing research; institutionalized feedback loops informing relevant gender machinery about progress in GM	
Stage 4	Extensive sustained articulation between gender machinery and water, health environments demonstrated by institutionalized programme collaboration and planning to meet gender targets and defines necessary projects and progress.	None yet

A similar analysis was undertaken for the Transboundary River and Lake Basin countries, Orange Sengu River basinwide commissions for Limpopo, Okavango and Zambezi rivers fell in Stage 2. It concluded that most transboundary large scale infrastructure projects are gender blind. However, there have been many processes and interventions since 2013 when this survey was undertaken and this perception has changed and thus ORASECOM's GM Strategy and Plan being implemented.



**ANNEX 3: SAMPLES OF QUALITATIVE TOOLS PRACTICED DURING THE NATIONAL WORKSHOPS TO IDENTIFY NEEDS OR CHALLENGES FACED BY WOMEN AND MEN. SEPARATE GROUPS NEED TO BE ORGANISED TO COME UP WITH SPECIFIC GENDER NEEDS.**

**BOTSWANA:**

**Problem analyses**

Main problem	Causes	Effects	Recommendations
Salinity and hygienic challenges for women,	due to geology, water scarcity is a desert and affects sanitary	outdated data, not useful for planning invasive species due to plantation	Water transfer from highlands, eradication of invasive species through research and bye-laws to stop plantation

**Community monitoring chart**

	<b>What to monitor</b>	<b>What records to keep and by whom</b>	<b>What decision to take</b>
e.g. Activity Control of plant species	records to be kept were the vegetation surveys	collected by foresters	information will be used by RBOs, forestry and water development planners for policy making

## LESOTHO

### Community Monitoring chart

Action planning matrix was discussed for the project on Digging of trenches and laying of pipes in Tebang Mafeteng, implemented since April 2019, as a 2 months' project, on the basis of this project, a monitoring chart was completed as below:

	<b>What to monitor</b>	<b>What records to keep</b>	<b>Who collects and uses</b>	<b>Type of decisions to be taken</b>
Activity	Digging	Attendance and length covered	Water Committees Contracted Company Supervisor DRWS and Funder	Labor disputes, allocation of resources, conflict resolution
Cost and expenditure	Labour cost -			Monitor socio-economic impact of the project (revision of labour cost and engagement of more women and targeting vulnerable HH)
People involved-how	12 males, 23	Attendance and length	DRWS, Local Government	An equal access, participati

many	females	covered	t, Social Developme nt, MP	on in decision making,
Results	Attitudes and perceptio ns	Participati on and needs addressed		Tailor made gender specific interventio ns

## NAMIBIA

### Strengths, Weaknesses, Opportunities and Threats (SWOT)

Internal	External
Strengths	Opportunities
<ul style="list-style-type: none"> <li>• Water resources</li> <li>• Finance availability</li> <li>• Knowledge and capacity</li> <li>• Laws, policies, and institutions as entry points for gender mainstreaming</li> </ul>	<ul style="list-style-type: none"> <li>• Donors/development partners</li> <li>• Diverse stakeholders</li> <li>• Role of the custodian Ministry</li> </ul>
Weaknesses	Threats
<ul style="list-style-type: none"> <li>• Poor coordination</li> <li>• Lack of capacity to implement policy directives</li> <li>• Lack of sex-disaggregated data in the sector</li> <li>• Inadequate willingness and commitment</li> <li>• Inadequate internal controls to address corrupt practices</li> </ul>	<ul style="list-style-type: none"> <li>• Limited funds</li> <li>• Drought and climate change</li> <li>• Corruption and misappropriation of funds</li> </ul>

### Summary of monitoring chart on game farming

Activity	What to monitor	What records to keep	Who will collect and use	Type of decisions to be taken
Game utilisation	Participation levels and fund utilisation	Permits Incident book	Game guards for monitoring	Equal opportunities for males and females

### SOUTH AFRICA

#### Strengths, Weaknesses, Opportunities, and Threats (SWOT)

Internal	External
Strengths	Opportunities
<ul style="list-style-type: none"> <li>• Policies developed to ensure we have water for all sectors</li> <li>• Political will- women empowerment is supported</li> <li>• Institutionalization of gender mainstreaming</li> <li>• DWS has budget and capacity</li> </ul>	<ul style="list-style-type: none"> <li>• Making woman aware that water is an inter-sectoral enabler and not only look at it for social purposes.</li> <li>• DWS has developed a National Water and Sanitation Master plan.</li> <li>• In Construction unit there is SED strategy which is clear on targeted people to execute the job when building dams- it also includes skill development.</li> <li>• There is a need for a policy that will meet women halfway in terms of protective clothing to enable them to do the work that man can do.</li> <li>• DWS Learning Academy is a program that distributes bursaries to water-related careers and allows them to enter the water sector</li> <li>• Access to information and technology</li> </ul>
Weaknesses	Threats
<ul style="list-style-type: none"> <li>• No targeted strategy looking</li> </ul>	<ul style="list-style-type: none"> <li>• The perception that the water sector is</li> </ul>

