

**Follow-up Workshop for  
Enhancing Awareness on Gender Mainstreaming in Water and Sanitation**  
(22 - 24 September, 2010)

**Proceeding Report**



**Submitted to**  
UN Habitat  
Pulchok, Lalitpur, NEPAL

**Submitted by**  
Sagun Bajracharya  
GUTHI

## **Acronyms**

- CIUD – Centre for Integrated Urban Development
- ECCA – Environment Camps for Conservation Awareness
- ENPHO – Environment and Public Health Organization
- GoN – Government of Nepal
- GWA – Gender and Water Alliance
- I/NGOs – International/National Government Organizations
- IWRM – Integrated Water Resource Management
- MoPPW – Ministry of Physical Planning and Works
- MuAN – Municipal Association of Nepal
- SWMRMC – Solid Waste Management and Resource Mobilization Centre
- ToT – Training of Trainers
- UEMS – Urban Environment Management Society
- WATSA – Water and Sanitation
- WAC – Water for Asian Cities
- WECS – Water and Energy Commission Secretariat

# Content

## Executive summary

### I. Introduction

Background

Objectives

Participants of the workshop

Process

### II. DAY ONE

#### A. Opening Session

#### B. Introduction of the Participants

#### C. Presentation Session

**Presentation One:** General Background on Gender Mainstreaming

**Presentation Two:** Understanding Gender Mainstreaming Indicator  
Bindi Game

**Presentation Three:** Overview of Action Plan of Gender Mainstreaming in WATSAN

**Presentation Four:** Gender mainstreaming in MEK-WATSAN

#### D. Experience Sharing on Gender Mainstreaming

#### E. Challenges to implementation of Gender Mainstreaming Action Plan

### III. DAY TWO

#### A. Recap of Day I of the Workshop

#### B. Group Discussion

#### C. Exposure Visit to Chyasal Community, Lalitpur

Project Briefing

Interaction

### III. Day Three

#### A. Recap of Day II of the Workshop

#### B. Presentation Session

**Presentation Five:** UN Habitat WAC Programme Nepal and Gender Mainstreaming

**Presentation Six:** Gender and Water Alliance - Introduction

**C. Sharing of Gender Mainstreaming Action Plans:** Presentation and Interaction

**D. Exercise on documenting the action plan/ case study**

**E. Focal Group Discussion II**

**F. Documentary Show on Gender Mainstreaming in WATSAN**

**G. Evaluation of the workshop**

**IV. CLOSING SESSION**

## **ANNEXES**

**Annex I** : Proposed activities and its indicators determined from the Group Discussion I

**Annex II** : Finding of Focus Group Discussion II

## **Executive Summary**

Today Gender is taken as a very critical issue in all sectors. All organizations are showing their deep concern to incorporate gender at their organizations and in strategies.

In general, gender is the social responsibility imparted by the social system to an individual. It doesn't deal with the issue of male and female. It occurs even among the people with different economic status and age groups as well.

However, people, due to lack of knowledge on gender, consider it as the issue that deals with women and their status. Therefore, people need to be sensitized on gender so that their mindset can be improved, and enhanced their capacity to understand gender as an issue addressing and including male and female equally. It will create the environment to cooperate each other and work together to change the perception on gender mainstreaming. It will help to implement gender approach in improving health sector as well as to create equal opportunities in all sectors.

Considering it, UN HABITAT in association with Gender and Water Alliance (GWA) jointly organized a workshop for enhancing awareness on gender mainstreaming in Water and Sanitation (WATSAN). This workshop is the follow-up of the previous workshop organized last year in Nepal. This follow-up workshop had been organized to discuss on the experiences that the participants gained during the implementation of their action plans at their workplace. These action plans had been formulated at the previous workshop held in Lalitpur, Nepal in 2009. It also aimed to make necessary improvements in their existing action plans and mainstreaming gender effectively at organization level.

In addition, the experience sharing was also done to motivate other participants to come up with their own action plans that promote gender mainstreaming.

The first day of the workshop concentrated on enhancing the knowledge on gender mainstreaming. The participants were introduced to general concept of gender mainstreaming and the indicators of gender mainstreaming.

They were also familiarized to the gender mainstreaming practices adopted in Cambodia, Laos and Vietnam by Ms. Sang, who shared her experiences while working on gender mainstreaming in these three countries.

After learning about gender, the participants shared their experiences that they gained during the implementation of their action plans for mainstreaming gender at their workplaces. Based on their experiences, the workshop identified financial constraints, dominant environment within the organization and socio-cultural norms/values/position/education as the major obstacles to gender mainstreaming. In addition, it also marked lack of institutional support, monitoring, knowledge gap, skills and tools, and human resources as other hurdles.

The workshop discussed on these action plans individually and planed activity plans in the second day of the workshop to solve these obstacles. They also ascertain the indicators to measure the effect of these action plans.

Similarly, the participants were taken on an exposure visit that helped the participants to understand the role of gender mainstreaming in the success of any project. The visit had been made to Chyasal Community, Lalitpur, where a community based water supply project had been implemented successfully in an active participation of women groups. The project has helped the community people to reduce the problem of drinking water by providing safe drinking water in the community at a very reasonable price.

Likewise, the action plans, formulated in previous gender mainstreaming workshop, were presented among the participants on the final day of the workshop. In addition to sharing their problems, they also collected suggestions from other participants, which were incorporated to improve their action plans for its effective implementation.

A documentary movie was also shown after this discussion to enhance the knowledge on gender and role of women initiative in WATSAN improvement.

The workshop was wrapped up with an informal closing session, where Ms. Sudha Shrestha, Acting Chief Technical Advisor (ACTA) of UN HABITAT Water for Asian Cities (WAC) Programme Nepal spoke about the importance of gender mainstreaming in WATSAN sector. She added that UN HABITAT is committed to prioritize gender mainstreaming in its WAC Programme areas, and urged all WAC partner organizations to support UN HABITAT in this process.

Ms. Ester de Jong, Deputy Director, GWA, while speaking about the GWA and its engagement in gender mainstreaming, opined that the workshop would be helpful in institutional capacity building in addition to mainstreaming gender at organizational level. She believed that various types of IEC materials can also be used to enhance awareness on gender mainstreaming.

The participants were oriented on gender, assisted in improving their action plans on gender mainstreaming and provided indicators to measure gender mainstreaming during the three-day workshop.

Therefore, it can be said that the follow-up workshop was conducted successfully, that enhance the knowledge on gender mainstreaming among the participants. Apart from it, the workshop also explored the solutions to tackle the obstacles appeared at the time of the implementation of action plans. In addition, the participants also got the indicators from the workshop, which can be used to measure the impact of the action plan at institutional level.

# I. INTRODUCTION

## BACKGROUND

Gender, in general, is the social responsibility imparted by the social system to an individual. It is an issue that doesn't deal with the issue of male and female, and women and their status only. Indeed, it occurs even among the people with different economic status and age groups as well.

Gender Mainstreaming is a globally accepted strategy for promoting gender equality. Mainstreaming is not an end in itself but a strategy, an approach, a means to achieve the goal of gender equality.

