

## **Summary Report of Gender in COWASH in 2009 & 2010 EFY (August 2016 to June 2018)**

In COWASH Phase III which is having three years implementation period, one of the outcomes contributing to the attainment of the project goal reads "Women's empowerment, leadership and inclusion of people with disabilities achieved through WASH related activities in the 5 program Regions by 2019". Two of the three outputs formulated under this outcome focus on enhancing leadership skill of Water, Sanitation and Hygiene Committee (WASHCO) members and enhancing stakeholders' capacity to mainstream gender and disability in WASH planning and implementation. This report gave emphasis on the 2009 EFY annual accomplishments of gender related activities.

**Major accomplishments in 2009 EFY include the following.**

- **Concept note prepared for COWASH gender programming to be considered in the three years implementation period. Major points included in the concept note include:**
  - **To continue capacity development in gender mainstreaming** for FTAT, RSU, and Government partner staff using different methods – like through formal gender mainstreaming training or through sharing gender documents
  - **Sharing responsibilities for gender mainstreaming in water and sanitation**
    - Placement of Gender Specialist /Gender Focal Person in each COWASH Region;
    - Gender mainstreaming need to be the responsibility of all COWASH/RSU staff & need to be reflected in job description of all staff.
  - **Equal access to and control over water and sanitation services among user communities** including marginalized groups
  - **Equity between men and women in decision making of WASH service management** - at least 50% of WASHCOs need to be women; at least one or two of the three leadership (chairperson, treasurer and secretary) positions shall be hold by women;
  - **Partnership, networking and advocacy for gender programming in water and sanitation sector** –Work closely with Women Affairs Directorate in the Ministry of Water, Irrigation and Electricity. Initiate establishment of gender working/network group including regional Level by involving Bureau of Women and Children and gender focal persons of WASH sector Bureaus.
  - **Planning, monitoring, evaluation and reporting** –gender disaggregated data for reporting; annual reports need to analyze impacts of the project in changing the livelihoods of boys and girls, men and women and other marginalized groups; success / failure stories; balanced picture and interview of men and women / boys and girls whenever pictures and interviews are done

- **Rewarding grass root level gender champions /role models/** - well performing women-led WASHCOs shall be rewarded to encourage other WASHCOs to do the same; develop agreed checklist
  - **Gender and disability inclusive research** – Undertake qualitative and quantitative research and consider research findings in order to respond better to women’s and men’s needs for improved WASH services (No budget at the moment).
- **Financed COWASH regional personnel to participate in gender mainstreaming training organized by the Women Affairs Directorate of MoWIE**

Training on Gender Mainstreaming in Water, Sanitation and Hygiene (WASH) Program was conducted between February 08 and 10, 2017 in Adama organized by Women Affairs Directorate of Ministry of Water, Irrigation and Electricity. A total of 33 (11 women) participants including 6 (1woman) RSU staff did attend the training. COWASH supported the WAD in screening and covering cost of the trainer.

Gender objectives of the workshop include to:

- enhance trainees' gender analytical and mainstreaming skills;
- enable them plan, implement, as well as monitor and evaluate development Programs/projects in a gender sensitive manner; and
- contribute to sustainable development through training, and experience sharing of best practices in WASH activities.

- **Involved in recruitment of Gender Specialist or otherwise assignment of Gender Focal Point in each of COWASH region support unit**

Out of 5 COWASH regions, Tigray Region has recruited Gender Specialist while Amhara, Benishangul Gumuz and Oromia regions have assigned Gender focal person. FTAT supported Tigray Region in formulating written exam questions and also notified the Regional Water Bureau about evaluation results of candidates who took exam for the Gender Specialist position. Answer sheets of the candidates were sent to FTAT in sealed envelope and average grade of three staffs of FTAT who evaluated the answer sheets was taken as final grade for each candidate. Then the one who scored highest grade was selected for the position. Interviewing candidates was not part of the evaluation process. After the recruitment process completed, FTAT gave orientation for the newly employed staff while she was in transit in Addis Ababa coming from Tigray to attend the ToT on the guideline for women-led micro and small enterprises establishment in COWASH held in Bishoftu. In the case of SNNPR, the recruitment of Gender Specialist is under process.

- **Built FTAT and RSU technical capacity through sharing gender focused document**

A document showing the status of women and men in key economic, social and political areas in Ethiopia was shared to FTAT and RSU staff for information purpose. The document

was released by UN Women in November 2014 by the title "Preliminary Gender Profile of Ethiopia". The document was shared with the understanding that most of the figures may not be outdated and most importantly the analysis part will not have much change.

▪ **Provided technical and financial support for celebration of March 8: International Women's Day of 2017**

In collaboration with Women Affairs Directorate in the MoWIE, organized March 8: International Women's Day celebration. Provided technical support and covered part of the cost incurred for celebration of the event.

**Major Accomplishments in 2010 EFY include the following**

▪ **Prepared training guideline on Women's Leadership in WASHCO Management**

COWASH Phase III focuses on building women's leadership skill in WASHCO management to achieve what is stated in Output 4.2: women's leadership as WASHCO members in COWASH Phase III woredas enhanced.