<p>into drawing people into the water sector (if the water is made to farmers, man will get water)</p> <ul style="list-style-type: none"> <li>• The implementation of empowering a woman is lacking</li> <li>• In the regions, there is no Gender Focal Person</li> </ul>	<p>for men (women in rural areas)</p> <ul style="list-style-type: none"> <li>• Lack of skill for women</li> <li>• Culture and social expectations</li> <li>• Lack of access to information and technology</li> </ul>
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## **ANNEX 4: SAMPLE TERMS OF REFERENCE FOR GENDER FOCAL POINTS FOR MEMBER STATES TO FORMULATE THEIR OWN**

### **A. UNICEF: AN EXAMPLE OF TOR FOR GFP- UNICEF 2003).**

(It was developed during a meeting of the Balkans Area Gender Focal Points (13-14 June 2001 in Sarajevo):

#### **Responsibilities (to be incorporated into PER):**

1. To serve as office resource on information from HQ, RO, country and other networks on gender mainstreaming and issues specific to women. (This may include establishing working reference area; bulletin board; etc.; which is available to all staff);
2. To support the process of mainstreaming gender and women's/girls rights and specific issues in the country programming process, particularly in situation analysis and including CCA; MTRs; CN; CPRs; MPO; programme and project objectives; evaluations and studies; and all communications material;
3. To identify and support staff and counterpart's development needs to enhance gender mainstreaming as part of UNICEF collaboration;
4. To identify/network with national/international resource persons/agencies to support gender mainstreaming in UNICEF partnerships and promoting their participation in relevant national seminars, meetings, conferences, workshops, consultations, etc.;
5. To participate or delegate participation in the gender coordination groups/meetings and report on progress and outcomes;
6. To provide two brief reports of country efforts in gender mainstreaming – end February and end September for RMT meetings;
7. To encourage and share all documents of 'best practices' in gender mainstreaming and women's and girls' rights;

#### **Required Resources:**

1. Time: 20% allocated to GFP responsibilities;
2. Commitment: 2 years minimum;
3. Member of the CMT;
4. Adequate resources for training/capacity building for UNICEF programme staff and for counterparts;
5. Resources to support UNICEF staff and counterparts to participate and or/organise seminars/conferences on gender issues and women's rights;
6. Management commitment and support/guidance from RO/HQ.

Selection should be made on the basis of qualification (background and experience) and/or interest, and training ensured

**B. SOUTH AFRICA: TERMS OF REFERENCE FOR THE GENDER FOCAL POINT IN DEPARTMENT OF WATER AFFAIRS: AN EXTRACT FROM OFFICIAL DOCUMENT (2016) FOR THE DIRECTOR OF GENDER AND DISABILITY**

**PERFORMANCE APPRAISAL FRAMEWORK**

The performance will be assessed according to the information contained in the work plan (attached as Appendix A) and the Core Management Criteria (CMC) framework (attached as Appendix B). The specific KRAs and CMCs together with their weightings are as follows:

- 5.1 The KRAs and CMCs during the period of this agreement shall be as set out in the table below.
- 5.2 The SMS member undertakes to focus and to actively work towards the promotion and implementation of the KRAs within the framework of the laws and regulations governing the Public Service. The specific duties/outputs required under each of the KRAs are outlined in the attached work plan. KRAs should include all special projects the SMS member is involved in. The work plan should outline the SMS member's specific responsibilities in such projects.

<b>KEY RESULT AREAS (KRAs)</b> <b>Minimum 3</b> <b>Maximum 6</b>	<b>Linked to Business Plan Output</b>	<b>Batho Pele Principles</b>	<b>% Weight:</b> <b>Minimum weight 10%</b> <b>Maximum weight 30%</b>
1. Direct, Lead and Manage the Gender and Disability Mainstreaming Directorate	Management systems and processes implemented	All principles	30%

<b>KEY RESULT AREAS (KRAs)</b> <b>Minimum 3</b> <b>Maximum 6</b>	<b>Linked to Business Plan Output</b>	<b>Batho Pele Principles</b>	<b>% Weight:</b> <b>Minimum weight 10%</b> <b>Maximum weight 30%</b>
2. Coordinate, facilitate, monitor and evaluate empowerment of Women and People with Disabilities through training programmes, supply chain programmes, employment equity, information sharing articles, policy analysis, awards and transformation programmes	Empowerment of women and people with disabilities	All principles	30%
3. Barriers free access follow up monitoring and evaluation visits  Coordination of reports and plans to DPSA, Department of Women and Commission on gender equality	Empowerment of women and people with disabilities	All principles	15%



<b>KEY RESULT AREAS (KRAs)</b> <b>Minimum 3</b> <b>Maximum 6</b>	<b>Linked to Business Plan Output</b>	<b>Batho Pele Principles</b>	<b>% Weight:</b> <b>Minimum weight 10%</b> <b>Maximum weight 30%</b>
4. Coordinate, facilitate and support 7 advocacy/awareness/commemorative campaigns	Empowerment of women and people with disabilities	All principles	20%
5. Promotion of partnerships/liaison and networking with stakeholders	Inter-governmental relations	All principles	5%
<b>TOTAL</b>			<b>100%</b>

## **ANNEX 5: ENGERENDING THE PROJECT CYCLE:**

### **Example 1**

#### **1. Objectives**

Whose needs and interest are targeted in the immediate objective? If women are not mentioned, what is the reason? What practical and strategic needs are addressed?

