

WHY GENDER MATTERS IN INFRASTRUCTURE

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There is no time to lose if we are to reach the Millennium Development Goals by the target date of 2015. Only by investing in the world's women can we expect to get there –
Kofi Annan, Secretary General of the United Nations.

Introduction

1. Many infrastructure projects and programmes are gender blind. It is assumed that women and men will automatically benefit from new infrastructure, without due acknowledgement to the full range of social and economic impacts, both beneficial and negative. Too often, the positive outcomes experienced by women through infrastructural projects have been unintended and unplanned.

2. Improving the lives and opportunities of women and girls should be an explicit objective of infrastructure projects. Well-designed, appropriately located and affordably priced infrastructure can be a powerful tool in the pursuit of gender equality. Gender should not be regarded as something *requiring attention* in infrastructure projects. Rather, women and girls must be considered primary clients whose satisfaction is a critical factor in ensuring the project's success and sustainability. When gender equality issues are not taken into account, women can become worse off – both absolutely and in relation to men.

3. Infrastructure projects should be designed to:

- Increase women's economic opportunities.
- Provide appropriate services to women.
- Actively involve and empower women.
- Encourage women to take up decision making and leadership roles.
- Improve girls and women's access to education and health care.
- Eliminate discrimination against girls and women.

ENSURING SUCCESS - PROJECT QUALITY AND SUSTAINABILITY

4. Although the policies of many aid agencies state that gender equality is critical to project sustainability and to the achievement of the Millennium Development Goals, agencies often experience very real difficulties translating their political and policy commitments into practice on the ground. This is particularly true of large-scale infrastructure projects although there are some noteworthy exceptions, such as water and sanitation projects that have clearly demonstrated the benefits of the investment in poor women and girls.

KEY SUCCESS FACTORS

Incorporate gender-specific objectives into the project design

5. Gender equality issues are given more systematic and more serious attention if they are reflected in the design objectives. Plan and design the project from the outset so that benefits flow to women by:

- Ensuring that the project's objectives explicitly identify how it will improve the lives of women and girls.

- Identifying the critical gender issues; determining the desired outcomes; and, designing gender-specific strategies to achieve these outcomes.
- Ensuring that the designs for facilities and services explicitly recognise and address women's and men's different priorities, needs, and patterns of usage of the infrastructure.
- Addressing social exclusion, whether it arises from gender, class, caste, location, occupation, religion, race, health or family status, or a combination of factors.

Use gender analysis and sex-disaggregated data to develop gender strategies throughout the project

6. **Gender analysis** assists with:

- Identifying gender-specific priorities, needs and usage of infrastructure.
- Designing facilities and services which are responsive to users' needs, by differentiating those needs on the basis of gender and other social factors.
- Identifying specific target groups by more accurately understanding who is 'poor' or most 'needy'.
- Understanding and addressing the differential impacts on women, men, girls and boys.
- Understanding and addressing the socio-economic situation and cultural contexts.
- Identifying the potential problems in access to and use of infrastructure which can arise from existing or traditional land usage or water rights.
- Challenging assumptions.
- Understanding the constraints and barriers to women's and men's participation in project activities and access to the benefits.
- Designing strategies to enhance positive outcomes and remedial measures to address negative impacts.

7. **Sex-disaggregated data** collection contributes to:

- Understanding and tracking demographic, social, economic and cultural factors and trends.
- Understanding the patterns of women's and men's activities, employment and time-use.
- Establishing a base-line against which the impact and results of the project can be monitored.
- Knowing which segments of the population are likely to be affected both positively and negatively.
- Monitoring women's and men's participation and engagement in the project.
- Demonstrating the benefits of the investment for poor women and girls.

8. Because the poor, especially poor women, are often invisible in a country's official statistics it may be necessary to undertake special local surveys. Time and resources are needed to undertake effective gender analysis and collect sex-disaggregated data throughout a project's life. In reality it is seldom done.

Take actions to empower and involve women through consultation, participation and decision-making

9. Although we say that involving women is critical to project success, we do not always invest the necessary time, financial and human resources to ensure that women's voices are heard; their needs and priorities accurately identified and addressed; and, their access to the full benefits and opportunities of the project maximised.

10. **Effective consultation** and **participatory approaches** take time, resources and effort. Communities are not homogeneous. It may take considerable effort to ensure that the voices of young women, older women, those with young children, those caring for the sick and those engaged in

subsistence activities are heard. The consultative phase of projects is often limited, rushed and little more than a box-ticking exercise. Consultation strategies and participatory processes designed to reach and involve women need to:

- Be on-going during the life of the project.
- Reach beyond those who hold the power in communities.
- Find ways of enabling women, and girls, to safely express their views and opinions.
- Fit in with women's other responsibilities – where and when meetings are held is very important.
- Take the time necessary to identify and address hidden and unvoiced demands, such as the need to address menstrual cycle management in projects involving toilet construction.
- Have low “opportunity costs” – i.e. participants need to be able to balance-off time spent in meetings against “lost opportunities” for productive activities or rest.
- Build the capacity and confidence of the participants so that they are able to contribute to the debate and influence decisions.
- Assess which community groups and women's organisations are truly representative and accountable to their members.
- Create space for women leaders to emerge.
- Create opportunities to learn the views of young women and girls.
- Test options, where appropriate, such as pumps and toilets in water and sanitation projects.
- Guard against “consultation fatigue”.
- Be seen to be responsive to the issues, views and ideas raised.

Participation and decision-making

11. In a number of infrastructure areas such as water, sanitation and irrigation, some effective participation strategies have been developed to involve women users in infrastructure planning and design at the community level. Women can, however, contribute to project implementation in many ways – as users, beneficiaries, construction and maintenance workers, advisors, managers and political or community decision-makers and leaders. More can be done to enable their full participation in the construction, implementation and operational phases of projects.

12. Ways of enhancing women's participation in projects include:

As decision-makers

- Set targets for women's and men's participation.
- Ensure that project committees, implementing organisations, and management and monitoring arrangements are gender responsive and that gender balance is addressed in their own structures, decision-making processes and selection processes.

As workers

- Create job opportunities and train women so that they can benefit from the job opportunities and the direct income benefits that construction and maintenance work generates.
- If necessary, use quotas to increase women's employment ratio.
- Provide on-the-job training so that women are able to develop their technical skills.
- Support and promote women role models in positions such as supervisors, contractors and drivers.
- Provide support services so that women are able to take up employment opportunities - e.g. childcare, health care, a school close to the construction site, and accessible transport to and from the project site.

- Design the work to make it easier for women to work within their cultural or social contexts by, for instance, allocating some tasks to women only or by forming female only work groups.
- Ensure that the design of construction camps is responsive to the needs of women workers and their children, including through the provision of facilities such as safe housing, separate dormitories, health care and child-care facilities.
- Pay attention to occupational health and safety and to issues such as preventing the spread of HIV/AIDS.
- In self-help public works schemes, ensure that women are not relegated to “secondary chores” such as carrying water, wetting bricks, mixing mortar, or tidying verges.
- Ensure that infrastructure programmes which rely on community participation do not place unrealistic demands on women’s voluntary labour.

