

Term of Reference (TOR) for strategy and action plan development on Gender Equity and Disability Inclusion for WASH sector in Ethiopia

1. Background

The Sustainable Development Goals provide a global agenda for change. Many of the goals focus on reaching the vulnerable and emphasize the principle of equality and equity among others. SDG 6 states “ensure availability and sustainable management of water and sanitation for all”. SDG 5 states “achieve gender equality and empower all women and girls”.

Around 15 per cent of the world’s population, or an estimated 1 billion people, live with disabilities. Poverty and disability are inextricably linked considering that poverty is a major contributing factor leading to disability while disability traps people into poverty. Without explicit references to persons with disabilities, the Millennium Development Goals failed to effectively address the situation of this group, 80 per cent of whom live in developing countries. The Sustainable Development Goals afford us an opportunity to rectify this and ensure a framework that is inclusive of all.

Regarding gender equity¹ and disability inclusion² in Ethiopia, national governance and policy frameworks exist. Many Ethiopian WASH sector policies were developed before inclusion was recognized as a priority. Many of the existing policies³ have been developed two decades ago and give little space for gender equity and disability inclusion.

In households that do not have access to water services on premises, the burden of fetching water commonly falls on the women and girls who are responsible for collecting water in about 75% of the households. Fetching water contributes to the situation where women’s time is inflexible, consumed by routine and non-productive tasks, perpetuating their absence from decision-making and other profitable pursuits. For girls, fetching water combined with other household chores contributes to dropout and low school retention rates.

Regarding representation of women in decision making bodies, women are included in water management system the participation of women is most often seen in community water supply management frameworks, where women are included within the management team. They rarely assume chairperson position but mostly hold cashier position. [This is important as the intention is to sustain the benefits of the system by both genders. However at sector level (i.e. where policy, resourcing and planning are usually discussed and decided upon) there are very few female decision-makers not only there aren’t enough qualified women in the sector but also a reform in the sector’s approach to reaching those women professionals has not been put in place yet]⁴.

¹ Gender equity is the process of being fair to men and women, boys and girls to ensure fairness. Special temporary measures may need to be taken to compensate for historical or systemic bias or discrimination. Gender equity is a means of achieving gender equality. (UN Women and UNICEF Training manual)

² Disability inclusion means inclusion of people with disabilities into everyday activities involves practices and policies designed to identify and remove barriers such as physical, communication, and attitudinal, that hamper individuals' ability to have full participation in society, the same as people without disabilities (CDC)

³ Most relevant policies and strategies can be found at: <https://www.cmpethiopia.org/page/3214>.

⁴ Bethlehem Mengistu, Women in Ethiopia Still Struggle Despite Leadership in Government. <http://www.ipsnews.net/2019/04/women-ethiopia-still-struggle-despite-leadership-government/>

Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with attitudinal, environmental or institutional barriers hinder their full and effective participation in society on an equal basis with others⁵. This definition of disability taken from the UN Convention on the Rights of Persons with Disabilities shall be used as basis for this strategy development.

The commitment of the Ethiopian government to address gender equality and equity concerns in development is formalized in the ‘National Policy on Ethiopian women’ issued by the Prime Minister’s Office in 1993⁶. The policy draws attention to the main areas of concern, enlists strategies for implementation of the policy and sets up gender machinery within government. The National Policy on Women mandated the setting up of the Women Affairs Directorates (WADs) in the Prime Minister’s Office, in the Federal Ministries and Commissions and Women’s Affairs Bureaus in the Regions and cascaded to zonal and woreda levels.

As a result of such initiative, the WADs in the WASH Ministries have prepared gender focused manuals and guidelines and made significant achievements in addressing gender concerns in their respective sector. And yet there are issues that need to be addressed in order to involve women and men, boys and girls in WASH services planning, implementation and management at full scale to ensure attainment of nationally and internationally agreed goals and targets for water and sanitation.

The Government of Ethiopia is committed to ensuring the equal rights and dignity of persons with disabilities. Ethiopia ratified the UN Convention on the Rights of Persons with Disabilities in 2010. Parties to the Convention are required to promote, protect, and ensure the full enjoyment of human rights by persons with disabilities and ensure that they enjoy full equality under the law.