Needs	Women	Men
Practical needs		
Strategic needs		

#### **2. Outputs**

Which project outputs directly relate to women's and men's needs?

#### **3. Inputs**

- Has socio-economic and gender analysis been carried out to identify constraints to women's participation in project activities?
- What measures and or inputs are contemplated to overcome these constraints?

#### **4. Monitoring and evaluation**

What provision is made for monitoring and evaluating project impact on women's and men's access to and control over the benefits generated by the project?

Monitoring of any project is critical to assess progress made for each activity, to establish the effectiveness of objectives, how different activities are carried out, and their relevance to addressing community priorities. An example of a community monitoring chart was presented during the national workshops and completed in group settings.

### **Example 2**

To assess projects for environmental sensitivity and thus ensure that the socioeconomic status of women participating in the project activities is improved and recorded. However, the SAP and NAP that were the key strategic documents to ensure the implementation of these outcomes are silent on the proposed indicators. In order to support the effective implementation of the SAP and NAP, it is proposed the project managers and ORASECOM consider the UNDP Social and Environmental Screening Procedure (SESP), for engendering implementation through the use of the following checklist to establish if a project is categorized as low risk and will not have any negative environmental or social impacts as shown below:

Principle 2: Gender Equality and Women's Empowerment	
1. Is there a likelihood that the proposed Project would have adverse impacts on gender equality and/or the situation of women and girls?	N O
2. Would the Project potentially reproduce discriminations against women based on gender, especially regarding participation in design and implementation or access to opportunities and benefits?	N O
3. Have women's groups/leaders raised gender equality concerns regarding the Project during the stakeholder engagement process and has this been included in the overall Project proposal and in the risk assessment?	N O
4. Would the Project potentially limit women's ability to use, develop and protect natural resources, taking into account different roles and positions of women and men in accessing environmental goods and services?  For example, activities that could lead to natural resources degradation or depletion in communities who depend on these resources for their livelihoods and well being	N O

### **Example 3**

**Source: Project Cycle Checklist-** SADC Handbook on Mainstreaming Gender in the Water Sector (2015); Chapter 4; Tables 5-7), is aimed at integrating gender concerns at each stage of the project cycle-identification, preparation, appraisal, approval, implementation and monitoring, and evaluation.

Component	Descriptions/questions to facilitate
Project objective	<ul style="list-style-type: none"> <li>· Do objectives explicitly refer to women and men?</li> <li>· Does the project design acknowledge that women and men may have different needs and priorities in their uses of infrastructure?</li> <li>· Have both women's and men's needs been considered when designing the infrastructure?</li> </ul>

<p><i>Project target group/beneficiaries</i></p>	<p><i>Gender division of labour</i></p> <ul style="list-style-type: none"> <li>· Has sex-disaggregated data been collected on women's and men's activities related to infrastructure?</li> <li>· Has consideration been given to the tasks which are currently undertaken by women and men that could be affected? (e.g. transport of food and other goods to the market, fuel and water collection)</li> <li>· Has consideration been given to providing support services to women to encourage participation? (e.g. child care, health care, a school close by)</li> <li>· Will new infrastructure/technology mean longer working hours for women? (e.g. will electrification mean extended working hours for women?)</li> </ul>
	<p><i>Access and control of resources</i></p> <ul style="list-style-type: none"> <li>· Are there opportunities for women to be employed and trained in the construction and operation of the infrastructure?</li> <li>· Has on the job training been provided for women to develop their technical skills.</li> <li>· Will women have access to transport to and from the project site?</li> </ul>
	<p><i>Access and control of the benefits and project impacts</i></p> <ul style="list-style-type: none"> <li>· Will infrastructure construction restrict women's or men's access to resources needed to carry out their tasks? (e.g. hydro projects may flood areas and decrease access to fuelwood and agricultural land)</li> <li>· Will location, price and other resources necessary for using the infrastructure restrict poor women's and men's access?</li> <li>· Who will have access to and control over transport related resources? (e.g. vehicles, bicycles, carts)</li> <li>· Will infrastructure which saves time in completing daily tasks limit women's opportunities for social contact? (e.g. time saved in using a water pump instead of walking to a</li> </ul>