Today Gender is considered as a very critical issue in all sectors. It is taken as an essential issue needed to be incorporated for the improvement of any sector including WATSAN. Realizing it, most of the organizations are showing their deep concern on gender at their organizations and in their strategies.

Alike other sectors, urgency of gender mainstreaming has also been realized in WATSAN. Due to lack of knowledge on gender and gender mainstreaming in WATSAN, people especially women were seen to face various disadvantages.

Though water and sanitation facilities are the need of each and every members of family/community, women are considered more responsible and accountable for the management of these services.

In Nepal, studies show that 59 percent of community and public school across the country still do not have toilet facility. Every year around 12.5 percent of school girls dropout their schools and lack of proper sanitation facility is considered as one of the major cause behind this fact.

Similarly, women and girl children spend a significant amount of their time for water collection, source protection, maintenance of water systems, and its storage. In addition, women in most of the cases determine the use of water, which has a direct impact upon the health of children and other family members.

Despite pivotal role in WATSAN sector, women have very minimal reach up to decision making and policy level. It has been felt that WATSAN like other sectors can not be uplifted until and unless gender mainstreaming approach is implemented; and women participation is encouraged and increased.

It can be achieved by raising public awareness on gender mainstreaming. It develops favourable environment to address and include male and female equally, and create equal opportunities in all sectors.

Considering it, UN Habitat Water for Asian Cities (WAC) Programme Nepal and Government of Nepal\ Water and Energy Commission Secretariat (GoN\ WECS) in cooperation of Gender Water Alliance (GWA) organized a three-day workshop (from 9 – 11 September, 2009) in Lalitpur, Nepal for enhancing awareness on gender mainstreaming in water and sanitation. The workshop came up with the action plans for enhancing awareness on gender mainstreaming in water and sanitation at organizational level.

Following this workshop, UN Habitat and GWA jointly organized another three-day workshop "Follow-up Workshop for Enhancing Awareness on Gender Mainstreaming in Water and Sanitation" from 22 – 24 September 2010 in Lalitpur, Nepal. It had been organized to share the experiences of participating organizations during the implementation of their action plans, review their organizational action plans, and make necessary improvement for its effective implementation.

## **OBJECTIVES**

The main objective of this workshop is to enhance the understanding of WATSAN stakeholders on gender and enhance gender mainstreaming in WATSAN sector/organizations. The specific objectives of the workshop are:

- To share the experiences of WATSAN organizations on gender mainstreaming
- To review the Organizational Action Plans on Gender Mainstreaming in WATSAN
- To make necessary improvement in Gender Mainstreaming Action Plans
- To motivate WATSAN Stakeholders for Gender Mainstreaming
- To collection references for the publication of “Resource Book for Gender Mainstreaming in WATSAN Sector in Asia”

## **PARTICIPANTS OF THE WORKSHOP**

Since, the workshop was the follow up of the previous workshop on gender mainstreaming in WATSAN, the participants as previous workshop were from officials from ministries, government agencies and International/National Government Organizations (I/NGOs) especially working in water and sanitation sector.

## **PROCESS**

UN Habitat and GWA have taken a joint initiative to increase gender mainstreaming in WATSAN. The collaboration is currently in the process of developing a Resource Book that has been expected to be a valuable reference to the WATSAN organizations (government as well as non-government) to reach the result of their initiative.

With this view, a series of workshops on gender mainstreaming were organized to WATSAN organizations in the countries of the region at different phases, which has been elaborated below:

### **Phase I : Workshop for Enhancing Awareness on Gender Mainstreaming in WATSAN**

In the first phase, UN Habitat WAC Programme Nepal and GoN\ WECS in cooperation of GWA organized a three-day workshop from 9 – 11 September, 2009 in Lalitpur, Nepal for enhancing awareness on gender mainstreaming in water and sanitation.

The workshop came up with the action plans for enhancing awareness on gender mainstreaming in water and sanitation at organizational level. Following this workshop, similar workshops were also held in some other selected countries in Asia.

### **Phase II : Follow up Workshop for Enhancing Awareness on Gender Mainstreaming in WATSAN**

Following the first phase, UN Habitat and GWA organized the follow up workshop to enhance gender mainstreaming in WATSAN from 22 – 24 September 2010 in Lalitpur, Nepal. This workshop intends to further strengthen the WATSAN organizations on gender mainstreaming, and share their experiences in gender mainstreaming at their work place and in their projects after



participating in the previous gender mainstreaming workshop. Similar workshops will also be held in other countries as well.

The outcomes of these workshops will be collected and the document will be presented in the workshop at region.

**Phase III : Regional Workshop for Enhancing Awareness on Gender Mainstreaming in WATSAN**

After second follow up workshops, a regional workshop will be held to present the outcomes of these workshops and discuss on it at regional level. Based on the consultations with the experts and stakeholders at the region, UN Habitat and GWA will organize prepare a Resource Book on gender mainstreaming.

## **II. DAY ONE**

### **A. OPENING SESSION**

The workshop began with the welcome speech delivered by Ms. Ester de Jong, Deputy Director of GWA, who told that the follow-up workshop would come up with innovative ideas that would help the WATSAN stakeholders to bring the change in the perspective of gender mainstreaming. She added that the workshop was organized to share the experiences that the participants gained during implementation of action plans on gender mainstreaming.

Speaking after Jong, Ms. Sudha Shrestha, ACTA of Water for Asian Cities Program said that GWA and UN Habitat is working on Gender Resource Book for last one year, which will be published after approving from the regional gender mainstreaming workshop. She informed that the regional workshop will be held after organizing similar follow-up workshops in another five Asian countries.

During her speech, she stated that the experiences of each participant on gender mainstreaming will be a valuable input in the preparation of resource book. She believed that the book can be an important reference to mainstreaming gender in WATSAN.

Speaking about the gender, she told that it is not an issue that deals with women only, but it addresses both male and female equally. Therefore, she urged all to cooperate each other to change the perspective on gender mainstreaming, overcome gender issues and create favourable environment to work together.

### **B. INTRODUCTION OF THE PARTICIPANTS**

The opening session was followed with the introduction session, which was facilitated by Ms. Amita Kausik, Resource person, GWA. The session was conducted in a creative and interesting way, in which each participant introduced other participant on his/her side with some distinctive characters that eases to remember him/her for long.

### **C. PRESENTATION SESSION**

The session was conducted aiming to enhance knowledge of the participants on gender and gender mainstreaming in WATSAN. The floor was opened for discussion after each presentation to ease the participants to understand the message delivered by the resource persons.

#### **Presentation One: General Background on Gender Mainstreaming**

- by **Ms. Esther de Jong**, Deputy Director, Gender and Water Alliance

Presenting about Gender, Ms. Jong told that indifferent from biological differences, gender is a social responsibilities imparted by the society to an individual. According to her, it can also be defined as the perception of others that is always governed by the tradition, culture and socio-economic values. It has been considered as one of the cause that has been promoting male leaving women behind.

Based on her presentation, Gender is an asymmetric power relation that refers to power difference between male and female, rich and poor, and two or more different classes. It also concerns on the

interest of an individual. She justified it by giving an example of a woman's right to decide to have a baby after getting mentally and physically ready.