As technicians, supervisors and managers

- Work with partner agencies to overcome gender stereotyping, reduce occupational segmentation and to create and expand women’s job opportunities in technical and managerial positions. It may be necessary to strengthen the institutional capacity of the partner agencies by establishing a mechanism to address key issues which affect women employees.
- Actively recruit women for positions as technicians, supervisors and managers and provide them with the necessary resources to effectively carry out their role.
- Support technical education and training programmes for girls and women.
- Provide appropriate office and field facilities for women professionals and technicians and actively address transport and security issues which can be a barrier to women’s employment.
- Positive discrimination may be necessary to gradually achieve a critical mass of women supervisors and professionals.

Develop gender-specific strategies to maximise the benefits for poor women and address the impacts on their lives and livelihoods

13. Thorough, on-going gender analysis will reveal impacts and benefits. Issues which may need to be taken into account include:

- Whether the construction process will restrict women’s or men’s ability to carry out their normal daily and seasonal tasks.
- How the location, price and other factors affect poor women’s and men’s ability to make full use of the infrastructure. It may be necessary to design targeted assistance measures.
- How the location of the infrastructure or the construction site will affect women’s marketing of goods and their other income-generating activities.
- Whether the infrastructure, such as household water supply, will limit women’s social contact and interactions.
- Whether an intervention such as electrification, which reduces time spent on manual chores, has actually increased women’s working hours, by enabling night work.
- Whether time savings in one area of drudgery could result in increased drudgery in another area
- Whether the new infrastructure will result in loss of income for women who may be providing the services currently, such as women operating ferries which are to be replaced by a bridge or when hand milling is replaced by machine milling.
- Whether the placement of the new infrastructural development, such as roads, will increase the amount of time women and girls spend looking for firewood and water.
- Are remedial measures necessary for people who will be disadvantaged as a result of infrastructure construction?

- If construction forces resettlement of families or male and/or female migration, will adequate compensation, training or financial support be equally available to women and men? It may be appropriate to target compensation to especially disadvantaged groups such as women and child headed households.
- Has appropriate account been taken of local patterns of water rights, land rights and cultivation rights and the differing traditional roles and responsibilities of women and men in local settings?
- Whether it is socially acceptable for women to use the infrastructure, for instance the placement or location of water sources.
- Whether the means of transport is socially acceptable for women such as riding a bicycle or travelling alone.

Provide sufficient project resources

14. Whilst development agencies say that addressing gender is critical to the sustainability of development, these commitments are seldom backed up with the resources to translate the rhetoric into practical action. Sufficient resources need to be allocated and specifically earmarked for gender-related activities as part of a consolidated gender strategy for the project. Skilled people will be necessary, along with the financial and other resources such as training, computers and vehicles to support their work. To ensure that the allocated resources have the desired impact, gender expertise need to be available throughout the life of the project. Too often *gender considerations* are treated ‘once over lightly’ at the beginning of a project to fulfil agency directives to include a community development specialist on project design teams.

Develop a shared vision for women’s empowerment

15. Developing a shared vision and explicit consensus on a project’s gender equality objectives with partners is critical. Such objectives need to be discussed and agreed early on with government, at national and local levels, with implementing authorities and local elites. Donors’ experiences with infrastructure projects show that it can be useful to advocate for gender equality objectives under a wider poverty umbrella, backed-up with hard facts and figures. The national context matters. Ownership of objectives and approaches is more likely to be shared if there is a clear linkage to policies and commitments that the partner country has already made on equality for women such as PRSPs and other national development strategies.

Within the country

16. Assess and strengthen partner capacity for gender responsive and participatory analysis, planning and implementation. Lack of attention to partner capacity is a major obstacle to addressing gender equality issues. Assessing partner commitment, capacity and context provides insight into the types of interventions on gender equality which may be successful, and helps to identify appropriate strategies for strengthening partner capacity. Knowing and understanding the partner is essential for effective dialogue, and for negotiating shared objectives.

17. Other existing in-country agencies can be valuable partners such as the women’s ministry and local women’s and other NGOs. Often, however, they have limited capacity to influence development priorities and may require capacity or institutional strengthening in order to be effective partners. Some infrastructure projects have established valuable partnerships with existing agricultural extension and family planning services who frequently visit local villages.

Within the development agency

18. Infrastructure projects are sometimes developed in isolation from other relevant agency programmes where the gender components may be more strongly integrated. It is important to build strong working relationships and linkages with your agency's:

- Country programme, especially where it has a gender equity or social inclusion goal.
- Social and economic development advisors who will be able to advise on how to design appropriate gender strategies.
- Priority programmes which are focused on women and girls in areas such as education, health and small business development.

Monitor the gender objectives of the project

19. The monitoring plan for infrastructure projects needs to not only monitor the project's gender impacts and outcomes, but also the level of client satisfaction with the interventions. The basis for effective and responsive monitoring mechanisms needs to be established early in the project's planning. This is likely to involve:

- Collecting sex-disaggregated base-line data.
- Identifying appropriate gender-specific indicators to measure both the direct and indirect benefits and impacts.
- Setting targets for women's and men's participation and expected level of benefits.
- The on-going collection of sex-disaggregated data.
- On-going consultation with community groups, including women's groups, directly or indirectly affected by the project.

20. It may be necessary to strengthen the partner agency's or the central government's monitoring and evaluation capacity to undertake socio-economic analysis of ongoing and planned projects so that they can be better targeted to deliver gender equity outcomes.

Prepared by the OECD DAC's Network on Gender Equality, October 2004.

The text has drawn on examples of good practice in the responses to the POVNET Infrastructure Team's questionnaire.

**SOME SECTORAL SUGGESTIONS -
ENERGY, TRANSPORT, WATER AND SANITATION**

ENERGY SECTOR: KEY GENDER ISSUES

General

- *Increase attention to the links between gender, energy, environment and poverty.* Lack of access to clean and affordable energy is a core dimension of poverty which will hinder the achievement of the MDGs, especially for poor women.
- *Focus energy planning on poor people's needs* so that it becomes bottom-up, rather than top-down and supply-driven, in order to meet the livelihood and domestic needs of women and the poor.
- *Adapt gender analysis frameworks to the energy sector, and develop new energy-specific tools* to enable energy planners to take up gender and poverty issues and for social planners to incorporate energy issues more effectively.
- *Consider gender equality measures across a broader spectrum* which includes pricing schedules, investment priorities, infrastructure investments, dislocation, equitable participation by women and men in community schemes and even the broad definition of energy demand and supply.