	<p>river, may mean no opportunity for social interaction)</p> <ul style="list-style-type: none"> <li>· Will the location of transport-related infrastructure affect women's marketing of goods and other income generating activities?</li> <li>· Will new infrastructure result in unemployment for women who may be currently providing the services? (e.g. women operating the ferries which are to be replaced by a bridge, hand milling replaced by machine milling)</li> <li>· Is there a risk that the introduction of new techniques and new production will displace women from their current position?</li> <li>· What remedial measures can be taken for groups who will be disadvantaged as a result of infrastructure construction?</li> <li>· Will construction force resettlement of families and male and/or female migration?</li> <li>· If so, will adequate compensation, financial or training support be equally available to women and men?</li> </ul>
	<p><i>Socio-cultural and other factors, demographic trends and factors</i></p> <p>Is it socially acceptable for women to use the infrastructure (e.g. location of water resources) Will the form of transport be socially acceptable for women? (e.g. traveling alone, riding a bicycle) Have other constraints inhibited equal participation and benefits been identified?</p>
	<p><b>Participation and consultation Strategies</b></p> <ul style="list-style-type: none"> <li>· Have strategies been identified to address any constraints to equal participation and benefits?</li> <li>· Will women and men be both participants and beneficiaries of the project?</li> <li>· Will there be any conclusion with local women's organisations, women's networks or other NGOs?</li> <li>· Will women and men have equal access to project planning and decision making?</li> </ul>

	<ul style="list-style-type: none"> <li>· Are any separate activities needed for women to ensure they participate, and that they are not disadvantaged by the project?</li> <li>· Are project communication channels equally accessible to both women and men?</li> </ul>
	<p><b>Women's social status and role as decision-makers</b></p> <ul style="list-style-type: none"> <li>· Will women and men's groups be consulted and involved in decision making about the location or type of infrastructure to be provided?</li> <li>· What opportunities are there for the project to support women as managers of infrastructure and other development resources, either formally or informally?</li> <li>· What practical needs and strategic interests of women and men addressed in the project?</li> </ul>
Implementation	<p><b>Government and implementing agency capacity</b></p> <ul style="list-style-type: none"> <li>· Does the government or implementing agency have a national policy or other statement promoting women's economic and resource interests?</li> <li>· Has a sex-disaggregated employment profile of the implementing agency been undertaken?</li> <li>· Has an affirmative action plan been developed to support and resource female staff?</li> <li>· How does the project plan to increase counterpart capacity for gender-sensitive environmental planning?</li> </ul>
Project monitoring	<ul style="list-style-type: none"> <li>· Have targets been set for men's and women's participation and benefits?</li> <li>· Have gender-sensitive indicators been identified?</li> <li>· Will all data collected be disaggregated by sex?</li> <li>· Will there be on-going consultation with community groups, including women's groups, directly or indirectly affected by the project?</li> </ul>
Project resources	<ul style="list-style-type: none"> <li>· Are project resources adequate to ensure that both women and men participate in and benefit from the project?</li> </ul>

	Is gender expertise available throughout the project?
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## ANNEX 6: COMPARATIVE ANALYSIS OF IWRMP AND UNESCO WWAP INDICATORS

The indicator summaries are linked by keywords or phrases (highlighted) that shows relevance, therefore they are not necessarily defined in a similar fashion word by word. The most important thing is that they aim at obtaining sex-disaggregated data for effective and efficient planning. Our assignment is to identify, adapt and pilot, which implies that priority issues and indicators are selected to test and propose for adaption for implementation over a short period, with annual revisions for refinement and final inclusion in the long term plans.

IWRMP OBJECTIVES	RELEVANT INDICATORS	UNESCO WAPP THEME, INDICATORS FOR TESTING	GMS 2014
<b>1. Central strategic objectives</b>	<b>Progress indicators</b>	<b>Gender indicators</b>	<b>Gender questions</b>
Ensure the optimised <b>sustainable management</b> of the basins water resources	Frequency of transboundary <b>planning meetings</b>  <b>Level of involvement</b> of countries and water user sectors in updates for annual operating analysis	A number of M/F staff on transboundary water <b>commissions</b> (sample for pilot countries), disaggregated by job category/level and <b>decision-making capacity</b> (and salary, if available).  Number of M/F staff responsible for water issues (disaggregated by job level) in <b>gender ministry/lead agency</b>  M/F perceptions of gender discrimination (or equality) regarding <b>women's participation in decision-making</b>	Is the data on water resources use and <b>management</b> disaggregated by gender (Gender disaggregated data)?  Are there formal and informal <b>institutions</b> that play a fundamental role in water resources management in the basin? Does this appear to be equal? What are the barriers? What are the decision-making structures? Are the different <b>voices/views of all groups</b> in society taken on board? Explain

IWRMP OBJECTIVES	RELEVANT INDICATORS	UNESCO WAPP THEME, INDICATORS FOR TESTING	GMS 2014
		<b>entities.</b> M/F inclusion on nationally and internationally convened <b>scientific panels and advisory boards.</b>	
		Number of M/F paid staff in public water governance agencies, disaggregated by job category/level and decision-making capacity (and salary if available), at the national level; county/province/state level; town/village level (sample)	
		Number of M/F in paid and unpaid positions in local water governance formally structured entities (water users associations, etc.) at town/village level (sample); disaggregated by nature of relationship to the entity (e.g. 'member', 'board', 'executive', 'leadership', 'decision-making group', etc.)	