She also mentioned about the power relation, which is determined by social and cultural norms, and influences the role of an individual in the society. It is the major reason that causes difference in the role of a woman of hilly and terai region. In addition, this relation differs with respect to age, ethnicity, socio-economic class and caste.

Discussing about the involvement of both male and female in social activities, she stressed on the implementation of gender approach in regular activities for the sustainability of any programme. She believed that it can be achieved by empowering backwarded and marginalized individuals/groups, which improves and establishes better gender relation at organizational and community level.

She suggested to empower them physically to ensure right to safety and security; economically to enable them to earn and take decision about the use of their earning; politically for the creation of a power base; and socio-culturally to get a respected position in the society. In her opinion, the target groups need to be convinced for the change prior to their empowerment by providing quality education and forming action groups, which increases opportunities and improve the rules and regulation in the society.

### **Interaction**

After listening to Jong, Ms. Biju Dangol of Environment and Public Health Organization (ENPHO) inquired that whether the involvement of 33 percent of women in WATSAN activities can be explained as empowerment even though they have no reach up to decision making level.

Responding to her, Ms. Jong replied that women, if are interested to handle the decision making position, should be made knowledgeable on the required field to make them capable to take strong decision before providing sending them to such position.

### **Presentation Two: Understanding Gender Mainstreaming Indicator**

- by **Ms. Amita Kausik**, Consultant, GWA.

Before guiding the participants on indicators of gender mainstreaming in WATSAN, she provided them general information about gender mainstreaming. She defined it as a set of ideas, values, beliefs, attitudes, relationships and practices within a society. According to her, it includes all the major social institutions, which determines opportunities and values of available human resources in addition to planning for resource allocation.

She believed that gender mainstreaming is one of the most effective and efficient mean for the equitable and sustainable human development. Considering it, it has been address in policies as well. She further added that though it is a most common issue globally, cases concerned with gender issue is found differing place to place.

She then talked about gender mainstreaming in WATSAN sector, and told that the issue should be addressed at policy level to set priorities and allocate resources. She opined that gendering mainstreaming at technology level ensures equal access of water and sanitation services, and in the mean time the gap between policy statements and the resources should be highlighted through gender budgeting. She suggested that gender mainstreaming in WATSAN sector can also be achieved through water governances. Women participation at political, economical and

administrative level encourages gender mainstreaming in WATSAN, she said. She also said that a monitoring and evaluation mechanism is equally important to ensure gender mainstreaming and measure its effect in WATSAN sector.

Then, Ms. Kausik discussed about the indicators of gender mainstreaming in WATSAN. She told that it helps in project planning, measuring progress, identifying need, increasing accountability and highlighting gender issue. According to her, indicators can be a measurement, number, fact, opinion or perception, and any variance in these indicators measures the change over times.

Speaking about gender mainstreaming at organizational level, she told that an organization should have flexible working hours, childcare provision and gender mainstreaming policies, which creates equal opportunity and helps organization achieve their goals. She told that any projects planned in keeping gender in prime consideration ease to mainstream gender during implementation in the later phases.

### **Bindi Game**

After presentation by Ms. Kausik, the participants played the Bindi Game. The play aims to impart clear knowledge to the participants on effect of values of social activity in the social perception.

During the game, the participants were called on dais and made them stand in circle with the face heading toward the centre of the circle so that they could see each other easily. The participants were then informed about the rules of the game, which forbids conversation. The participants could communicate through other methods and means such as body movement, facial expression and others, but could not use their hand to point out other participants.

At the beginning of the game, Ms. Kausik requested all the participants to keep their eyes close until they are not said to open it. Then, she put Bindi on their forehead. She used four different types of Bindis.

Then after, the participants were asked to open their eyes, find the participants with same Bindi and stay in the group. In the process, the participants somehow formed three groups, with participants with same Bindi in each groups. However, one participant could not explore her partner to form the group, and felt discomfort due to rejection from all three groups. Later, she was informed that she was the only participant who had had Bindi that didn't match with others.

From this game, participants understood that like the type of Bindi, gender is just a perception that differs with respect to the perception of an individual. As there were groups of participants with same Bindi, there occur social groups in real life that only includes people with same perception in gender.

At the end of the game, the one who could not find the partner during the play was requested to share her experience. She told that she felt as if she were discriminated due to her minority.

Adding to it, Ms. Kausik explained that same thing happens in real life as well. Women despite having participation could not express themselves due to minority and faced discrimination due to same cause in many cases. Therefore, she suggested all the participants to address even minor issues while planning for gender mainstreaming.

### **Presentation Three: Overview of Action Plan of Gender Mainstreaming in WATSAN**

- by **Ms Pranita Udas**, Consultant, GWA

After Ms. Asmita Kausik, Ms Pranita Udas presented her view about the implementation of Gender Mainstreaming Action Plans. These action plans had been developed by the participants during the first Gender Mainstreaming Workshop held in 2009 in Lalitpur, Nepal to mainstreaming gender in WATSAN.

During her presentation, she had discussed about gender mainstreaming at organizational and programme level. She found heterogeneous result on the implementation of action plans. Some participants got success in implementing their Action Plans, while other could not. She noted that those participants, who were at the managerial level and have specific Action Plan got success, while other failed to implement their plans. She identified lack of institutional support, strong commitment and gender knowledge as the major obstacles.

Therefore, she suggested for keeping the obstacles in consideration during the planning of any development projects to reduce its impact at the time of implementation.

At the end of her presentation, she requested all the participants to share their experiences gained while taking initiative for gender mainstreaming at organizational and programme level.

### **Presentation Four: Gender mainstreaming in MEK-WATSAN**

- by **Ms. Sang Amphone Chitthalath**, member, GWA

She shared her experiences on gender mainstreaming, while working in Cambodia, Laos and Vietnam. Concentrating her presentation on different activities implemented to mainstream gender, she informed that the Training of Trainers (ToT) on Gender Mainstreaming in WATSAN increase the number of workshop on gender at local and regional level. These workshops aim at developing and implementing gender mainstreaming action plan, monitoring and evaluation, determining the indicator, and documenting the best practices on gender mainstreaming in WATSAN.

According to her, gender mainstreaming in WATSAN in Mekong aims to increase awareness on gender in WATSAN, enhance skill to implement gender concepts, and analyse and build a common vision among implementing partners. It has also targeted to come up with a dynamic and flexible framework, responsive to the continuously challenged gender relations, and develop a gender resource book specific for the WAC programme in MEK-WATSAN.

From her presentation, it was clear that the role and responsibility in water and sanitation sector was different with respect to gender even in Mekong region. Despite having equal responsibility and contribution; women have less access to water and sanitation services.

Therefore, she stressed on Gender Mainstreaming Action Plan to overcome different gender related problems in water and sanitation sector, and to provide equal benefit from WATSAN service.

She also comprehended about the Gender Mainstreaming Action Plans in Lao PDR, Cambodia and Vietnam separately. She told that she could not get good response from the senior level staffs in the early days, gender is taken as an issue related to women, and the participation of women at planning and decision making level was nominal. Similarly, gender mainstreaming was neither addressed in annual activity plan nor in budget plan.