Service delivery to the poor

- *Identify poor women's energy priorities accurately.* Energy can occupy a quarter of poor rural women's time, affect their health, and impact on their strategic interests. For example, the real value of electricity for poor women be in areas such as lighting, especially in public places where it increases their safety, and in mechanical applications such as milling.
- *Empower poor women to make choices about energy and ensure that the technologies meet their needs and circumstances.* Although the major energy issue for most women in rural areas is their daily cooking requirements there are instances where improved cooking stoves were designed without adequate consultation with the users, resulting in poor fuel saving performance and limited take-up. If it does not reduce the labour in household tasks then, no matter how beneficial the technology, it is likely to have low acceptance.
- *Address the design elements of technologies* so that poorly designed cooking facilities do not continue to result in unnecessary ill health for women and children, reducing their productivity and threatening their well-being. Women have higher levels of lung and eye diseases due to the longer hours of exposure to smoke and particulates in smoky kitchens.
- *Expand energy choices for women,* not only at the domestic level, but also in micro- and small business development. Whilst attention has been given to women's domestic (i.e. cooking) needs, there has not been sufficient analysis of women's practical and strategic needs beyond the household.
- *Take account of how energy prices and availability influence the viability of micro- and small enterprises.* Many of the traditional activities women use to generate income are energy intensive – for example food preparation and processing, beer brewing, pottery.
- *Take account of the multifaceted aspects of poor women's rural energy use* by addressing a wider range of rural women's energy needs for agriculture, transport, income generation and their own

human energy input. This should include a more responsive approach to addressing the impacts of biomass collection and use on poor women's lives.

Decentralisation and private sector participation

- *Explore options for village-level initiatives focussed on renewable energy sources* which may provide women with both new energy services and employment. Energy projects offer access to employment opportunities in non-traditional fields and opportunities for business development
- *Ensure that energy planners accurately identify women's and men's traditional land ownership and usage rights*, along with traditional gender-specific patterns of tree cultivation and wood collection rights which may vary significantly from area to area.
- *Encourage women to play an active, income-generating role in energy supply and production* by becoming energy agents and entrepreneurs. Women who live in rural areas know and understand local circumstances and needs, and will have closer knowledge about the energy services which rural people want. There are also opportunities for women, or women's groups, to become managers of forests for sustainable biomass fuel supply

Governance

- *Consult with and involve women* to ensure the feasibility and efficiency of new technologies and that the technological inputs will meet actual needs and circumstances.
- *Increase women's influence in decision-making in the household and the community*. Women and men have different energy needs and different ideas about sustainable livelihoods, however women's lesser decision making in the household and community means their influence over energy use and technologies is limited.

TRANSPORT: KEY GENDER ISSUES

General

- *Ensure that project design and implementation recognise* that women and men have varying transport needs and constraints and are affected differently by transport interventions
- *Design gender-responsive transportation projects and programmes* which free up women's time and facilitate women's participation in income-generation, educational opportunities and decision-making.
- *Develop transport policies which are more responsive to the needs of women* by understanding their needs, identifying how to address those needs, analysing the costs and benefits of the approaches and establishing an appropriate policy framework.

Service delivery to the poor

Identify and meet needs by:

- *Taking action to identify the actual infrastructural needs of the poor* - needs which are based on a range of factors at the individual, household and community levels. This will result in more effective management and create a stronger anti-poverty focus.
- *Designing transport interventions to meet the specific needs of both women and men users* and the significant differences between the travel patterns of women and men. Factors to be taken into account include seasonal demand. Also women are more likely than men to combine several purposes into one trip; women tend to use cheaper forms of public transport; and, women and men of all ages use roads as pedestrians.
- *Using household and public transport user surveys* to improve basic data on the travel patterns of urban and rural women. Understanding how travel patterns develop may require analysis of intra-household dynamics in areas such as control of household income, ownership and control of the means of transport, disaggregation of transport demand among household members and women's unsatisfied transport demand.
- *Being responsive to women's specific needs.* Studies in Africa have found that women account for 65% of transport activities in the rural household, including fuel and water collection and head-loading of agricultural produce.
- *Providing poor women with access to technologies*, including intermediate technologies and services which will assist them with their domestic and income generating transportation needs. Complementary investments may be required to realise economic or social benefits.
- *Addressing women's role in agricultural production and marketing* in the design of transportation systems.

- *Ensuring that the design of roads, tracks and pathways meet the needs of women who transport goods without the assistance of technology. Load bearing is primarily the responsibility of women and girls.*

Assess and address the impacts by:

- *Considering the impacts of the interventions on women and men, taking full account of their roles and responsibilities.*
- *Considering the impact on tasks which are currently undertaken by women and men that could be affected by the interventions such as transport of food and other goods to the market, and fuel and water collection.*
- *Identifying both the direct and indirect benefits and impacts of transportation projects. Does the road transport network enable all communities to benefit from economic growth and to access social facilities such as health care in emergencies? Will the location of transport-related infrastructure affect women's marketing of goods and other income-generating activities? Improved transport facilities may also impact on women and men by promoting or encouraging changes to agricultural production, such as a shift to cash crop production.*
- *Ensuring that the design of transport infrastructure does not inadvertently limit women's and girls economic and social development opportunities or increase their workloads.*
- *Implementing social management plans where women and their families are displaced by transportation projects, such as roading or bridge projects. Special compensation may be needed for those identified as most disadvantaged such as women headed households; or, for street traders or small business owners (many of whom are women) whose trade is disrupted by transport infrastructure construction.*

Accessibility

- *Focus on accessibility as well as mobility when planning and managing infrastructure provision to take full account of women's actual needs. Planning for mobility often tends to focus attention on improving the mobility of vehicle owners who are more likely to be male.*
- *Design new infrastructure so that it improves women's access to land for agricultural production, housing, fuel and wood collection among other things. For instance, roads can be widened to provide safer and faster passage; or cycling and walking tracks provided.*
- *Provide intermediate means of transportation (bicycles, carts, hand-pulled carts) directly to women.*
- *Consider options such as better route planning, the provision of special buses or increased off-peak services on less-travelled routes to respond to women's transport needs.*
- *Design user-friendly buses or vehicles to meet women's needs by considering the height of entry steps and the installation of a hand-rail.*

Decentralisation and private sector participation

- *Ensure that user costs do not fall disproportionately on women.*

Governance

- *Involve women in the planning and implementation of projects that affect them.*

- *Ensure that women participate* in the planning and design of transport investments, including on user panels, road fund boards and other governance and management mechanisms.
- *Open up opportunities for women's employment* in road construction and maintenance by, for example, recruiting and training women; hiring more women in supervisory positions; where necessary, organising women-only road-gangs; and, by providing health and childcare facilities near worksites.
- *Explore innovative ways of overcoming gender-based barriers* such as cultural restrictions which can constrain women's use of roads, or mobility, where women may be restricted from travelling long distances by cultural or social norms or restricted in their use of public transport, riding bicycles, or obtaining instruction licences for vehicles.
- *Strengthen technical assistance to partner country land transport agencies* in order to improve the institutional capacity to effectively address the needs and priorities of women and girls; and, to more effectively monitor and evaluate ongoing and planned projects so that they can be better targeted to deliver gender equity outcomes.
- *Provide opportunities for women* to become commercial drivers or operators.