Following the ratification of the UN Convention on the Rights of persons with Disabilities the Government of Ethiopia developed a ten-year National Plan of Action of Persons with Disabilities 2012-2021 (NPA)⁷. The goal is to improve the situation of persons with disabilities and to achieve an inclusive society. Similarly to the CRPD, the NPA is based on a social and human rights based understanding of disability. However, the NPA does not include the WASH sector actors or mention WASH as priority area.

Practical steps have been taken in the implementation of Community-Led Accelerated WASH (COWASH) in women empowerment⁸ & disability inclusion⁹ & several guidelines & guidebooks have been developed.

The Gender mainstreaming implementation guideline for the water and energy sectors (2012) and the gender mainstreaming field manual for water supply and sanitation sub sector¹⁰ (2005) have been also developed. Ministry of Health (MoH) has developed Menstrual Hygiene Management (MHM) Policy and Implementation Guideline in 2017 in collaboration with other WASH signatories of Education, Water and Women and Children Affair.¹¹

⁵ https://www.cmpethiopia.org/media/un_convention_on_the_rights_of_persons_with_disabilities

⁶ <http://www.mowca.gov.et/--9-30?inheritRedirect=true>

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http://www.ilo.org/dyn/natlex/natlex4.detail%3Fp_lang%3Den%26p_isn%3D94528%26p_country%3DETH%26p_count%3D141

⁸ <https://www.cmpethiopia.org/page/2242>

⁹ <https://www.cmpethiopia.org/page/2330>

¹⁰ https://www.cmpethiopia.org/media/gender_mainstreaming_field_manual_2005

¹¹ MHM documents can be found here: <https://www.cmpethiopia.org/page/3152>

2. Objective(s) of the Assignment

2.1 Overall Objective of the assignment

Overall objective or goal of the assignment is to develop one strategy and action plan with separate sections for Gender Equity and Disability Inclusion for the Ethiopian WASH sector. Besides, gender and disability intersect in many ways since half of the persons living with disabilities are women. The strategy and action plan reflects the intersection in detail. Besides the conventional conditions, gender equity and disability inclusion in emergency and pandemic situations need to be addressed to leave no one behind in emergency response and resilience building.

2.2 Specific objectives of the assignment

Specific objectives of the assignment in the preparation of the Ethiopian WASH sector Gender Equity and Disability Inclusion Strategy and action plan are:

- Existing national situation of gender equity and disability inclusion contexts in WASH sectors assessed considering non-emergency and emergency situations. This assessment is made on the base for the strategies and action plans for the contexts of Urban, Rural, Pastoralist and Humanitarian areas.
- The gaps, best practices and lessons learned that can be inputs for the aimed strategy and action plan, identified.
- International experiences and lessons learned reviewed and incorporated
- Strategy and an action plan for WASH sector actors to practically implement the WASH projects with gender equity and disability inclusion fully included, developed.
- An action plan that can clarify the practical implementation roles and responsibilities of different actors and harness the synergies between WASH organisations in Ethiopia in inclusive WASH implementation, developed.
- Gender equity and disability inclusion training materials that are directly related to the strategy and helpful to implement proposed action plan, produced and submitted
- Training of trainers to facilitate better understanding of the gender equity and disability inclusion strategy and to build implementation capacity of the action plan, conducted.

3. Scope of Services, Tasks (Components) and Expected Deliverables

This consultancy work is expected (but not limited) to the following major tasks.