IWRMP OBJECTIVES	RELEVANT INDICATORS	UNESCO WAPP THEME, INDICATORS FOR TESTING	GMS 2014
		and types of tasks	
Support socio-economic <b>upliftment</b> and eradication of poverty in the basin	% of people with <b>access</b> to potable water basin-wide and by county/district	M/F perceptions of the adequacy of current water <b>supply/availability</b> in both quality and quantity in the household.	What are the access levels of water of sufficient <b>quality</b> and <b>quantity</b> in the basin? (both urban and rural environments) How is the <b>availability</b> of water in the following areas- domestic, sanitation, schools and health? Gender disaggregated?  What are the <b>different water uses</b> and <b>demands</b> for the different gender groups in the basin?
	Number of people <b>employed</b> in the irrigation sector basin-wide and in each country/district	% of directly water-related industries managed <b>by/owned</b> by M/F  % M/F <b>employees</b> in water-related industries  M/F expressed priorities for water use within households.	What are the water resource <b>dependent livelihood activities</b> in the river basin? For men and women? What is the potential for livelihood based integrated watershed management?
		M/F <b>access to support services</b> for irrigation; participation in technical training; M/F access to bank loans/credit; and incentives for the development of	Is there <b>equitable allocation</b> and <b>sharing of benefits</b> and how can it be promoted at transboundary level, between different water users and between the gender groups in the basin?

IWRMP OBJECTIVES	RELEVANT INDICATORS	UNESCO WAPP THEME, INDICATORS FOR TESTING	GMS 2014
		irrigated agriculture.	
Ensure that the <b>adverse effects</b> of catchment degradation are reduced and the sustainability of resource use is improved	% implementation of the basin-wide integrated watershed management action plan	M/F perceptions of the <b>safety</b> of sanitation facilities that are located outside the house; identified particular safety concerns.	How do the different gender groups deal with <b>extreme events</b> ? What kind of support exists for men and women? What are alternative livelihoods?
			What is the knowledge and understanding of <b>extreme events</b> from a gender perspective?  What are the gender-responsive <b>early warning systems</b> for small scale/subsistence farmers? Are these adequate?
Maximise security from water-related <b>disasters</b> especially flood and drought	<b>% of irrigation</b> water demands met	<b>% of irrigated</b> farms managed by/owned by M/F.	What is the impact of water quality on the different gender groups? Any incidences of <b>water-borne diseases</b> in the basin
		% irrigated farms in the region under survey;	
	Population affected by	M/F perceptions of gender <b>discrimination</b>	The <b>involvement</b> of non-state actors (Civil Society

IWRMP OBJECTIVES	RELEVANT INDICATORS	UNESCO WAPP THEME, INDICATORS FOR TESTING	GMS 2014
	water supply <b>restrictions</b>	(or equality) regarding women's participation in decision-making in relation to irrigation	Organisations, women's movements, etc.) in <b>disaster mitigation</b> , capacity building, etc.
<b>2. Enabling strategic objectives</b>	<ul style="list-style-type: none"> <li>• <b>Knowledgebase</b></li> <li>• <b>Capacity</b></li> <li>• <b>Stakeholder engagement</b></li> <li>• Appropriate <b>financing mechanisms</b></li> <li>• Adaptive management and effective monitoring and evaluation systems</li> </ul>	<p>How are gender issues integrated into your shared water <b>projects/infrastructural investments</b>? What are your gender-specific objectives and commitments with regard to these? Please specify and evaluate</p> <p>Designated ministerial responsibility for gender in relation to water policies; the extent to which <b>gender-specific agencies are included</b> in water sector decision-making.</p>	<p>What is the involvement of women as <b>knowledge</b> bearers and as custodians of the environment in the EWR? Including monitoring</p> <p><b>Women's land rights-access</b> to and control of land and other natural resources (Forests, fisheries, biodiversity, agriculture, etc.)</p> <p><b>Gender-responsive stakeholder engagement/participation</b>-including cultural and religious barriers to stakeholder participation</p>
		Presence and nature of gender-sensitive <b>training</b> within responsible ministries/lead agencies; Participation of M/F staff.	
		The presence and nature of gender-	

IWRMP OBJECTIVES	RELEVANT INDICATORS	UNESCO WAPP THEME, INDICATORS FOR TESTING	GMS 2014
		specific objectives and commitments (or gender strategy) in national- and sector-level water policies	
		The extent to which gender outcomes and gender-sensitive accountability indicators are included in M&E/impact statements/benefits analyses of national-level WASH-sector projects (project proposals and/or outcomes assessments). Sample projects	
<b>3.Cross-cutting strategic objectives</b>	Mainstream adaptation to climate change  Mainstream <b>gender</b> consideration	The nature and extent of <b>gender-disaggregated</b> data related to water and sanitation collected by responsible public entities at national and local levels (in relation to the totality of social indicators on water and sanitation collected)	How is <b>information</b> on water resources (climate, surface water, groundwater and water quality) <b>collected, packaged,</b> disseminated and shared to the different groups in society (women, youth, disabled and the elderly). Is this adequate?