However, after ToT on gender mainstreaming in Lao PDR, she noticed several trainings organized on gender mainstreaming in Integrated Water Resource Management (IWRM) and WATSAN for different level officials. The gender aspects were also integrated in the training manual/ module

Discussing about gender mainstreaming in MEK-WATSAN in Lao PDR, she told that the programme conducted several trainings on gender mainstreaming, and made provision to document data and information on gender mainstreaming in WATSAN. In response to these activities, Gender Units were established at every ministry and department, training manual on gender mainstreaming in WATSAN was developed along with budget allocation for gender mainstreaming in WATSAN.

She further added that she has identified lack of awareness on gender issue, and quality of WATSAN facilities together with poverty as three gender gaps in Cambodia. It was found that target groups/ communities lack awareness on gender mainstreaming in water and sanitation. Therefore, an integrating action plan was developed, need identification was done, resource materials were produced, community people were oriented on gender, and involved local authority and community in project planning, and monitored and evaluated regularly to overcome these problems.

Likewise, community people were sensitized on safe drinking water and sanitation, and strengthened community networks on clean water and sanitation to increase understanding of poor communities on these issues.

To access safe drinking water and sanitation facilities to poor, poverty mapping and fund raising activities were conducted, urban networks were strengthened, and constructed and connected pipelines to households at poor communities in target areas.

In addition to these three gaps, training curriculum and guidance book on health care and water and sanitation were developed to educate students and teachers on safe water and sanitation.

Following these activities, a staff was assigned as Gender Focal point at MIME and CNMC to link gender with IWRM and WATSAN, organized several meetings to share the knowledge on gender, and marked International Women Day by organizing programmes promoting gender in WATSAN.

In case of Vietnam, several trainings and workshops were organized in four major cities particularly Dong Ha City, Quang Tri Town, Gio Linh District and Hwang Ho District. The trainings had been provided to leaders, local authorities, representatives of Women Unions, District People's Union, Farmers' Association and others. The training on gender in WATSAN was organized at household and community level as well to benefit poor from safe drinking water and sanitation facilities.

After training, a survey on gender mainstreaming practice was carried out in 2 selected line agencies, and the findings were shared among the stakeholders later.

After sharing about the gender responsive activities in WATSAN in Lao PDR, Cambodia and Vietnam, she explained about gender mainstreaming in water resource development and WATSAN in the Lower Mekong Basin.

As Government of Mekong countries are signatories to the CEDAW as well as the "Beijing Platform for Action", gender mainstreaming has been given due emphasis in WATSAN across Mekong region.

She then shared the history of gender mainstreaming in the region, which was initiated as a study on the roles of women in water resource development in lower Mekong Basin during 1996-98. Then after, MRC gender strategy was developed, which was endorsed by MRC council in 1998. The second phase of gender mainstreaming project was implemented from 2004-2009. Continues the

gender mainstreaming activities, the gender mainstreaming component was initiated in as a part of ICBP in July 2009, which will be continued till June 2013.

She told that the second phase was initiated to implement the MRC Gender Policy, and to ensure equal participation and at the same time, benefit men and women equally from WATSAN facilities with respect to their needs. It has targeted to increase gender awareness, empower line agencies on Gender and Development concepts, institutionalize Gender Responsive Organizational Structures and Procedures and provide technical support for implementing Gender Responsive Development Practices.

#### **D. EXPERIENCE SHARING ON GENDER MAINSTREAMING**

##### **Mr. Bidhya Nath Bhattarai, Senior Division Engineer, Environment Department, Ministry of Physical Planning and Works (MoPPW)**

Despite separate budget allocation for gender mainstreaming at his department, Mr. Bhattarai found inadequate human resource along with lack of knowledge and skill manpower as the major cause hindering the efforts made for the implementation of action plan on gender mainstreaming. Hence, he feels that mainstreaming gender at his organization is not easy.

##### **Ms. Guheshwori Tuladhar KC, Engineer, Urban Environment Management Society (UEMS)**

In the beginning, she spent more time in convincing the staffs at managerial and other levels on gender mainstreaming. It delayed the implementation of her action plan.

During her working at community level, she felt that people from lower caste and marginalized groups hesitate to raise their voice for their right due to social discrimination. They also feel discomfort to talk about gender in their community meeting.

##### **Ms. Kopila Nepali, Lekhnath Small Town**

Ms. Nepali could not convince and bring the community women in her project area to the meeting. They were busy in their household activities and were not interested to participate in any project activities. So, she failed to implement her gender mainstreaming action plan in her project.

Though they compelled to practice open defecation, they were not found demanding for toilet due to lack of knowledge on sanitation.

##### **Ms. Merina Shrestha, Social Mobiliser, Environment Camps for Conservation Awareness (ECCA)**

Lack of knowledge on gender, budget constraints and some cultural factors obstructing to bring marginalized people in frontline are three major challenges to the implementation of gender mainstreaming action plan.

##### **Ms. Purnima Shakya, Network and Communication Officer, Municipal Association of Nepal (MuAN)**

In her opinion, budget allocation for gender is needed to provide trainings at organizations and projects. She also told that turn over of trained staffs also affect the gender mainstreaming action plan to some extents.

**Ms. Punu Duwal, Programme Officer, ENPHO**

In addition to encouraging women for participation at community activities, they should be trained and made knowledgeable on gender issues, and motivate them to express their opinion and raise voice on behalf of women right to secure gender balance at every community activities including WATSAN.

**Ms. Sabitri Shrestha, Hetauda Municipality**

She expressed that even trained women were found uninterested to implement the learning in their daily life in many WATSAN Projects.

**Mr. Subas Raj Panta, Socio- Economist, Town Development Fund**

Senior Staffs do not show interest to include gender mainstreaming as a specific objective of an organization. Even the junior staffs also hesitate to stand on behalf of gender equity and equality.

Sharing his own experience at his organization, he told that a meeting was held, where a Staff Union was formed to reduce the gap between senior managerial level and junior staffs,. The Union formulated a common rules and regulation for all the staffs, and brought all the staffs under this Union and treated them equally for the betterment of the organization.

**Mr. Topa Ram Acharya, Assistant Manager, Solid Waste Management and Resource Mobilization Centre (SWMRMC)**

Though junior staffs at most of the institutions are interested on gender mainstreaming, it is not gaining priority as the senior level staffs are not interested. So, the junior level staffs should get united and built the environment to raise voice in favour of gender. Besides, they should also participate in the gender mainstreaming workshops, where they could share their experiences.

**Ms. Urmila Maharjan, Community Mobilizer, Centre for Integrated Urban Development (CIUD)**

Despite participation, women are not found participating in decision making process of any meetings. Therefore, one should think and identify their problem before involving them in any meeting, programme or project.

**E. Challenges to implementation of Gender Mainstreaming Action Plan**

Based on the experience sharing, the challenges to the gender mainstreaming action plan were compiled and classified in seven different categories.