WATER AND IRRIGATION: KEY GENDER ISSUES

General

- *Design interventions which take into account women and men's different needs* so that interventions are more sustainable (including environmentally sustainable) and resource efficient. Understanding gender roles in, for example, collection, transport, storing and managing water for domestic and productive use will help to plan water interventions and policies which are based on a knowledge of how and why people make the choices they do with regard to water use. Women are often the primary users of water in domestic consumption, subsistence agriculture, health and sanitation. Women in many cases also take the primary role in educating children, in child and family health including sanitation and in caring for the sick.
- *Design interventions which take into account women's unequal access to land and resources.* This will result in more equitable outcomes which benefit both women and men. Women are less likely to own land and tend to earn less than men. This will have implications for their *control* over water resources and their *ability to pay* water user-fees and irrigation charges.
- *Take account of intra-household organisation of water resources and responsibilities in terms of division of labour and resource allocation.* As well as gender roles, it is important to understand the *relationships* between men and women within the household and how they negotiate access to resources; in other words, how claims to water for different purposes such as hygiene, food preparation, water for livestock and crop irrigation are evaluated within households and communities.
- *Pay attention to the different ways in which women and men will be affected by water and irrigation interventions.* Do both women and men benefit from the intervention? Are women's workloads, particularly in unpaid labour, being reduced or increased? Are there any negative impacts of charging user fees on women's and men's wellbeing?
- *Use research and gender analysis to avoid gender stereotyping of water uses and users.* This will clarify both women's and men's uses of water. As well as using water for domestic consumption and sanitation, women may also be agricultural producers or use water in their own income-generation activities.
- *Identify the links between water for production, domestic consumption and sanitation* when designing, targeting and managing water and irrigation projects. In reality, family dynamics in rural and peri-urban areas are often bound up with economic/productive as well as reproductive life, such as in the case of small-scale domestic agriculture.
- *Include gender expertise on the project team* to ensure a good quality and efficient process for including a gender perspective. This may mean employing gender consultants, and organising gender training and capacity-building programmes for all staff and stakeholders including those in partner water agencies and governance institutions.
- *Encourage the full participation of women* in water and irrigation projects and programmes through pro-active recruitment and training, including in the construction and ongoing operation.

Women-only work groups could also be organised, and health and childcare facilities could be provided near sites or facilities.

- *Provide extension training in irrigation for women as well as men* to address the fact that many women farmers and agricultural workers have a lack of technical knowledge, often due to social and cultural constraints. This means the recruitment of women extension agents, attention to women's time constraints and gender-awareness training for all extension workers.
- *Consult with women's groups and identify gender-specific initiatives*
- *Seek the support of national women's machineries and use national gender strategies* to support gender equality strategies at all levels – particularly in policy dialogue on water.

Service delivery to the poor

- *Design water and irrigation initiatives which take account of the specific needs of poor women* including their particular health and sanitation issues, waste disposal within poor communities, and the subsistence uses of irrigation as well as the needs of industry.
- *Consider the question of equitable land re-distribution to the poor*, taking account of gendered patterns of land and water source ownership. Joint assignment of plots of land and putting title deeds in joint names of men and women could be considered as could the allocation of irrigated plots to female heads of household and to women's organisations.
- *Empower poor women to make choices about water resource use and management* through pro-poor, gender-equitable consultation processes which take into account the barriers to participation faced by poor women such as time constraints, low social status and inexperience in such processes.
- *Use water and irrigation projects and programmes to expand opportunities for poor women.* Participation in management, decision-making and enterprise opportunities can have positive effects on gender equality and empowerment that go beyond immediate needs.

Decentralisation and private sector participation

- *Build on women's existing strengths and expertise* to design successful village and community projects. Water user groups established in the context of decentralisation of services to local control can benefit from inclusion of, and support by groups like women's and other NGOs and women farmers' associations.
- *Take measures to ensure that the cost implications of privatisation do not impact negatively on women.* This requires an understanding of who controls household budgets and what gets prioritised when money is scarce.
- *Use participatory processes* for those who may be marginalised during privatisation exercises. Privatisation can reduce the ability of citizens to participate in management and decision-making.
- *Take account of women's informal land and property rights when ownership of common land or water sources becomes formalised.* Women, particularly poor women, often use more "common property" resources such as rivers and lakes than men or better off women.
- *Empower women through involvement in enterprise opportunities in water and irrigation services.*

Governance

- *Provide sufficient resources to fund gender-specific strategies.* This may mean specifically earmarking resources from a defined pool for gender-related activities that redress inequalities.
- *Take account of gender issues at the macro-level as well as at the micro-level when planning in the water and irrigation sector.* A gender perspective can be applied to policy, finance, infrastructure investments and the effects of large scale water resource management projects. The participation of women in the PRSP consultation processes is one way of getting their perspectives reflected in water policy.
- *Involve women* in the planning, design, management and operation of projects, including on user panels and other governance and management mechanisms. A practical way of achieving this could be by having dual and multiple membership within households rather than one person representing the household. Quotas for women, in particular female headed households could also be used.
- *Use gender budgets and gender audits* to analyse budgetary allocations to establish who is benefiting from services such as water.
- *Monitor and evaluate.* Gender disaggregated data and gender-specific indicators which are developed by the beneficiaries - including indicators which measure the effects of an intervention on gender equality - can be used to monitor projects and programmes from a gender perspective.



Gender, Infrastructure and Poverty Reduction: Tools and other Key Resources

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This resource list brings together a number of practical tools and guidelines on gender and infrastructure. It aims to support development practitioners and policy-makers who may not have much experience working on gender issues, to mainstream gender into infrastructure interventions. The list begins with a few key general tools on gender mainstreaming. It then provides details of resources on gender and infrastructure which address the priority areas of decentralisation and private sector participation, service delivery to the poor and governance. The three following sections include tools on three specific sectors: energy, transport and ICT and water and irrigation.

Prepared by Charlie Sever for the DAC Network on Gender Equality as a contribution to the Second Workshop of the Infrastructure for Poverty Reduction Task Team (POVNET), 27-29 October 2004 (Berlin).

1. INFRASTRUCTURE

Australian Agency for International Development (AusAid), 1997, Tip Sheet on Infrastructure prepared for the OECD DAC Working Party on Gender Equality, Paris: OECD

<http://www.oecd.org/dataoecd/2/49/1896520.pdf>

This tip sheet outlines the rationale for looking at gender in the context of infrastructure and describes how employment, safety and access to credit and resources will all vary according to gender roles and relationships. It then provides a succinct list of guiding questions for the preparation and identification of activities and policies.

**UNESCO/GAB Toolkit on Gender Indicators in Engineering, Science and Technology
Sophia Huyer and Gunnar Westholm**

<http://gstgateway.wigsat.org/ta/data/toolkit.html>

The purpose of this toolkit is to promote the collection of gender disaggregated data in scientific and technological activities for national and international policy. It highlights the different roles played by both women and men in science and technology, outlines the gender issues in this sector, analyses international guidelines for measuring science and technology activities and provides case studies and models for collecting statistics

World Bank briefing paper

<http://www.worldbank.org/gender/resources/briefing/infrastructure.pdf>

This one-page briefing note outlines why gender equality issues are important in the infrastructure sector and what the World Bank is doing on gender and infrastructure.