- 3.1 Review/analyse relevant national and regional level WASH related policies, strategies and program documents from government and non-government organizations in relation to gender equity and disability inclusion. Please refer **Annex 1** for relevant documents.
- 3.2 Review/analyse experiences and lessons learned of other countries and incorporate in a way that could be done differently aligning with the context of Ethiopia to ensure achieving of better results.
- 3.3 Define conceptual framework that the strategy for gender equity and disability inclusion for the Ethiopian WASH sector need to follow.
- 3.3 General consultation of the stakeholders at federal and 7 selected regions
- 3.4 With present situation of COVID 19 pandemic, propose methods for obtaining information and conducting consultations aligning with COVID response strategies.
- 3.5 Submit and present inception report to the Equity and Disability Inclusion Task Force

3.6 Conduct a detail field assessment at Federal (Addis Ababa) and in 7 selected regions of Amhara, Oromia, SNNPR, Tigray, Afar, Gambella and Somali with the following sample size. ¹²

No.	Sample size	Details
1	17 Organizations at Federal level (Addis Ababa).	<p>4 Ministries (Water, Health, Education, Labour and Social Affairs)- In each Ministry, WASH focused Directorate/ and Women Affairs Directorate shall be contacted.</p> <p>9 NGOs & development partners working on WASH and disability inclusion (WaterAid, World Vision, CRS, SNV, PSI, COWASH, USAID, UNICEF and World Bank) - In each organization, Executive Director OR Program Head of the organization as well as Gender & Disability Expert or Focal Person shall be contacted</p> <p>1 FENAPD - Executive Director OR Program Head of the organization as well as Gender & Disability Expert or Focal Person shall be contacted</p> <p>Addis Ababa Water and Sewerage Authority – Head OR Program Head of the Authority as well as Gender & Disability Expert or Focal Person shall be contacted</p> <p>Addis Ababa Bureau of Health</p> <p>Addis Ababa Bureau of Education</p>
2	9 organizations in each of the 7 Regions	<p>4 Bureaus (Water, Health, Education, Labour and Social Affairs)- Joint meeting would be optional.</p> <p>Regional town water utility</p> <p>3 NGOs working on WASH (include NGOs working on WASH and disability inclusion).</p> <p>1 FENAPD branch office OR 1 Association of persons with Disabilities (DPO)</p>
3	2 woredas in each of the seven Regions (14 WWT meetings)	<p>Woreda WASH team (If exist in the woreda, include WoLSA, one DPO and Utility Manager to the meeting) in each of the two woredas in seven regions (total 14 woredas)</p>
4	2 kebeles/ communities in each of the 14 woredas	<p>In each of the 14 woredas, contact two kebeles. In each kebele, Kebele WASH team and WASHCO members of two water supply schemes of different types, 2 schools and 2 health institutions shall be contacted (one each with accessible design for school and health institution, if there is any).</p> <p>In each kebele, two households shall be visited and discussion with family members shall be held (of which one HH having family member(s) with a disability).</p>

¹² The consultant shall assess the situational analysis conducted by the SNV in 2020 (results of this SNV analysis are not yet available at the time of publishing this ToR) and use the results of this SNV analysis in the planning of the field assessment of this consultancy and present the field assessment plan in the inception report. Th SNV analysis may not include all the regions proposed in this consultancy. This to be considered in the inception report. The SNV analysis includes also review of the WASH related policies, strategies and program documents from government and non-government organizations in relation to gender equity and disability inclusion. SNV assessment also includes the reviewing the experience and lessons learned from other countries. These shall also be assessed and taken into account before finalizing the inception report in order to avoid duplication of work.