1. Financial constraints
2. Challenge in changing dominants
3. Socio-cultural norms/values/position/education
4. Lack of institutional support
5. Lack of monitoring
6. Knowledge gap and lack of skill and tools
7. Lack of human resources



### III. Day Two

#### A. Recap of Day I of the Workshop

The second day of the workshop began with the presentation on the recap of the first day activities. Ms. Purnima Shakya, of MuAN shared the recap, which focuses on the challenges experienced by the participants at the time of implementation of Gender Mainstreaming Action Plans. She was very much hopeful from the second day sessions to explore the solutions to these constraints.

#### B. Group Discussion

After recap, a focus group discussion was conducted. The participants were divided in three separate groups on the basis of the challenges experienced during the time of execution of their action plan on gender mainstreaming at their organizations/ project areas.

#### Groups with the list of participants and their common challenges

Group	Members	Challenges
Group I	1. Guheshwori Tuladhar 2. Herina Joshi 3. Punu Duwal 4. Sabitri Shrestha 5. Urmila Maharjan	Project/program priority do not fit/suit the need of target group
Group II	1. Ajita Regmi 2. Binu Bajracharya 3. Gautam Rajkarnikar 4. Janaki Karmacharya 5. Kopila Nepali 6. Subas Raj Pant	Lack of institutional support
Group III	1. Bidhya Laxmi Shrestha 2. Biju Dongol 3. Merina Shrestha 4. Purnima Shakya 5. Solan Mingma Sherpa	Resource constraint

The participants then discussed in their respective groups and explored the common solution (activities) to solve their respective challenges. Similarly, they also came up with the indicators to measure the effect of their proposed activities, too.

The participants stressed on the knowledge enhance and management on gender mainstreaming through consultations, need and gap assessment, exposure visits, and preliminary study/research on the role of an individual on gender issues. Meanwhile, the discussion concluded with the suggestions to organize trainings, and develop and use training materials as well as guidelines to produce human resource with enhanced capacity to promote gender. It has highlighted to lobby for separate Budget on gender.

The session also determined the indicators to evaluate the impact the proposed activities. It has been suggested that the success of the proposed activities can be measured by using the outcomes such as human resources with increased knowledge on gender, positive feedback and attitude on the issue,

written commitment for gender mainstreaming, workshops on gender mainstreaming, gender inclusive action plan, separate budget for training materials and increased girls participation (**Annex I: Proposed activities and its indicators determined from the group discussion**).

### **C. Exposure Visit to Chyusal Community, Lalitpur**

Following the focus group discussion, an exposure visit was made to Chyusal Community, Lalitpur to observe the gender mainstreaming practice in “Water Bottling Project”.

Prior to this visit, the participants were briefed about the project by Ms. Guheshwori Tuladhar, UEMS.

The Project had been implemented by the community in assistance of UEMS and with support of UN Habitat and ENPHO, which established a drinking water treatment system at Chyusal. It formed a Users Committee comprising 11 members with 6 male and 5 female at the planning phase. There was equal participation of male and female at the time of construction of the water bottling system. After this construction, two operators were assigned (one male and one female), and trained them.

Ms. Tuladhar believed that the project was successfully accomplished and is still running effectively due to gender mainstreaming in the project.

At the arrival, the president of User’s committee, Mr. Babu Ratna Awale, welcomed the participants and shared his experiences in the project.

He appreciated the initiative taken by women of his community to establish the water bottling system. According to him, city water supply was inadequate in Chyusal to quench the thirst of community people, so a group of women planned to initiate the projects, who were later other community people.

The Water Bottling Project in Chyusal is an evidence to prove that water problem can be solved locally if community people are provided any technical support.

Mr. Awale explained that the water bottling system established in Chyusal comprises two bio-sand filters, a settlement tank and a overhead tank. The system collects water from the dugwell and stone spout in the settlement tank, which is then passed to overhead tank through bio-sand filters. Thus, filtered water is chlorinated and filled in 20 liters polythene jars.

Water is then distributed to community people at a very reasonable cost. Those community people, who contributed at the time of construction of the system, are provided water at NRs. 3.00 per 20 Litre where as others have to pay NRs. 50.00.

In addition to community people, water is also supplied to a government school and other poor communities nearby from project area.

He also told that the committee has no further plan to increase the number of consumers till date; as water bottles, they are producing currently, become inadequate to meet the demand in community during dry season.

The User Committee has appointed two staffs, one male and one female, for the operation of water bottling systems, who are paid NRs. 5500.00 and NRs. 5000.00 respectively.

The project has also harvested rainwater and recharged dug-well with it, which has improved the quality of water in the dug-well.

## **Interaction**

After briefing about the Water Bottling Project, **Mr. Subas Raj Panta, TDF** inquired about the number of beneficiaries from this project, and the reason for not commercializing the product.

In response, **Mr. Awale** informed that around 300 Households are benefitted currently from the water bottling service, and the project also supplies water to people in other communities during monsoon, when the demand for water bottle decreases due to adequate water at stone spouts and other water sources.

**Ms. Merina Shrestha, ECCA** expressed her enthusiasm about the salary difference between two staffs working at Water Bottling System?

**Mr. Awale** informed that the difference in salary distribution is for different responsibilities. The male staff has been given NRs. 500.00 extra for his harder and difficult task as he cleans the bio-sand filter in every 2 days. In contrast, female staff has been assigned for maintaining account and make cash deposit at the bank. She also submits total revenue to committee at the end of the year.

**Ms. Biju Dangol, ENPHO** requested Mr. Awale to brief about the coordination between male and female in the project.

**Mr. Awale** said that indifferent from other projects, this project was begun by the women of Chyasal community, who later motivated other community people to contribute in the project. Initially, they requested UEMS for technical support and submitted their proposal to municipality to receive additional support. They, then, called community people at a meeting to develop an action plan to materialize the project.

He added that the project has kept its financing mechanism clear and transparent. So, there is no conflict on monetary matter in the project.

**Ms. Biju Dangol** expressed her curiosity to know about the participation of women at the meeting.

He replied that women participation in the project and regular meeting is encouraging. They also provide suggestions on behalf of the project welfare.

**Ms. Pranita Udas, Resoures Person of GWA** raised the question whether it can be established as a demonstration site for drinking water treatment and water bottling system.

**Mr Awale** proudly said that it has already been established as a demonstration site, and many other communities in Lalitpur are underway to replicate similar projects in their areas.

**Ms. Pranita Udas** also inquired about the possible challenges and future action plan.

**Mr. Awale** replied that the project is planning to dig a well at the riverbank of Bagamati and to construct a Overhead Tank with 20/30 thousand Litre storage capacity. But they could not do so due to financial constraint. Currently, they are planning to bring water from either Jawalakhel or the garden at Patan Durbar Square.

### **III. Day Three**

#### **A. Recap of Day II of the Workshop**

The workshop continued in the third day as well, which began with the recap of second day activities. Ms. Merina Shrestha, ECCA presented the recap, and shared her opinion regarding the exposure visit to Chyasal.

#### **B. PRESENTATION SESSION**

**Presentation Five:** UN Habitat WAC Programme Nepal and Gender Mainstreaming

by **Ms. Sudha Shrestha**, ACTA, UN-Habitat

She explained about the initiatives undertaken by UN Habitat to mainstream gender in WATSAN. According to her, UN Habitat, while providing its technical and financial support to WAC Partners in its WATSAN Projects, has given priority to gender as well. In the process, it incorporated gender in its WAC Projects, developed tool on poverty mapping and gender assessment, built capacities of stakeholders and sector players, and is now developing Gender Resource Book in partnership with GWA.