**ANNEX 7: PROPOSED FRAMEWORK FOR GENDER BASELINE DATABASE AND MONITORING:**

**(TO BE POPULATED AFTER CASE STUDY RESULTS BY MEMBER COUNTRIES. THIS TABLE DEMONSTRATES CURRENT INCONSISTENCIES OF EXISTING DATABASES. BASELINE VALUES ARE DRAWN FROM NATIONAL STATISTICS DOCUMENTS AS INDICATED IN THE REPORT).**

Key IWRMP Entry points And Indicator description	Baseline values (current status of the indicator Main data sources				Frequency of collection	Lead person
	Botswana	Lesotho	Namibia	South Africa		
<b>1.Support socio-economic upliftment and eradication of poverty</b>						
<b>1.1.IWRMP Indicator:% of people with access to portable basin-wide and by country</b>						
<b>Country Indicators</b>	<b>Botswana Demographic survey 2017</b>	<b>SDG Baseline Survey 2016</b>	<b>Namibia Inter-Censal Demographic survey 2016</b>	<b>General household survey 2017</b>		
a.% of households with access to piped indoor taps and piped	48.4%-cities indoors 45.7%cities					

Key IWRMP Entry points And Indicator description	Baseline values (current status of the indicator Main data sources				Frequency of collection	Lead person
outdoors :	outdoors  21.9 %  communal water taps					
b.The proportion of the population using safely managed drinking water services		79% urban 77% rural				
c.% of people with access to safe potable water			94% urban 85% rural			
d.% of households with access to piped water ( <b>nationally</b> )				88.6%		
	<b>Botswana</b>	<b>Lesotho</b>	<b>Namibia</b>	<b>South Africa</b>		
<b>1.2. % of people with access to sanitation basin-wide and by country</b>						
<b>Country</b>						
a.% of households have access to own flush toilet and own pit latrines	43.7% 38.7%					
b.The proportion of households with improved toilet		49% urban 51.6%				

Key IWRMP Entry points  And Indicator description	Baseline values (current status of the indicator)				Frequency of collection	Lead person
	Main data sources					
facilities		rural				
% of people with access to improved sanitation (private and shared)			63.2 % Urban  13.4 % Rural			
d. % of households with access to improved sanitation (nationally)				82.2%		
2. Maximise security from water-related disasters						
Country Indicator	Botswana	Lesotho	Namibia	South Africa		
Existence of national and local risk reduction strategies (SDG 1.5.3. newly proposed)						



## ANNEX 8: PROCEEDINGS OF THE VALIDATION WORKSHOP.

Participants from the Member States

# INTEGRATION OF GENDER MAINSTREAMING INTO BASIN WIDE INTEGRATED WATER RESOURCE MANAGEMENT AND DEVELOPMENT






The Support to ***Integration of Gender Mainstreaming into Basin Wide Integrated Water Resource Management and Development*** was commissioned by the Secretariat of the Orange-Senqu River Commission (ORASECOM) with technical and financial support from the German Federal Ministry for Economic Cooperation and Development (BMZ), in delegated cooperation with the UK Department for International Development (DFID), implemented through Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ).



## Integration of Gender Mainstreaming into Basin Wide Integrated Water Resource Management and Development

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**31<sup>st</sup> May 2019**

Ms Adelheid Awases

Date

Project Manager/Gender Consultant

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**ORASECOM SECRETARIAT**

**Approved for ORASECOM by:**

.....  
 .....

Mr Lenka Thamae

Date

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PROCEEDINGS OF THE VALIDATION WORKSHOP  
PROJECT: INTEGRATION OF GENDER MAINSTREAMING INTO BASIN WIDE INTEGRATED WATER  
RESOURCE MANAGEMENT AND  
DEVELOPMENT  
23 May 2019, the Aviator Hotel, Kempton Park, South Africa

## **INTRODUCTION**

### **Main objectives**

The Validation workshop was to build consensus on (a) the findings and recommendations from the conducted basin water resource management and development gender baseline assessment and gender data gap analysis, (b) the proposed gender monitoring and reporting protocol & data collection tools/templates, and (c) the proposed basin water resources management and development baseline database.

The workshop was attended by 16 participants (12 women and 4 men) representing all the four Riparian States. The workshop programme and the list of participants are attached as Annexures 1 & 2.

## **OPENING STATEMENTS**

A welcoming statement was given by Ms. Phuti Setati, the Gender Focal Person for South Africa, as the host of the workshop. A presentation aimed at setting the context to the assignment was made by Ms. Nthabiseng Mokhabuli, the Gender Focal Person (GFP) from the current Chairing Country of ORASECOM, namely, Lesotho.

Both statements outlined the importance of gender mainstreaming into the Integrated Water Resources Management Plan (IWRMP), as a key milestone for the Basin. Women and men play a central role in the water sector, not only in terms of household utilization, but also for employment creation and sustainable development purposes.

However, the challenges facing the GFPs in terms of limited political support at country level, resource limitations, inadequate coordination and absence of sex-disaggregated data for key indicators were outlined as hindering factors.