- 3.7 It is expected that the assessment to provide insights of community, institution (Schools and Health Facilities) in all rural, urban, pastoralist and humanitarian context.
- 3.8 Submit report for field assessment and include desk review into the inception report. Reports to be submitted to the E&DI Task Force.
- 3.9 Gender Equity and Disability Inclusion Strategy shall have separate sections for Gender Equity and Disability Inclusion as well as a section with intersection of gender and disability.
- 3.10 It shall also include five years Strategic Action Plans for both sections as well as gender and disability intersection with explicit results framework whereby short term, mid-term and long-term results are clearly identified.
- 3.11 The strategic action plans include in detail roles and responsibilities of multiple governmental, non-governmental agencies, development partners, civil societies, and private sectors to facilitate implementation arrangements.
- 3.12 Outline work of the Disability and Inclusion Task Force at federal level and set modalities for engagement with regional, zonal, and local counterparts to materialize the strategy and implement the action plans.
- 3.13 The strategic action plans incorporate estimated budget as well as clear monitoring plan with SMART indicators and responsibilities to follow up its implementation.
- 3.14 The monitoring plan shall have a separate follow up process mechanism to be used by the task force members to conduct a 6-month progress check in/evaluation after finalization of the documents and to revise the action plan if needed based on findings of the progress made and the overall situation.
- 3.15 Present and submit the Draft Strategy and Action Plan to the E&DI Task Force
- 3.16 Present the draft Strategy and Action Plan to the stakeholders in a national level workshop with Federal and Regional participation
- 3.17 Present and submit the Final Strategy and Action Plan to the E&DI Task Force
All documents of Strategy and Strategic Plan of Action shall be in English.
- 3.18 Prepare training material for gender equity and disability inclusion strategy familiarization as well as enhancing action plan implementation capacity
- 3.19 Conduct initial training of trainers to a maximum of 40 participants based on training material produced
- 3.20 Expected Deliverables include the following
 - Inception report in narrative of maximum 20 pages excluding annexes and ppt for presentation and including the document review (Draft and Final Report). This includes, reviewing Annex 2: Outline of WASH strategy, attached to the ToR and submission of revised version, as deemed necessary.
 - Draft field assessment report
 - Final field assessment report (Summary report + individual regional assessment reports)
 - Zero draft strategy and action plan document with separate sections for gender equity and disability inclusion and a section with intersection of gender and disability. Presentation to E&DITF.
 - Draft strategy and action plan document with separate sections for gender equity and disability inclusion and a section with intersection of gender and disability. Presentation for federal and regions in a workshop.
 - Final draft strategy and action plan document with separate sections for gender equity and disability inclusion and a section with intersection of gender and disability with comments

incorporated from the workshop. Presentation to E&DITF. Separate annex to be prepared for the comments not addressed with justification of not addressing the comment.

- Final strategy and action plan document with separate sections for gender equity and disability inclusion and a section with intersection of gender and disability.
- All documents of narrative and PPT to be provided in 5 hard copies as well as 5 soft copies (5 CDs).
- Gender equity and disability inclusion training material prepared in English
- Initial training (Training of trainers) on gender equity and disability inclusion strategy familiarization and enhancing action plan implementation capacity conducted
- Proceedings of training workshop submitted.

It is expected that the strategy will be developed on the pillars of the existing policies which guide the Ethiopian water, health, education and social sectors. The gender equity and disability inclusion strategy and action plan will also be crosscutting strongly with the social development interventions in the country.

The content of the strategy is guided, but not limited to, with draft content, developed by the Equity and Disability Inclusion Task Force as presented in **Annex 2**.

4. Team Composition & Qualification Requirements for the Key Experts (and any other requirements which will be used for evaluating the Key Experts under Data Sheet 21.1 of the ITC)

The consulting firm should have clear proven experience and familiarity with developing strategy in developing country settings, preferably for WASH and Equity and Inclusion.

The team experience

The Team leader shall have social work background, advanced University Degree in one of the disciplines relevant to the following areas: Public Health, Social Science, Water Supply and Sanitation and at least 10 years work professional experience in for example the UN or other international development organization, national government or the private sector.

Other team members each shall have minimum five years of progressively responsible professional work experience and their experience shall cover the following areas of experience and qualifications:

- Public Health
- Social works
- Gender and development
- Disability Inclusion
- Engineering in WASH
- Strategic planning
- Policy development
- Strategy development
- Research
- Legal issues
- Ethiopian WASH sector
- Ethiopian social sector

- The number of team members are not defined in ToR. Consultant shall propose the team in the tender.
- The team can be mixed with international consultants and local experts from Ethiopia.

- All experts shall have good knowledge and skills especially use of Microsoft office
- All experts shall have fluency in English and some experts fluency in Amharic. Ability to speak Afaan Oromo, Tigrigna, Somali and Afar is considered as an asset.

5. Reporting Requirements and Time Schedule for Deliverables

a) format, frequency, and contents of reports.