1.1 Decentralisation and Private Sector Participation

Decentralisation

German Technical Cooperation (GTZ), 2001, Decentralisation: Toward Gender Orientation, German Technical Cooperation (GTZ)

http://www.gtz.de/women_law/Publikationen/Decentralisation_e.pdf

This publication outlines the various entry points through which donors can assist in ensuring that women and men participate equally in the decentralisation process and its outcomes. The publication is divided into national and local level actions. At national level, assistance can be given during policy formation on issues such as legislative frameworks, and in public information campaigns. At the local level, measures include training representatives and staff members in the following areas: improving women's participation and supporting elected representatives; gender perspectives and analysis methodologies in development planning; enhancing links between sectoral departments and local councils to better promote joined-up gender equality measures; gender budget planning; and gendered economic planning. The publication includes a checklist in each of these areas and examples of initiatives in Mali, South Africa and Germany.

Private Sector Participation

WB Briefing paper on Private Sector Development and Gender Equality

<http://www.worldbank.org/gender/resources/briefing/psd.pdf>

This two-page briefing note outlines why it is important to consider gender issues in private sector development. This includes disparities in asset ownership, labour market discrimination, access to financial services and market information and disparities in retrenchment. It also discusses the relevance of gender-responsive approaches to public-private partnerships.

See also Women's Environment and Development Organization (WEDO), 2003, *Diverting the Flow: A Resource Guide to Gender Rights and Water Privatisation*, New York: WEDO in Section 5.1 below.

1.2 Service Delivery to the Poor

User Fees

Vandemoortele, J. 2002, Are User Fees and Narrow Targeting Gender-neutral? United Nations Development Fund for Women (UNIFEM)

<http://www.bellanet.org/grbi/activities/Towards/jan%20vandemoortele.doc?ois=n>

This paper looks at how different methods of collecting and spending government finances such as charging for services (user fees) affect men and women differently. Due to inadequate social budgets, different methods are being used. For example, women are more likely to support the charging of water fees since they bear the burden of collecting water and yet men's control over household resources means that they may well be unlikely to spend money in this area. The paper also discusses how narrow targeting, which is often proposed to cut costs, does not help ensure universal access to services due to either mis-targeting or the cost of administration.

1.3 Governance

Participation

Department for International Development (DFID), 2001, Infrastructure: Women and Community-Level Decision Making, DFID

http://www.siyanda.org/docs_gem/index_sectors/infrastructure/in_tools6.htm

The best option for sustainable infrastructure services is often to develop the capacity of local community groups to manage and sustain basic infrastructure services themselves on a self-help basis. This means promoting women's role not just at the community level but also at the interface between community groups and local government, an environment that often poses greater bureaucratic obstruction to women because of their lower social status. This guide gives a short overview of issues to consider in promoting gender-sensitive community level decision making in the infrastructure sector. Actions to promote gender equality include promoting women's active role in committees, establishing links with local authorities and promoting accountability.

Rakodi, C., 2002, Influence and Accountability: Citizen Voices, Responsiveness and Accountability in Service Delivery, One World Action

<http://www.oneworldaction.org/download/CitizenVoice.pdf>

This seminar report looks at how citizens can exercise their right to participate in meaningful ways in order to influence the delivery of basic services and how the public sector's willingness and ability to respond can be increased in accountable and sustainable ways. There is a need to reconsider the meaning and application of citizenship and governance if the poor and socially marginalised are to have the tools to demand these basic services, and gain ownership of both the process and the outcomes. A number of case studies from India, South Africa, Uganda, and the Philippines provide lessons on successful approaches where citizens have been able to influence service delivery and budgetary decisions and have held officials to account.

Monitoring Services and Expenditure

Beck, T., 1999, A Quick Guide to Using Gender Sensitive Indicators: A Reference Manual for Governments and Other Stakeholders, Commonwealth Secretariat

<http://66.165.73.167/afrea/documents/Document.cfm?docID=79>

To advance gender equality and equity, accurate and relevant data on the status of women and men and gender relations needs to be collected. Such data makes gender biases more visible and facilitates effective policy-making in response. This guide aims to assist governments in the selection, use and dissemination of gender-sensitive indicators at national level. It is also relevant to NGOs, women's groups, professional associations, academics and others committed to promoting gender equality.

Krug, B. and van Staveren, I., 2002, Gender Audit: Whim or Voice, Women in Development Europe (WIDE)

<http://www.eurosur.org/wide/GM/Gender%20audit.htm>

This paper describes how state policies can have hidden consequences for women, which can be uncovered through gender analysis of budgets. The paper shows the importance of looking at sectoral budgets such as energy and transport that are assumed to be “gender-neutral”. The focus of the energy budget can cater overwhelmingly to the needs of the commercial sector and factors such as increased privatisation – which mean higher time and monetary costs for women – are not reflected in energy budgets or policy. Likewise in the transport sector, urban transport and road construction take up most of the budget. A gender analysis would point not only to the differing needs of and constraints on women’s and men’s lives and productive roles, but would also help to expose the inefficiency of existing allocations which may well not be adequately reaching their constituents.

2. ENERGY

Clancy J., 2003, Gender and Household Energy - the international context

<http://www.sparknet.info/goto.php/view/7/theme.htm>

The paper is aimed at researchers and practitioners in the energy sector, as well as those involved in social development. This paper examines the links between gender, household energy and moving people out of poverty. The first section looks at the gender-energy-poverty nexus in general and then how household energy can contribute to reducing vulnerability and empowering women. The section finishes with a review of how international development agencies address gender and household energy issues. Two issues within the energy sector that are driven at the international level are the privatisation of the energy sector and the impacts of fossil fuel combustion. Both of these issues are examined in relation to gender and household energy.

Department for International Development, UK (DFID), 1999, Environment: Gender and Energy DFID

http://www.siyanda.org/docs_gem/index_sectors/natural/energy_coretext.htm

This text briefly outlines the following areas: gender, energy and environmental degradation; energy needs and the gender division of labour; gender and energy-related decisions; and energy efficiency. The text provides lessons learnt and recommendations for best practice pertaining to each of these areas are provided. The overall message is that forestry, conservation and energy supply policies need to be oriented around the sustainable livelihood priorities of rural women and men.

Skutsch, M., 1996, Gender and Energy Planning, Sustainable Development Department (SD), Food and Agricultural Organisation (FAO)

<http://www.fao.org/waicent/faoinfo/sustdev/EGdirect/EGan0004.htm>

This succinct paper outlines the different positions that can be taken regarding the reason for, and purpose of, a gender approach in energy planning. Views regarding the inclusion of gender issues are discussed. The paper concludes by emphasising the need to focus on the household consumption patterns of wood fuel producers and the distribution of resources and leisure.