Similarly, UN Habitat formed SHE Team and motivated local women to participate in WATSAN activities in its “Community Based Water Supply and Sanitation Pilot Project in Peri – Urban Community of Siddhipur”. It has also supported several Government led Small Town Water Supply and Sanitation Support Programme to strengthen Water and Sanitation Users Committees of 14 small towns.

She stated that other WAC initiatives such as initiation of Micro Credit/ Revolving Sanitation Fund and ODF Campaigns are equally contributing in gender mainstreaming in WATSAN sector. The Gender Mainstreaming Workshop organized in partnership with GWA is another remarkable initiative of UN Habitat towards gender equity and equality in WATSAN at regional level.

She then mentioned about the project implemented in India, where women were trained on hygiene and sanitation, and mobilized in community for the promotion of sanitation. The Gender Assessment was carried out in Asian Development Bank (ADB) funded Urban Environment Improvement Project (UEIP) in Gwalior, Bhopal, Indore and Jabalpur.

She told that these project successfully raised gender awareness at local and national level in the countries of the region, and institutionalize inclusive and gender responsive pro-poor urban/peri-urban governance.

She then shared some publications titled “Gender Equality Action Plan” (GEAP), Global Land Tool Network (GLTN), Material for Urban planning, governance & management, Materials on Land and Housing, which had been developed and published by UN Habitat, and could be supportive to enhance knowledge on gender mainstreaming.

**Presentation Six: Gender and Water Alliance - Introduction**

by **Ms. Esther de Jong**, Deputy Director, GWA

After Ms. Shrestha, Ms. Esther de Jong introduced the participants to GWA as an international network of people committed to work for mainstreaming gender, and in water project and policies.

It communicates and shares the learning among the members to strengthen the network, and develop and publish IEC Materials to enhance knowledge on gender and water. It has published a Resource Book on Gender Mainstreaming in 13 different sectors including water and sanitation, a Tutorial for Water Management, an Evidence Report, A Fact Sheet on gender and climate change, and a Training Material on gender mainstreaming in water sector. The GWA works to mainstream gender in National Water Policy through its members in the respective countries, raises gender sensitive issues in international conferences and seminars.

**C. Sharing of Gender Mainstreaming Action Plans: Presentation and Interaction**

This session was conducted to share the Gender Mainstreaming Action Plan of each participant and discuss on it individually so that other participants could learn lesson from these action plans and incorporate their suggestion to make necessary improvement.

In this process, all the participants presented their action plans one after one, and interaction was held after each presentation. In doing so, Ms. Guheshwori Tuladhar, Mr. Subas Raj Panta, Ms. Urmila Maharjan and Ms. Kopila Nepali shared their experiences particularly challenges and learning

of Gender Mainstreaming Action Plan, while Ms. Biju Dongol, Punu Duwal, Herina Joshi and Ms. Bidhya Laxmi Shrestha shared their opinion regarding gender mainstreaming at workplace.

### **Participant 1. Mr. Subas Raj Panta, Socio-economist, Town Development Fund**

Mr. Panta developed action plan to decrease the gap between senior and junior staffs, and create working environment at his organization. He arranged a meeting with office management that decided and formed a staff union to harmonize the relation among the staffs. The union selected a junior staff as the president and developed a specific rules and regulation to treat all the staffs uniformly. It built up the confident, improved personal behavior and enhanced the capacities of the staffs. In addition, the reward system introduced by the union motivated the staffs to work hard as well.

Apart from these achievements, he faced several obstacles during the implementation of action plan. There was a risk of disclosing many confidential issues of the office due to formation of union. The question was raised on the office disciplines that could be disturbed from this initiative. Hence, it was not easy to convince all on this matter, but after all, he got success at the end.

According to him, less number of staff is one of the causes that ease him in the implementation of his action plan. After convincing, all the staffs were positive to union formation, who always contributed to improve union. Therefore, there was not any conflict seen caused by hierarchy.

### **Participant 2. Ms. Urmila Maharjan, CIUD**

She shared her experience of gender mainstreaming while working in Kamalamai Municipality, Sindhuli. At her project area, she found women participating actively, where one of the Users' Groups at Bathanchour has woman as a president. She received training and produced rings for the construction of toilet in her own initiative that helped the project to promote toilet in the community. She was getting support from her husband as well, who appreciated her effort and motivated her to continue. With the production of the ring, she became able to generate income as well.

### **Participant 3. Ms. Kopila Nepali, Lekhnath Small Town**

Her action plan aims to mainstreaming gender to make her community free of open defecation. In her opinion, female as well as male should be involved equally in the project to achieve success. She

believed that women, if not get support from her home, could not get engaged in social activities due to her household responsibilities.

She formed a team of 20 motivators with 12 females and 8 males. The team was mobilized to promote toilet in the community. After this effort, the toilet construction increased remarkably in the community; the team convinced even those who refused to construct toilet at the beginning.

#### **Participant 4. Ms. Guheshwori Tuladhar, UEMS**

She shared about her study titled "A small effort for gender mainstreaming in Water Bottling system for urban poor communities". The study aims to provide safe and affordable drinking water to the poor and marginalized inhabitant, community capacity building, operate and maintain the project, demonstrate community managed pro poor tariff structure, and dissemination of success stories for replication in new low income communities.

Her study areas are two communities Palpakot and Pepsicola, Koteshwor, which are not connected to city supply. The study consulted with stakeholders in the community, formed User's Committee comprising 87 percent participation of women. Similarly, the project established a Women Saving and Credit Group for the sustainability of the project.

Sharing about the water bottling project in Chyusal, she informed that the project has 45 percent women participation in the Management Committee. Therefore, she felt that gender mainstreaming is the major cause behind the success of the project.

#### **Participant 5. Ms. Punu Duwal, ENPHO**

She presented the case study of SHE team of Siddhipur, where water and sanitation activities were implemented effectively in active participation of women. SHE team is a group of unmarried ladies, formed to boost up the sanitation activities in the village.

The team conducted door to door campaign, participated in School Led Total Sanitation and Community Led Total Sanitation campaigns, promoted toilet, solid waste management, oriented community people on health and hygiene and launched "Suiro" programme. After these initiatives the sanitation coverage improved remarkably in the village. It reached 90-93 percent, which was 20 percent prior to the involvement of SHE team. Eleven clusters in the village were declared Open Defecation Free (ODF) area.

The team has now evolved as a small organization to promote sanitation in Siddhipur. Recently, the team has been raising fund from different sources as well.

**Participant 6. Ms. Herina Joshi, CIUD**

She shared that the lessons she learnt from previous GWE workshop, held on 5 November, 2010 was applied in her project in Kamalamai. The workshop enhanced her knowledge on menstrual hygiene, which was incorporated in her project training.

These trainings sensitized community women on health and hygiene, and encouraged them for participating in project activities.

