Gender Mainstreaming and Water for Growth and Development: Diversity as an Agent of Change

GENDER MAINSTREAMING IN THE WATER SECTOR IN SOUTH AFRICA:
The Masibambane Sector wide programme

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Ciudad de México
20 de Marzo, 2006
Context & Background

- 1994
  - 12 million people without safe water
  - 21 million without adequate sanitation.
- Now:
  - Total population: 47 million (24 million female)
  - 40% of population are poor
  - 90% of rural households are poor
  - Women-headed households are poorest of the poor
  - Ensuring adequate domestic water supply usually rests with women at the household level
  - Committed to eradicate water backlogs by 2008 and sanitation backlogs by 2010
  - Mainstreaming gender in decision making is government policy
Policies and Legislative Framework

- Constitution of South Africa (Act 108 of 1996)
  - outlaws discrimination based on gender
- Signatories to Beijing, CEDAW
- National Policy Framework for Women’s Empowerment and Gender Equality
  - provides guidance on women’s empowerment issues and gender equality
- Office of the Status of Women; Commission for Gender Equality; Human Rights Commission
- Gender budget
- Water Services Act of 1998
- Dept of Water Affairs and Forestry Gender policy
- Strategic Framework for Water Services of 2003
Sector wide gender mainstreaming programme for water services

- Ongoing for the past few years
- Collaboration and cooperation of stakeholders
- National Sector Gender Mainstreaming Strategy and 5 year Action plan developed
  - strengthening policy positions on gender in the water services sector
  - ensuring institutional arrangements support gender mainstreaming at all levels of government
  - developing gender sensitive programme management approaches
  - ensuring adequate financial resources allocated to gender mainstreaming
  - developing effective communication to share information and promote gender equality
  - supporting women's economic empowerment and control of resources
  - strengthening partnerships and networking between stakeholders
  - developing a monitoring and evaluation system with indicators for gender equality
  - developing capacity building programmes to support women's empowerment
  - supporting advocacy and awareness raising programmes
  - developing research and sharing good practice
Implementation so far: quotas

- **Quota for women’s participation** in all structures of project implementation, including decision-making
  - started at 30% and moved to 50% on water committees
- **Assessment of quota system in Eastern Cape revealed:**
  - Paradigm shift needed: gender issues are not women’s business
  - Value of creating a debate about women’s empowerment and gender balance.
  - Need for concerted awareness raising about potential and abilities of both women and men
- **Committees replaced by local government structures**
  - Gender quotas for some parties
Training and capacity building

- Training and Capacity Building allocations on project budgets
  - had to be reported on every month.
- No specific gender training done
- Training w.r.t other skills provided to women and men
- Nearly 7,000 out of 22,600 people trained in water supply were women
- Over 2,000 of 6,000 trained in sanitation skills
Training and capacity building

- Health and hygiene education provided on projects
  - no gender disaggregated data
  - increased pool of HIV/AIDS caregivers
- Training on Gender Mainstreaming and Gender Tools for senior managers in the department is currently in progress
Employment creation

- Employment creation for local communities:
  - 56,000 of 157,000 people employed on water supply project were female
  - On sanitation projects 8,800 of 25,800 people employed were women
Using training and skills

- In sanitation programmes community bricklayers skills including women were enhanced through the toilet building programmes.
- A project in KwaZulu Natal (Isulabasha) has moved to develop a community-based SMME involving both women and men making hand-washing devices for sanitation projects in the area in partnership with the Council for Scientific and Industrial Research (CSIR).
- **Leadership development** – indirect spin-off - number of female Municipal councillors developed management skills through participation in water and sanitation programmes.
Lessons Learned

• **Policy and legislative base** is extremely important
• **Quota system** brought women into decision making structures
  – gave women exposure and a voice
  – not sufficient rigorous analysis on the impact
• **Health and hygiene training** women now involved in community based HIV care
• **Women learned skills** eg bricklaying that can be used for other programmes eg housing
• **Transformation and empowerment of women** regarded negatively in some quarters.
Lessons Learned

- **Gender Management systems and institutional support** generally weak resulting in lack of support from organisation managers.

- **Resource mobilisation and business planning:** Budget allocations not adequately made if organisations do not regard gender as their mandate. This also challenges sustainability of mainstreaming efforts.

- **Capacity Building and training:**
  - Accreditation of qualifications still at the initial stages of development.
  - Skills level and understanding of gender is still in few hands.
  - Providing skills to women is an enduring impact.

- **Sector wide approach** – creates common buy in.
Transferability of Local Action

• Guidelines and tools for mainstreaming gender in water programmes are currently being introduced to municipalities and broader sector partners with the sector wide approach helping to create an enabling environment.
• Gender training programme for managers developed and can be applied broadly
• The linkages and collaboration on water in the SADC region is an opportunity of scaling up the practice.
Conclusions

• Achieving gender mainstreaming needs:
  – Political will
  – Legislation, policy
  – Implementation programmes, including targets (eg quotas)
  – M&E and disaggregated data
  – *Accountability and responsibility*
  – *More than lip service*
México 2006
IV Foro Mundial del Agua

Marzo 16 al 22

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