## **MAIN PRESENTATIONS AND DISCUSSION POINTS**

The validation workshop sought to review gender assessment and gaps' analysis, findings, the outcomes of the national workshops' discussions in relation to gaps in sex-disaggregated data collection, and the proposed tools/checklist for both quantitative and qualitative data collection.

Two main presentations were made on the state of gender mainstreaming and setting up of a gender baseline data baseline for monitoring (PowerPoint Presentations are available with ORASECOM Secretariat).

Based on the plenary and the country group discussions, the main recommendations from the workshop were made as follows:

### **(i) Gaps between Policy and Implementation**

Given that there were still gaps between policy pronouncements and implementation at both SADC and country levels, Policy and Decision makers should own the process and make resource allocation their priority. This should be accompanied by clear accountability and performance management mechanisms to demonstrate an engendered organizational culture. The use of organisational gender audits and the Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis tools were recommended to enable countries to systematically assess the gender mainstreaming process, monitor progress, challenges and opportunities for gender mainstreaming.

However, there were a number of country experiences which had proven political support, such as in South Africa, where a Directorate of Gender and Disability, has a Gender Focal Point with officially formulated and engendered job descriptions. The Directorate was provided with human resources and budget to ensure the mainstreaming of gender principles into the programme of work of the Department. This example could serve as an excellent example, for replication, as a best practice for other countries to mobilise political support.

### **(ii) Gender Analysis Capacity Building**

Gender Focal Points attended short courses on gender analysis and various gender analysis tools and checklist. However, these were inadequate for building the required competency levels and skills sets. Therefore, systematic gender analysis and gender advocacy training should be organized for all levels from macro to project level to promote effective gender mainstreaming. A training of gender trainers for a minimum five days in gender mainstreaming was recommended with corresponding follow-up work plans for implementation, monitoring and assessing impact.

### **(iii) Case Studies to Collect Sex-Disaggregated Data to Argue the Case for Gender Mainstreaming**

Gender mainstreaming would only be effective if those assigned, were equipped with data collection and gender advocacy tools to argue the case for gender mainstreaming backed up with concrete evidence. In this regard, the Makhaleng Dam was proposed as the reference point for sex-

disaggregated data collection, given that it involved all countries and that gender analysis should be the first step for project development.

In addition, to scale up previous work done on gender mainstreaming for IWRM Pilot projects, it was recommended that each country develop a case study for the collection of sex-disaggregated data by first prioritizing the most relevant Indicators based on country and Basin data needs. The use of the UNESCO World Water Assessment Project (WWAP) Toolkit was proposed and agreed, but that it should be country-specific and made palatable for field users.

The involvement of Universities, statistics' agencies, and civil society organisations were recommended to support gender research for case study development. A format for case study development, qualitative tools and indicator selection criteria were shared with participants.

The need for building on previous IWRM Pilot projects and the Stampriet Transboundary Aquifer System (STAS) community projects were recommended, for follow-up and collection of sex-disaggregated data, in terms of assessing the impact of those projects on decision making and participation of women and men in project activities, for future replication.

#### **(iv) Standardization of Data Collection Instruments in Setting up the Gender Baseline Database**

The evidence from the countries on collecting baseline values for relevant Indicators on Water and sanitation had proven difficult in comparison of datasets due to different formats and definitions used.

An example was shared of selected country-level water and sanitation indicators and baseline values which were found inconsistent with both the IWRMP and the UNESCO WWAP Indicators. Therefore, countries were tasked to review the UNESCO WWAP Toolkit for its relevance and potential role in the standardization of indicators and monitoring. The need for clearer indicator definitions, local domestication and making it simple and palatable was recommended.

Establishment of the Gender Baseline database would require the consistent and systematic collection of comparable sex-disaggregated data. However, the current data gaps hindered a systematic approach to this deliverable. It was, therefore, suggested that gender analysis research be conducted through identified case studies, such as the Stampriet Transboundary Aquifer System (STAS) Project. The project set up a standardized and harmonized gender baseline database. An Indicator Definition Framework has been developed

#### **(v) Reinforcing the Concept of Community of Practice**

The participants who attended the Validation workshop were drawn from those who actively participated during the national consultations. To strengthen this intersectoral collaboration and to ensure consistency in stakeholder participation for effective gender mainstreaming, it was recommended that a team be formed as the Community of Gender Practitioners and be capacitated

during the current financial year, if possible, and that the team is supported to develop engendered actions plans for resource mobilization.

The team should also form the basis of monitoring the gender mainstreaming process in the Basin and their respective countries. They should meet at least twice per year to share documented best practices. The Commissioners and the ORASECOM Secretariat should ensure that AMCOW was well informed of the group of gender advocates, as they had become familiar with the UNESCO WWAP Toolkit and in understanding how to unpack and apply gender mainstreaming concepts in practice.

In line with an example shared by Lesotho which had formed a Gender Committee with drafted terms of reference for gender mainstreaming, the ORASECOM secretariat should seek an audience with this Community of Gender Practitioners to suggest what the terms of reference should be for approval by the Commissioners and the ORASECOM structures.