**Participant 7. Ms. Biju Dangol, ENPHO**

Ms. Dangol shared gender mainstreaming in a community level Household Water Treatment (HWT) Project, implemented to declare the community safe water zone.

According to her, the project failed to convince the community people for the treatment of drinking water at household level.

However, the community people realized the importance of safe drinking water, after epidemic of diarrhea and dysentery. Then, the project organized capacity building trainings in response to the community request. Women and Youths were oriented on HWT options. Following the training, women groups came forward actively. They promoted safe drinking water and oriented community people on HWT options by visiting from door to door.

The activities brought the result in no time, the community households in Lun-La were found practicing HWT that led the community to declare as safe drinking water zone.

**Participant 8: Ms. Bidhya Laxmi Shrestha, NGOFUWS**

Ms. Shrestha is working as a programme coordinator at Society for Urban Poor (SOUP), an organization working for women empowerment.

Her organization has been working at Gofal Tole, Kathmandu – 21, where women were educated and support them in their income generation activities. The women with support of SOUP, formed Maa: Pucha and initiated a Catering Service. Currently, 53 women are associated with this group.



This activity has enable women group to generate income and made them independent financially. Currently, the Maa: Pucha contributes 2% of their share to SOUP for its long term support.

The organization has organized several trainings on Solid Waste Management (SWM) to the women groups in Lalitpur and Kathmandu. It has distributed compost bins. It has established a Community Resource Centre in Kathmandu- 21, where solid waste particularly plastics, iron, mineral water bottle and newspaper are purchased to motivate people on SWM and reduce waste generation.

#### **D. Exercise on documenting the action plan/ case study**

In this part participants were allowed to document their action plan. For this GWA gave each participant a set of questionnaire and ask them to document their action plan. This will help to prepare case study and can be used as reference for future purpose. The questionnaires are as follows:

- Challenges to implementation of gender mainstreaming action plan and action to overcome these problems.
- Short information about programme/ project activities
- Outcomes of action plan
- Key factor for success of action plan
- Main obstacles to action plan.
- Lessons learnt from the project.
- Further information.

#### **E. Focal Group Discussion II**

The presentation session was followed by the Focal Group Discussion II. The Focal Group Discussion I had been carried out on the second day of the workshop, which came up with the challenges to the gender mainstreaming action plans, its solutions and indicator to measure the effect of these solutions.

The Focal Group Discussion II was conducted to determine the indicators that are applicable to measure the effect of activities against the challenges to gender mainstreaming action plans. It also

aims to encourage participants to work as per their Terms of Reference, and to achieve their personal goals as well as support organization to achieve its target as well.

The session highlighted lack of institutional support as one of the major constraints to gender mainstreaming in WATSAN. It has identified the knowledge and skills lacking and resource gapping at different levels (Organization, Community and Project/ Programme) as the major causes behind it.

The workshop also proposed for organizing workshops, trainings and consultation programmes to enhance the capacities and ensure the inclusion of gender issues in projects/ organizational action and budget plans. These activities are also expected to create the participatory environment at workplace and in projects by empowering the junior staffs. It recommended for separate budget for developing necessary training materials as well to make the trainings on gender mainstreaming effective. Apart from these capacity building activities, the workshop also suggested for initiating the process to receive the written commitment from managerial level that assures gender mainstreaming at workplace.

The workshop determined gender promoting action and budget plans, written commitment for gender mainstreaming, training materials, and improved perceptions/ behavior regarding gender as the indicators of increasing institutional support on gender mainstreaming.

Regarding the resource gap constraint, the workshop proposed to conduct the studies/ researches on gender gap and on the role of an individual in ongoing projects. The suggestion had also been given to form the voluntary group for the promotion of gender mainstreaming in WATSAN.

During the discussion, each participant shared their challenges on gender mainstreaming at organization/ project level and other participants provided suggestion to deal with them. The discussion also determined the indicators that measure the effect of their suggested activities on its implementation (**Annex I: Finding of Focus Group Discussion II**).

## **F. Documentary Show on Gender Mainstreaming in WATSAN**

The workshop showed two documentary films to enhance the participant's knowledge on gender mainstreaming in WATSAN.

The first documentary film was about the role of women in WATSAN Project. The film shows a water supply system, established in active participation of community women that solved the water problem in the community. The community women were involved in hardware as well as software

part of the programme. The reserve tank was designed by local women groups themselves. However, male members from the community were motivated from this effort and appeared to support the project.

Second film was about the water treatment system in urban area of Cambodia. The system was developed and established by women. A group of women, instead of waiting for the support from male, constructed water treatment system themselves.

### **G. Evaluation of the workshop**

GWA provided questionnaire to all the participants to evaluate the workshop. In response to it, the participants filled up the form and returned back to resource persons.

This evaluation questionnaire includes some topic like:

- Are you satisfied with the workshop environment?
- Did the workshop help you to formulate next year Workplan?
- Do you enjoy the services provided by the facilitators?
- Any comment on duration of workshop?

## **IV. CLOSING SESSION**

Deputy Director, GWA Ms. Esther delivering the vote of thanks on the behalf of GWA appreciated the dedication exhibited by the participants in the workshop to explore the ideas to mainstream gender in WATSAN. She found all very committed towards their work. She hoped that the three days workshop would be helpful to continue their work in gender mainstreaming.

Ms, Sudha Shrestha, ACTA, UN Habitat WAC Nepal on her closing remarks told that the workshop has got many achievements that would be useful for every participants to implement their action plan at their workplace and projects. The gender mainstreaming indicators are valuable and the enthusiasm of the participants to learn about gender is appreciable in her opinion. She urged all to keep on working on gender in each and every step of their work to achieve gender mainstreaming in WATSAN.

She requested all the WAC Partners to cooperate UN Habitat in gender mainstreaming in WAC Projects. She was hopeful that the Resource Book will be a reference to work on gender mainstreaming.

Ms. Amita Kaushik, Resource person, GWA expressed gratitude to the participants for the cooperation during the workshop. She requested the participants to provide their suggestion even after the workshop through mail and ended her speech stating "don't let this be yours and mine last learning".

Ms Pranita Udas, Resource person, GWA, expressed her commitment to provide support in future as well and requested to contact if any information, education and communication material related to gender and water is needed.