The content of the strategy is guided with draft content developed by the Equity and Disability Inclusion Task Force as presented in **Annex 2**.

b) number of copies, and requirements to electronic submission (or on CD ROM). Final reports and training materials shall be delivered in CD ROM in addition to the specified number of hard copies;

All documents of narrative and PPT to be provided in 5 hard copies as well as 5 soft copies (5 CD ROMs).

c) dates of submission; Two deliverables added in the last and extended to 4 additional weeks (1 week to do field work in the additional region, two weeks for training material preparation and 1 week to conduct the training and submit training workshop proceeding.

Actions/Milestones	Weeks																													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Signing date of the contract (meeting)	★																													
Draft inception report and its submittal to Task Force (TF)																														
TF review inception report (IR) and the consultant present the IR to TF in a meeting																														
Final inception report and how the comments have been included submitted to TF																														
Field assessment and assessment report submittal to TF																														
TF review the assessment report and the consultant presente to TF in a meeting																														
Finalising assessment report and report submittal to TF																														
Zero draft strategy and action plan and submittal to TF																														
TF review zero strategy and action plan and the consultant present to TF in a meeting																														
Draft strategy and action plan report, its submittal to TF and sending to regions																														
Review by regions and the consultant presentat to TF and regions in a workshop																														
Final draft strategy and action plan preparation and how the comments have been included																														
Review of final draft strategy by TF and submittal to the consultant																														
Final strategy and action plan submittal to TF																														
Training materials preparation and submittal to Tf																														
Conduct initial training (ToT) and submittal of training workshop proceeding to TF																														

★ Meeting ★Workshop

d) persons (indicate names, titles, submission address) to receive them; etc.

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6. Client's Input and Counterpart Personnel

(a) Services, facilities, and property to be made available to the Consultant by the Client:

- Equity and Disability Inclusion Task Force will be responsible to coordinate and facilitate consultancy work as per the alternative methods proposed by the consultant to obtain information and conduct consultations.
- The consultant fee and reimbursable payments are covered by the World Bank based on the approvals by the E&DI Task Force.
- Workshops will be organized and workshop costs will be covered by the E&DI Task Force through other financing arrangements (from other funding organizations, not from WB).
- Translation of the strategy and action plan and training materials to the local languages will be covered by the E&DI Task Force through other financing arrangements (from other funding organizations, not from WB).
- The E&DI task Force will also assist in providing information, supervises the work of the consultant and review submitted documents with separate budget.
- The E&DI task force will be responsible for dissemination of the draft and final strategy and action plans to relevant stakeholders.
- The E&DI taskforce shall not avail office space, transport and equipment.
- Transport, per diem and accommodation costs are expected to be included into the agreement and covered by the consulting firm.

(b) Professional and support counterpart personnel to be assigned by the Client to the Consultant's team:

- There will be no professionals or counterparts assigned to the consultant's team
- The members of the Equity and Disability Inclusion Task Force will provide assistance for the consultant's team by providing information and review and comment the consultant's outputs during the consultancy work

7. Remark:

- 7.1 Submission of necessary documents pertaining to licenses and TIN number or VAT certificate is mandatory of the Consulting Firm.
- 7.2 It is expected of the applicants for this job to show all costs related to it including taxes according to the rules and regulations of Inland Revenue Authority of Ethiopia.

Annex 1-List of documents to be reviewed

FDRE (1995). The Constitution of the Federal Democratic Republic of Ethiopia, Addis Ababa

FDRE (2015). Growth and Transformation Plan II (GTP II), (2015/16 – 2019/20)

FDRE (1993). National Policy on Ethiopian Women, Addis Ababa

FDRE (2018). One WASH National Program (OWNP) Phase II, Addis Ababa

MOE, FDRE (2015). Education Sector Development Programme V (ESDP V) (2008 - 2012 E.C./ 2015/16 - 2019/20 G.C), Addis Ababa

MOE, National WASH Implementation Guideline October ,2017

MOE, National WASH Strategy- Implementation Action Plan October,2017

MoH, Transitional Government of Ethiopia (1993). The Ethiopian Health Policy, Addis Ababa

MoWIE, FDRE (Dec. 2018). Environmental and Social Management Framework, Addis Ababa