Technology and Development Group (TDG) University of Twente, the Netherlands, 1997, Gender in Energy: Training pack

http://www.energia.org/pubs/papers/tdg_g_e_manual.html

This training pack has been designed for training professional energy planners in government service or in NGOs in developing countries, in particular those who are involved in rural energy planning. The training pack suggests how to adapt rural energy planning to take into account gender issues. First it tries to draw attention to the extent to which women's interests have been neglected; then it borrows gender planning methods used in rural development planning and agriculture and shows how these can be applied in energy planning. Thirdly it reviews and develops frameworks, or sequences of activities, which, if carried out, should ensure that gender issues are dealt with from beginning to end in project planning and implementation. Finally it considers the very real problems of persuading the planning institutions to adopt such tools and procedures.

UNDP, 2001, *Generating Opportunities: Case Studies on Energy and Women*, UNDP <http://www.undp.org/energy/publications/2001/2001a.htm>

This book of case studies was prepared as part of a UNDP project entitled "Energy and Women: Generating Opportunities for Development" which was initiated in February 1999 with support from the Swedish International Development Cooperation Agency and the UNDP's Sustainable Energy Global Programme. The publication looks at critical policy and programme design options to improve women's access to modern energy services based on the lessons learned in the eight case studies presented.

3. TRANSPORT AND ICT

3.1 Transport

Elson, Diane, Barbara Evers and Jeff Turner. 1998. "Sector Programme Support: The Transport Sector. A Gender-Aware Analysis." Paper by Genecon Unit, University of Manchester, Graduate School of Social Sciences.

http://www.geocities.com/transport_research/genecon.htm

This paper evaluates the extent to which the framework for sector support to transport takes gender issues into account and suggests ways in which programme aid to the transport sector can be made more gender aware.

IFRTD, 1999, Balancing the Load: Proceedings on the Asia and Africa Regional Seminars on Gender and Transport, IFRTD

<http://www.ifrtd.gn.apc.org/new/proj/btlproceedings.PDF>

These seminar proceedings contain guidelines on transport policy developed in the context of the 'Balancing the Load' research project on gender and transport in Africa and Asia. The guidelines cover practical intervention at the community level, transport practitioners, and policy-makers. The document outlines how the seminar participants came up with the guidelines and the process by which these were then discussed and refined. It also covers communication strategies and the development of a toolkit for effective advocacy on gender issues within the transport sector. See also IFRTD's bulletin 'Forum News, January 2004 on Mainstreaming Gender in the Transport Sector for an introduction to the debates and several case studies of good practice:

http://www.ifrtd.gn.apc.org/new/res/f_news/nleng113.pdf

Lebo, J, 1999, Gender and Transport: Managing and Financing Rural Transport, World Bank

http://worldbank.org/gender/transport/Tools/PowerPoint/EXPO_PP2.ppt

This powerpoint presentation sets out the rationale for addressing gender and transport, some key statistics and issues, lessons learnt from recent experience and strategies for engaging rural women. The presentation highlights the lack of gender disaggregated information on travel patterns and needs. It also emphasises the necessity to involve rural women and utilise their unique insight in the transport planning process, recommending, where possible, working through established women's organisations. It provides a Kenyan case study of the Kajiado Rural Transport Programme in Kenya.

Lebo, J and Bamberger, M., 1999, Gender and Transport: A rationale for action, Prem Notes, World Bank

<http://www1.worldbank.org/prem/PREMNotes/premnote14.pdf>

This briefing from the World Bank provides a short overview of how transport policies and projects can best identify and respond to the needs of women; including gender analysis, identification of potential policy initiatives and evaluation.

GATNET is an email discussion group on gender and transport. To join, send a blank email to: join-GATNET@dgroups.org. The archive can be viewed at: <http://www.dgroups.org/groups/worldbank/gatnet>.

3.2 ICTs

APC WNSP, 2002, 'Gender Evaluation Methodology (GEM)', The Association for Progressive Communications Women's Networking Support Programme (APC WNSP), International Development Research Centre (IDRC), the United Nations Development Fund for Women (UNIFEM) and the UK Department for International Development (DFID)

<http://www.apcwomen.org/gem/go4gem/index.htm>

The Gender Evaluation Methodology (GEM) is a toolkit for incorporating a gender analysis into evaluations of ICT projects. This evaluation tool targets ICT practitioners who have a commitment to gender equality and who are searching for appropriate gender analysis tools and frameworks for their ICT initiatives. The toolkit is comprised of four main sections: an overview of the evaluation process; strategies for integrating a gender analysis into all stages of planning an ICT project evaluation; instructions for designing a gender-sensitive information-gathering strategy and for reporting on the findings; and suggested follow-up on the results of a gender-sensitive evaluation. GEM also contains concept documents, reference documents, bibliographies, links and a glossary.

BRIDGE, 2004, Gender and ICTs *Cutting Edge Pack*, Brighton: Institute of Development Studies/BRIDGE

http://www.bridge.ids.ac.uk/reports_gend_CEP.html#ICTs

This Cutting Edge Pack considers the effect of ICTs on gender relations. It consists of an Overview Report outlining the main arguments and approaches in regard to gender and ICTs, a Supporting Resources Collection providing summaries of essential texts, case studies and tools, as well as a listing of key organisations; and a Gender and Development *In Brief* newsletter made up of three short articles on the theme.

UN ICT Task Force Secretariat, 2003, Tools for Development - Using Information and Communications Technology to Achieve the Millennium Development Goals, United Nations ICT Task Force

<http://www.unicttaskforce.org/perl/documents.pl?do=download;id=567>

Information and Communication Technologies (ICTs) are part of the Millennium Development Goals (MDGs), Goal 8, target 18, indicators 47-48. Target 18 specifies 'In cooperation with the private sector make available the benefits of new technologies, specifically information and communications.' Indicators for this target are total number of telephone subscribers, personal computers and internet users per hundred inhabitants, i.e., indicators that look only at infrastructure rather than who uses them and how they are used. For both gender and ICTs, supplementary indicators are needed. Additional indicators are proposed in an MDG/ICT matrix mapping the role of ICTs in helping to achieve the Millennium Development Goals, and suggesting 'ICT indicators' which could be used to ensure progress in applying ICTs to help achieve the MDGs.

WB Briefing paper on ICTs

<http://www.worldbank.org/gender/resources/briefing/ict.pdf>

This one-page briefing note outlines why are gender equality issues are important in the ICT sector and what the World Bank is doing on gender and ICTs.

World Bank, 2004, Engendering Information and Communication Technologies: Challenges and Opportunities for Gender Equitable Development, World Bank

http://www.worldbank.org/gender/digitaldivide/ict_brochure.pdf

This publication looks at how ICTs can be used to promote poverty-reduction and gender equality. ICTs can promote social and economic transformation, greater employment prospects and educational opportunities, political empowerment and improvements in social services. Broad lessons and recommendations are provided together with case studies from World Bank projects.

4. WATER AND IRRIGATION

4.1 Water and Sanitation

Asian Development Bank, undated, Gender and Water Supply/Sanitation Checklist, ADB
http://www.adb.org/Documents/Manuals/Gender_Checklists/Water/default.asp?p=gencheck

This comprehensive checklist, aimed at ADB staff and consultants guides users through incorporating a gender perspective in all stages of the project/program cycle. It covers access to resources, roles and responsibilities, constraints, and priorities in the water supply and sanitation sector and supports the design of appropriate gender-sensitive strategies, components and indicators. The checklist begins by discussing why gender is important in water supply and sanitation projects and identifying key questions and action points in the project cycle. It then goes on to outline the elements of a gender analysis and provides recommendations for project design and an agenda for policy dialogue. An example of terms of reference for gender specialist and numerous case studies are also provided.