## ANNEXES

### Annex I: Proposed activities and its indicators determined from the Group Discussion I

Group	Activities	Indicators
<b>Group I</b>	Consultation on gender at different level in organizations/ project areas	<ul style="list-style-type: none"> <li>• Increased awareness on gender</li> <li>• Positive feedback and encouraging support on gender mainstreaming</li> </ul>
	Need assessment with focus on gender mainstreaming	Gender inclusive Action Plans
	Develop and use training material on Gender in WATSAN	Separate budget for training material on gender
	Develop guidelines to mainstream gender in child clubs	Increased girls participation in Child Club activities
<b>Group II</b>	Sensitizing high level officials on gender mainstreaming	<ul style="list-style-type: none"> <li>• Written commitment to undertake action on gender</li> <li>• Workshop on gender mainstreaming to WUA</li> </ul>
	Exposure visits of Women Groups to WATSAN Projects implementing Gender Mainstreaming	<ul style="list-style-type: none"> <li>• Documentation of field visit</li> <li>• Community women with improved behaviour, self- confidence and upgraded leadership skill</li> </ul>
	Organize User's Committee meeting on gender	Gender Mainstreaming in Community WATSAN Activities
<b>Group III</b>	Gap assessment on gender in ongoing projects	<ul style="list-style-type: none"> <li>• More projects included with gender issues</li> <li>• Incorporation of gender in action plans</li> </ul>
	Preliminary Study/research on the role of an individual on promotion of gender in ongoing activities.	
	Inter-relate gender in the ongoing activities.	Incorporation of gender in ongoing programmes
	Knowledge sharing programmes on gender <ul style="list-style-type: none"> <li>- Exposure Visit</li> <li>- Consultation at workplace/ project area</li> </ul>	<ul style="list-style-type: none"> <li>• Feedback and act accordingly</li> <li>• Human resource with enhanced knowledge on gender</li> <li>• Increased support in gender promotion</li> <li>• Incorporation of gender in ongoing programmes</li> </ul>
	Priority to gender in future activities particularly in training, interaction and orientation.	Number of women participation
	Human Resource development to promote gender	Number of participants promoting gender mainstreaming
	Lobby for separate Budget on gender	Increase number of project proposals with high priority on gender

**Annex II:** Finding of Focus Group Discussion II

Participant	Challenges	Activities	Indicators	Comments
Ms. Ajita Regmi	Lack of institutional support	Organize exposure visit to Rupandehi Makhar to build the capacity of Water User Support Committee and other women led water user groups.	<ul style="list-style-type: none"> <li>• Report of the visit</li> <li>• WUSC women and other water user groups with improved behaviour, enhanced confidence and increased skill</li> </ul>	<ul style="list-style-type: none"> <li>• Information source specification and goal setting</li> <li>• Assessment of the increase number of leading women</li> <li>• Additional training needed</li> </ul>
Ms. Biju Dongol	Lack of resources	<ul style="list-style-type: none"> <li>• Gender gap assessment in ongoing projects</li> <li>• Experience sharing on gender mainstreaming</li> <li>• Organize staff meeting on gender mainstreaming</li> <li>• Arrange exposure visit and interaction program</li> </ul>	<ul style="list-style-type: none"> <li>• Increased number of projects with gender mainstreaming</li> <li>• Gender issue addressing in ongoing project</li> <li>• Coordinators and community promoting gender mainstreaming</li> </ul>	<p>How do you match your activities with the challenges?</p> <p>please make clear about</p> <ul style="list-style-type: none"> <li>• The number of issues identified</li> <li>• Number of staffs convinced</li> <li>• Number of meeting conducted</li> <li>• Number of visit or interaction program organized</li> </ul>

Mr. Bidhya Nath Bhattra	Lack of institutional support	Consult with concerned staff for addressing gender in annual budget plan	Opinion collection from concerned staff on gender and take action accordingly	Clear and specific gender oriented activities
Ms. Guheshwori Tuladhar	Ineffective training	Develop and use of training manual on gender and water	Budget allocation for developing training manuals	<ul style="list-style-type: none"> <li>• Related photographs, case studies, power point presentation can also be indicator</li> <li>• Use of related books as training manual</li> <li>• Assess the number of training materials distributed</li> </ul>
Ms. Hernia Joshi	Lack of institutionalization, monitoring and evaluation	<p>Discussion on gender mainstreaming at different level at organization</p> <p>Include gender issues in action plan with high priority</p>	Proposal with gender mainstreaming at workplace.	
Ms. Janaki Karmacharya	Lack of institutional support	Processed to get written commitment for gender mainstreaming at workplace from managerial level	The official letter from management	<ul style="list-style-type: none"> <li>• Budget allocation on gender</li> <li>• Official letter for gender mainstreaming at workplace and in project</li> <li>• Completed projects with gender</li> </ul>

				mainstreaming can be indicator
Ms. Kopila Nepali	Lack of participation of junior staffs in decision making process	Organized committee meeting	Mention decisions of meeting in the report	
Ms. Merina Shrestha	Lack of knowledge/skills /resources	Organized Knowledge Sharing Workshop on Gender Mainstreaming at workplace  Provided space to gender issue in future activities like training, interaction and orientation.  Voluntary Group formation to promote gender mainstreaming	Feedback in responses to knowledge sharing on gender.  Number of participants oriented on gender mainstreaming  Number of participants interested on these issues and their efforts.	Monitoring behavior change is a long process.  Increased interest and demand on gender mainstreaming training can be indicator  Only the number of participant or interested member is measurement  Number of trainees is not sufficient to measure the effect of gender mainstreaming activities
Ms. Purnima Shakya		Organized Knowledge Sharing Workshop on Gender Mainstreaming at workplace  Study/ research carried out on the role of an individual in ongoing activities.	Enhanced understanding on gender mainstreaming at workplace  Gender mainstreaming in action plans  Gender issue in individual	



		Interrelated gender mainstreaming in the ongoing activities.	and organizational action plan 2011 AD.  Positive response from all project coordinator to the inclusion of gender issue in organizational action plan	
Ms. Punu Duwal	Lack of resources	Document the information on gender issues from project areas prior to project closing	Include gender related activities on work plan.  Collect feedback using questionnaire	What are the activities for need identification?  Activity should be clear and specific  Indication gap are identified by baseline survey  Local people can also be indicator
Ms. Sabitri Shrestha		Consultation on Gender Mainstreaming at work place  Documentation of the gender mainstreaming trainings	Suggestion and feedback from the participants.	Indicator is not clear  Improved understanding and capacity building is indicator  Activity is not cleared  Activity and indicator are mixed up.  Monitoring of training has been mentioned as an

				activity Indicator looks like activity
Mr. Subas Raj Panta		Arrange meeting with ED to share the strategy to strengthen Water User Association, Lekhnath Municipality on gender mainstreaming.	Proposal for organizing gender mainstreaming workshop for WUA  Send letter to WUA to participate at gender mainstreaming workshop	New strategy with gender mainstreaming can be indicator  Annual programme plan with gender mainstreaming  Letter of proposal with gender mainstreaming is means of verification
Ms. Urmila Maharjan	Sustainability of child club	Integrate UCS and local CISO's  Develop rules and regulation in child club.  Help to establish saving group through local volunteer.  Form child club saving group	Different activities to support child club  Continuity of child club	Clear concept for the integration of UCS and local CISO's  Develop clear rules and regulation  Number of child club saving group  Different activities like management and sustainability training to the child club can be included through the minute of regular meeting
Ms. Vidya Laxmi Shrestha	Lack of resources	Organize Knowledge Sharing Workshop at workplace to share best practices and case studies	Human Resource with enhanced knowledge on gender mainstreaming	Though the first measurable, it can be evaluated by analyzing the work plan of other staffs at

		<p>of gender mainstreaming in WATSAN</p> <p>Lobby to allocate budget for gender activities in ongoing program.</p>	<p>Gender mainstreaming in Project Proposals</p>	<p>organization</p> <p>Budget allocation is an indicator of second activity</p> <p>Amount of budget allocated and number of activities can be included in indicator.</p>
--	--	--	--	--