## **CLOSING SESSION**

In concluding the workshop, a summary of issues was outlined:

- the need for engendering organizational cultures and the project cycle by using the tools which were introduced;
- the need to institutionalise the expected roles of Gender Focal Points following examples from UNICEF and South Africa which were shared;
- as part outsourcing gender research to the private sector and civil society organisations, as part of promoting stakeholder participation and partnership, but also to build on their comparative advantages in terms of professional experiences and community outreach; and
- And in terms of the UNESCO WWAP Toolkit, the need to identify priority Indicators which would support the effective implementation of IWRMP Plan was highlighted and that the Indicator definitions and sources of data collection should be identified.

As part of closing remarks, Ms. Lindiwe Ngwenya, the GIZ Technical Advisor mentioned that she was also pleased with the good dialogue the participants engaged in. She further indicated that the project support may be possible after the closure of the current financing agreement between ORASECOM and GIZ, on 1<sup>st</sup> June 2019, in order to ensure that monitoring systems were strengthened.

In giving her vote of thanks, Ms. Saniso Sakuringwa, the Gender Focal Point from Botswana, highlighted the need for sex-disaggregated data collection with comparable indicators. She thanked the participants as well as the GIZ, the ORASECOM Secretariat and the Consultants for making the assignment successful.

**ANNEX 8.1: DRAFT VALIDATION WORKSHOP PROGRAMME 23<sup>RD</sup> MAY 2019, THE AVIATOR  
O.R. TAMBO HOTEL, KEMPTON PARK, SOUTH AFRICA**

**Main objective:**

To present the Basin Water Resource Management and Development Gender Baseline Assessment and Gender Data Gap Analysis Report including the following:

- A pilot-tested (i.e. introduction of proposed frameworks-questionnaire, selected tools), Gender Monitoring and Reporting Protocol for the Basin with Tools/Templates for Collection of Water Gender Disaggregated Data; and
- A-Basin Water Resources Management and Development Gender Baseline Database.

**Session chairpersons/facilitators: Adelheid M. Awases and Rennie Munyai**

<b>Date and time</b>	<b>Activity</b>	<b>Responsible person</b>
08.00-08:30	Registration	All
08:30-08:40	Opening Remarks	<ul style="list-style-type: none"> <li>• Host Country (South Africa)</li> <li>• Communications Task Team Member (Namibia)</li> </ul>
08.40-09.00	Introduction of objectives & Review of tentative agenda and consensus Introduction of participants and expectations	<ul style="list-style-type: none"> <li>• Adelheid M. Awases (Gender Consultant)</li> </ul>
09.00-09.20	<b>Presentation:</b> Setting the scene/context	<ul style="list-style-type: none"> <li>• Gender Focal Person –Lesotho (Current Chairing Country of ORASECOM)</li> </ul>
09.20-10.00	<b>Presentation:</b> Gender Assessment and Gender Gap analysis findings	<ul style="list-style-type: none"> <li>• Adelheid M. Awases</li> </ul>
10:00-10:30	Tea/coffee break	All
10.30-11.00	<b>Summary Presentation on Case study methodology – Collection of Sex-Disaggregated Data:</b> Plenary discussions	<ul style="list-style-type: none"> <li>• Adelheid M. Awases (Gender Consultant)</li> </ul>
11.00-12.00	<b>Group Discussions:</b> Country-specific findings on sex-disaggregated data collection, process, challenges, and recommendations.	<ul style="list-style-type: none"> <li>• Groups</li> </ul>
12.00-13.00	<b>Group Reports:</b> Country Findings.  Plenary Discussions	<ul style="list-style-type: none"> <li>• Adelheid M. Awases (Gender Consultant)</li> </ul>

Date and time	Activity	Responsible person
		<ul style="list-style-type: none"> <li>All</li> </ul>
13.00-14.00	Lunch Break	All
14.00-15.00	<b>Presentation:</b> Proposed Gender Baseline Database and monitoring reporting protocol	<ul style="list-style-type: none"> <li>Rennie Munyayi (Regional Gender and Water Consultant)</li> </ul>
15.00-16.00	Focused group discussion on Gender Baseline Database, its practical testing, and implications	<ul style="list-style-type: none"> <li>Rennie Munyayi (Regional Gender and Water Consultant)</li> </ul>
16.00-16.30	Group Reports	<ul style="list-style-type: none"> <li>Rapporteurs</li> </ul>
16.30-16.45	Summary of key issues	<ul style="list-style-type: none"> <li>Consultants</li> </ul>
16.45-17.00	Closing remarks	<ul style="list-style-type: none"> <li>German International Cooperation (GIZ)</li> <li>Gender Focal Person (Botswana)</li> </ul>



**ANNEX 8.2: LIST OF PARTICIPANTS TO VALIDATION WORKSHOP**

Name	Sex	Country and organisation	Position	Email	Telephone/cell
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Name	Sex	Country and organisation	Position	Email	Telephone/cell
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Name	Sex	Country and organisation	Position	Email	Telephone/cell
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