AusAID, 2000, Tip sheet on Water Supply and Sanitation prepared for the OECD DAC Working Party on Gender Equality, Paris: OECD
<http://www.oecd.org/dataoecd/2/45/1896488.pdf>

This tip sheet provides a comprehensive checklist for including gender equality issues in water and sanitation projects including design requirements, implementation and monitoring, questions and practical actions. It places this in the context of the changing nature of the water sector and why a gender strategy is essential. A central element of the checklist is a detailed gender analysis.

Dayal, R., van Wijk, C., Mukherjee, N. 2000, Methodology for Participatory Assessments (MPA) with Communities, Institutions and Policy Makers. Linking Sustainability with Demand, Gender and Poverty, Water and Sanitation Program (WSP), International Water and Sanitation Center, the Hague
http://www.wsp.org/pdfs/global_metguideall.pdf

Experience has shown that water and sanitation investments, which take local demand into account are more likely to be sustained. The MPA was used to investigate the links between demand-responsive, gender-sensitive approaches and sustainability in 18 large projects in 15 countries. The methodology mainstreams gender and poverty indicators into a participatory methodology that can be used to monitor key aspects of sustainability. It also provides a means for stakeholders to visualise how their actions can contribute to the goal of sustainability and also it also uses quantitative statistical methods to analyse qualitative data obtained from communities through participatory techniques.

Fong, M., Wakeman, W. and Bhushan, A., 1996, World Bank Toolkit on Gender in Water and Sanitation, Washington DC: World Bank.

http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2001/01/20/000094946_00121301483084/Rendered/PDF/multi_page.pdf

This toolkit comprises ready-to-use material designed expressly for World Bank water and sanitation sector managers. It presents a range of tools for gender analysis and practical 'how-to' strategies collected from programme and project experience around the world. See also World Bank Water checklist of strategy options for incorporating gender in water & sanitation for a short summary of options for addressing gender in designing and implementing water and sanitation sector interventions: <http://www.worldbank.org/gender/resources/watersan.htm>.

Swedish International Development Cooperation Agency (Sida), Handbook for Mainstreaming a Gender Perspective in the Water Resources Management Sector

<http://www.sida.se/Sida/articles/7500-7599/7515/plan.pdf>

Developed primarily as a reference tool for Sida staff at headquarters and in country offices, this handbook aims to provide guidance in applying a gender equality perspective in one specific area of natural resources management. Divided into three parts, it presents a general discussion of the links between gender equality and water resources management programming, and a brief overview of the rationale for a gender perspective in this sector from both an efficiency/effectiveness and social justice perspective. The final section comprises a series of questions to be asked at each stage of the project planning cycle - sector analysis, project formulation/appraisals, annual reviews and evaluation.

UNDP, 2003, *Mainstreaming Gender in Water Management: A Practical Journey to Sustainability*, New York: UNDP <http://www.undp.org/water/genderguide/>

This guide serves as a comprehensive and practical tool to help project managers, gender specialists and researchers to mainstream gender into water management. Developed in consultation with stakeholders in various regions and supported by the Gender Water Alliance, the guide consists of five parts: (1) An introduction and overview notes on gender mainstreaming in integrated water resources management; (2) An annotated guide bringing together a wide range of existing tools and materials on domestic water supply, sanitation, hygiene, irrigation, coastal zone management, and fisheries; (3) Briefing notes on bringing a gender perspective to water sector capacity building, equality between women and men, and institutional capacity to promote gender in integrated water resources management projects; (4) Case studies and good practices from around the globe; (5) A guide to gender mainstreaming within the project cycle, with suggestions of how to tackle issues at each stage.

Women's Environment and Development Organization (WEDO), 2003, *Diverting the Flow: A Resource Guide to Gender Rights and Water Privatisation*, New York: WEDO

http://www.wedo.org/sus_dev/diverting1.htm

While much has been written on water privatisation, there is a need to link this discourse to the actual impact on women. This publication is a resource guide for policymakers, and human rights, environmental, and economic and gender justice advocates working on global policy, to examine the impact that the privatisation of goods and services like water has on the livelihoods of women, particularly poor women. Section one presents extracts from a variety of sources that highlight the critical issues related to water privatisation and women, including: water as a human right, public versus private goods, gender roles and inequities, global policy trends, and governance issues. Excerpts from case studies, compiled by Public Citizen, detail women's struggles for clean, accessible water in Kenya, Uruguay, Philippines, Egypt, South Africa and the United States. Section two presents different arenas for civic engagement. This includes actions at the local level and entry points for advocacy on privatisation issues in strategic global forums. Finally, a list of resources is provided to obtain additional information.

4.2 Irrigation

Chancellor, F., Hasnip, N., O'Neill, D., 1999, 'Gender-sensitive irrigation design: Guidance for smallholder irrigation development, Report OD 143, Part 1, HR Wallingford and Department for International Development, UK

<http://www.hrwallingford.co.uk/dissemination/reports/dlreports/od143pt1.pdf>

These guidelines for development practitioners working in irrigation came out of a research project into southern African smallholder irrigation. It synthesises lessons learned on gender-based constraints and opportunities in irrigation projects. It deals with scheme and field layout, land preparation, water distribution, management, technology, distribution, and health. It also looks at the role of training in tackling gender inequalities in irrigation projects.

Food and Agriculture Organization (FAO), 1998, Socioeconomic and Gender Analysis (SEAGA) Programme Sector Guide: Irrigation, FAO

http://www.fao.org/sd/seaga/4_en.htm

The Socioeconomic and Gender Analysis (SEAGA) approach focuses on understanding socioeconomic and gender differences in the development process at the field (household and community), intermediate (structures, institutions, river basin) and macro (legal, national and international policy) levels. This guide forms part of the SEAGA programme package and applies socioeconomic and gender analysis to irrigation at the four stages of the project cycle: identification/preparation; design; implementation; and monitoring and evaluation. Key answers to questions for activities within each of these stages are provided. Participatory and visual tools for use in the planning and design process are also presented.

Ministry of Foreign Affairs, Danida/S.Q., 1999, Gender and Agriculture: Guiding Questions Working Paper, Ministry of Foreign Affairs, Danida/S.Q.

http://www.siyanda.org/docs_genie/danida/agric.pdf

These guidelines aim to ensure that sector programming in areas including irrigation integrate gender equality concerns. The Guiding Questions Gender and Agriculture serve as a tool for development practitioners for assessment of various reports, studies and Sector Programme Support Documents at the different stages of the programme cycle. Each section is separated into subsections under which questions for consideration are listed, suggested actions cited and examples given.