The training guideline is prepared to build leadership capacity of Water, Sanitation and Hygiene Committee (WASHCO). Beyond the quota system for the membership of women in WASHCO, i.e. at least 50%, COWASH strives to bring women to the leadership positions and especially take up the chairperson position in WASHCO. The guideline actually addresses both women and men members of WASHCOs, though the training impact could be larger on women members. The guideline can be in use to train newly established ones or these having ample experience in serving the communities. In a broader sense, it can also be in use to train leaders of community-based organizations. Major topics included in the training guideline are:

- Highlight about COWASH Project and of CMP approach implementation steps
- Community Participation and Women's Empowerment
- Conceptualizing Leadership at Community Level
- Leadership Skills: Communication Skill, Understand the Difference in Perspectives, Understand Variations in Human Behavior, Dependency Vs Self Reliance and Trust Building
- Decision Making: Decision Making Styles and Difficulties in Decision Making

Translation of the training guideline into the local languages (Amharic, Affan Oromo & Tigrigna) completed and disseminated to the respective COWASH regions for subsequent use. The training guideline included games and role plays to enable the trainees understand the leadership concepts easily and they can associate the concepts with their local context.

▪ **Conducted ToT on women's leadership in WASHCO management**

Training of Trainers was organized at Federal level on March 19 and 20, 2018 for the five COWASH region staffs drawn from Women and Children Affairs Bureau, gender focal persons in the Water Bureau and RSU staff (gender specialists/gender focal persons). At

Federal level, staff from Women Affairs Directorate in the MoWIE also received the ToT. A total of 28 (8 women) participants did attend the two-day training of which 2 women reported disability case.

▪ **Cascaded the women's leadership in WASHCO management training to target regions**

With leading role of the regional Women and Children Affairs trained staff (who did attend the ToT at Federal level), the women's leadership in WASHCO management training cascaded to the five COWASH regions by making use of the training guideline prepared by COWASH FTAT. In doing so, COWASH FTAT provided technical support to the regions. About 360 (126 women) WASH experts working in COWASH target woredas and respective zones did attend the training. The training material disseminated to the woreda and zonal experts at the end of the training for reference purpose. This training by itself is not an end result. Rather trained woreda and zonal experts are expected to further cascade the training to WASHCOs and grass root level leaders. COWASH gives more emphasis to strengthen WASHCOs in general and for bringing more women members of WASHCOs in leadership position in particular through providing women empowerment training to government partners and RSU and make close follow up for cascading of the training down to community level.

▪ **Financed Gender and Leadership training organized by the Women Affairs Directorate, MoWIE**

Training on Gender and Leadership was conducted between Dec. 28 and 29, 2017 to enhance and strengthen the capacity of women professionals working at different departments in the Ministry of Water, Irrigation and Electricity. 21 (2 male) did attend the training out of 30 participants (70%) targeted / invited for this training. COWASH supported the WAD in facilitating recruitment and covering cost of resource person. Major topics covered during the training include:

- Historical perspectives of organizational leadership
- Management and leadership
- Top ten laws of leadership
- Leadership skills, theory and styles
- Leadership and power: Legitimate power, Reward power, Coercive power, Expert power and Referent power.
- Good governance: Pillars of good governance
- Commitment and competency

Participants appreciated the two-day gender and leadership training and expressed as the training has enabled them to aspire for leadership positions.

▪ **Worked together with WaterAid, NWCO and Women Affairs Directorate of MoWIE and MoH to establish Women WASH Platform**

Being part of the task force established under the WASH National Coordination Office, assisted preparation of terms of reference to establish Women WASH Platform. The initiative took more time than expected to be materialized. The process shall be revitalized by the

recently recruited Gender, Equity and Inclusion Specialist in the WASH National Coordination Office.

▪ **Conducted review meeting with COWASH regional gender specialists and focal persons**

COWASH invited at federal level the regional gender specialists / gender focal persons working in the regional support unit and gender focal persons from Bureau of Water as well as Women and Children Affairs and conducted one day review meeting. The discussion focused on accomplishment status of indicators mentioned in the COWASH performance monitoring plan for Outcome 4. Women's empowerment and leadership achieved through WASH related activities in the 5 project Regions by 2019. In relation to gender the following indicators were under discussion during the review meeting:

- No. of people trained on women leadership in water supply management by WASHCO
- % of COWASH Phase III WASHCOs having at least 50% women members
- % of WASHCO leadership positions filled with women in COWASH Phase III
- % of COWASH Phase III WASHCOs having women in all three main management positions

Participants raised the challenges they face, shared regional experiences and finally agreed with way forward action points.

**Major gender outcomes/outputs planned for 2011 EFY**

- Prepare a brochure on women's empowerment in WASH in COWASH Phase III
- Translate the women's empowerment brochure into local languages (Amharic, Afaan Oromo and Tigrigna) and disseminate to COWASH regions for wider circulation
- Prepare a concept note and conduct gender work experiences from COWASH regional, zonal and woreda stakeholders.
- In collaboration with regional support unit and woreda government partners, cascade the women's leadership in WASHCO management training to WASHCOs and kebele level leaders.
- Conduct supportive supervision to COWASH regions to capacitate gender experts and monitor undertakings on gender activities
- Work closely with Women, Youth and Children Affairs Directorate in the MoWIE and other stakeholders
- Assist in planning and implementation of the Phase III end-baseline and ensuring that gender results and impacts are assessed