Van Koppen, B., 2001, 'A gender performance indicator for irrigation: concepts, tools and applications', Research Report 59, International Water Management Institute (IWMI)

<http://www.iwmi.cgiar.org/pubs/pub059/Report59.pdf>

The Gender Performance Indicator for Irrigation (GPII) is a generic analytical tool to establish whether irrigation institutions in a particular irrigation scheme are gender-inclusive and, if not, what irrigation agencies themselves can do to affect change. The tool also identifies gender issues that are rooted in a society's agrarian structure—beyond a strict mandate of irrigation water provision alone. The tool is meant for policy and intervention purposes at all levels and for academic use worldwide. This report presents the underlying concepts of the GPII and methodological guidelines for its application. In addition it also presents findings of selected applications of the GPII in Asia and Africa.

Woroniuk, B. and Schalkwyk, J., 1998, Tipsheet on Irrigation prepared for the OECD DAC Working Party on Gender Equality, Paris: OECD

<http://www.oecd.org/dataoecd/3/12/1896616.pdf>

This tipsheet explains why gender equality issues are relevant in irrigation initiatives: success, sustainability and benefits for all. It also points out some common misconceptions in irrigation planning and illustrates how a more detailed understanding of the issues and contexts is needed.

5. GENERAL RESOURCES FOR GENDER MAINSTREAMING

Derbyshire, Helen, 2002, Mainstreaming: Gender Manual: a Practical Guide for Development Policymakers and Practitioners, Department for International Development, UK (DFID)

http://62.189.42.51/DFIDstage/Pubs/files/gender_manual.pdf

Upon signing up to the Beijing Platform for Action (PfA) in 1995, governments committed themselves to mainstreaming gender perspectives throughout their policy and planning processes as a means to achieving gender equality in interventions. This strategy, which has also been adopted by the various other players in the development field, aims to ensure that gender sensitive practice becomes routine in all aspects of an organisation's work, rather than confined to the work of particular staff or specific project interventions. In practice, however, there have been significant obstacles to gender mainstreaming, in terms of organisational capacity and also resistance. As a result policy commitments often evaporate in programme/project formulation and implementation. This has prompted recognition that the process of developing effective gender mainstreaming strategies is far more complex than was initially thought, and will require a long-term process of organisational change with both technical and political dimensions. Such critical issues are explored in this paper, which also provides recommendations for best practice.

Hunt, J., 2004, Effective Strategies for Promoting Gender Equality, OECD DAC GENDERNET Tipsheet

<http://www.oecd.org/dataoecd/59/2/32126577.pdf>

This concise tipsheet looks at strategies which to increase the likelihood of women benefiting equally from development activities. This includes establishing a dialogue on gender equality with partner countries and providing support for gender analysis and planning. It emphasises the inclusion of a gender perspective in project design and implementation through the use of participatory methodologies, gender analysis and the collection of sex disaggregated data. Key strategies identified for the promotion of gender equality are support for women's organisations, targeting of women, strengthening women's leadership and working with men.

Gender Budgets

Elson, D., 1999, Gender Budget Initiative Tools, Commonwealth Secretariat

http://www.thecommonwealth.org/gender/htm/publications/gms_pdf/Brochure3.pdf

Diane Elson's tools are the most commonly referred to of all frameworks for conducting Gender Budget Initiatives. The tools are: 1. Gender-disaggregated beneficiary assessment of public service delivery and budget priorities; 2. Gender-disaggregated public expenditure benefit incidence analysis; 3. Gender-aware policy evaluation of public expenditure by sector; 4. Gender-aware budget (expenditure) statement; 5. Gender-disaggregated analysis of impact of budget on time use; 6. Gender-aware medium-term macroeconomic policy framework. In some cases a seventh tool, disaggregated tax-incidence analysis, is included. In these sheets each tool is described in terms of instruments, examples, institutional stakeholders and implementation.

SWAPS

Working Party on Gender Equality, OECD/DAC, 2002, Gender Equality in Sector Wide Approaches, Paris: OECD

<http://www.oecd.org/dataoecd/24/17/1956174.pdf>

Because sector wide approaches (SWAPs) involve shaping an entire sector with the objective of enhancing long-term development, attention to gender equality is critical if the SWAP is to be successful in meeting the goal of equitable and sustainable development. Using case studies of the education, health, and agriculture sector, this guide offers advice to policy and operational staff in government and development organisations interested in SWAPs. It aims to ensure that SWAPs are fully responsive to the needs and interests of both men and women and that they help to promote gender equality. Key challenges and entry points for integrating gender equality actions into sector programmes include: understanding and addressing the underlying conditions that produce unequal access for women and men to services; and conducting analysis of how societal, sectoral and household-level conditions shape the relative opportunities and resources of women and men vis-à-vis the sector. A good example of the latter is the gender analysis undertaken for the Agriculture Investment Programme in Kenya.

PRSPs

Bamberger, M, Blackden, M, Manoukian, V, Fort, L, 2000, World Bank PRSP (Poverty Reduction Strategy Planning) Sourcebook: Gender Chapter, World Bank

<http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTPOVERTY/EXTPRS/0,,contentMDK:20177449~pagePK:148956~piPK:216618~theSitePK:384201,00.html>

This Gender chapter of the World Bank's Poverty Reduction Strategy Planning (PRSP) Sourcebook is designed to guide those involved in poverty reduction strategy (PRS) at the country level in identifying and implementing policies and programmes that will benefit both men and women, and maximise potential benefits for poor families. It is divided into four sections: 1) Integrating Gender into the PRS Processes; 2) Integrating Gender into Poverty Diagnosis; 3) Defining the Policy Implications of Gender Analysis for the PRS and 4) Gender Analysis for Monitoring and Evaluation.

Millennium Development Goals

Women's Environment & Development Organization (WEDO), 2003, Common Ground, Women's Access to Natural Resources and the United Nations Millennium Development Goals, WEDO

http://www.wedo.org/sus_dev/common_final.doc

Due to traditional gender roles, many women and girls are denied access to and control over water, energy, land and biodiversity, despite their critical role in sustaining these natural resources. The Millennium Development Goals (MDGs) can potentially address this concern. They provide an effective mechanism for simultaneously tackling multiple issues such as poverty (Goal 1), gender inequalities (Goal 3) and environmental degradation (Goal 7). This booklet highlights the linkages between goals 1, 3 and 7 and demonstrates the centrality of gender to their successful implementation. Case studies are provided on access to water (Kenya), energy (Malawi), land and food security (Tanzania and Nepal) and biodiversity (Kenya and Laos). Strategies, tools and actions are identified for holding governments accountable to adopting a gendered approach to achieving the MDGs. These include submitting country reports to a gender review process before they are finalised, compiling a list of national indicators on gender equality, and advocating more gender-responsive budget initiatives in sectors such as natural resources.

For more resources see:

www.siyanda.org – a searchable online database of gender and development resources

www.bridge.ids.ac.uk – for reports and bibliographies on a wide range of gender and development issues

Shah, F., 2004, Gender Mainstreaming for Gender Equality: A Guide to Internet Links and Sources, KfW Gender and Development Paper No. 4 (contact KfW for details of how to get hold of a copy)