MoWIE, FDRE (Jan.2019). One WASH Consolidated Water Supply, Sanitation and Hygiene Account Project (One WASH-CWA_P167794): Updated Social Assessment, Addis Ababa

MoWIE, FDRE (Nov. 2018). Resettlement Policy Framework, Addis Ababa

MoWIE, FDRE (2015). Second Growth and Transformation National Plan for the Water Supply and Sanitation Sub- Sector (2015/16 – 2019/20)

MoWR, FDRE (1999). Ethiopian Water Resources Management Policy, Addis Ababa

MoWR, FDRE (2002). The National Water Strategy of Ethiopia, Addis Ababa

MoH, FDRE (2015). Health Sector Transformation Plan (2015/16-2019/20), Addis Ababa

MOH, Menstrual Hygiene Management in Ethiopia: an Intersectoral issue: Policy and implementation guideline

MoWR, FDRE (1999). Ethiopian Water Resources Management Policy, Addis Ababa

MoWR FDRE (2001). Gender Mainstreaming Guidelines and Checklists for the Water Sector, Addis Ababa

MoWR FDRE (2012). Gender Mainstreaming Implementation Guideline for Water and Energy, Addis Ababa

OpenWASH (2018) *Count me in! Inclusive WASH in Ethiopia*, The Open University

UK/WaterAid

Hints for the outline of strategy and action plan development on Gender Equity and Disability Inclusion in WASH sector in Ethiopia
(separate sections for gender equity and disability inclusion)

This outline is planned to serve both sections in the strategy (each section shall have its own strategy and action plan) and a chapter describing intersection of gender and disability).

Executive summary

1. Foreword

Short summary of the strategy, its meaning and need. This should also include a page for signatories of Four Ministries, DAG Group Chair, NGO Forum Chair and FENAPD. List of organizations involved in preparation of the strategy and strategic plan of action.

2. Definitions / Definition of Concepts

Include definitions to clarify issues related to gender equity¹³ (as a means to gender equality) and disability inclusion as well as intersection of gender and disability

3. Background

Provide information about the One WASH organization, such as history, management structure, and supporting partners or agencies. OR

Where WASH sectors have been in the beginning of GTP II?, Where we are now, Where we should go and how. Who we are in One WASH? How we work towards our vision and what makes it unique?

4. Rationale for inclusive WASH

Clear needs and benefits of gender equity and disability inclusive WASH and vision of what should be achieved

5. National and International experiences and lessons learned

5.1 The status of gender equity and disability inclusion in WASH in Ethiopia
(Separate sections for gender equity and disability inclusion)

National and regional policy environment.

¹³ Gender equity is the process of being fair to men and women, boys and girls to ensure fairness. Special temporary measures may need to be taken to compensate for historical or systemic bias or discrimination. Gender equity is a means of achieving gender equality. (UN Women and UNICEF Training manual)

National and international Conventions and commitments including CRPD and NAP.

National and Regional training manuals, guidelines on gender and disability inclusion in WASH.

Situational analysis (in conventional or non-emergency situation as well as in emergency situation including COVID 19 pandemic) for gender-based differences in terms of access to and control over resources (WASH related, issue of multiple use of water / water for productive use comes here) gender division of labor, participation of women in household and community level decision makings processes,

Involvement of women professionals in WASH sector (especially in decision making positions)

Pertaining attitudes, perceptions, cultural practices of women's and men's participation in WASH services management and in WASH sectors professionally.

What has been done so far?

Challenges and successes in the sector

Lessons learnt and what could be done differently to bring better results

5.2 International experiences in gender equity and disability inclusion in WASH (Separate sections for gender equity and disability inclusion)

Policy environment – Review case of two countries that Ethiopia can draw lesson in adopting gender equity and disability inclusion in WASH

Review how these two countries applied international conventions related to gender equity and disability inclusion in WASH.

Online training manuals, guidelines on gender and disability inclusion in WASH

Situational analysis for gender-based differences in terms of access to and control over resources (WASH related, issue of multiple use of water / water for productive use comes here) gender division of labor, participation of women in household and community level decision makings processes

Involvement of women professionals in WASH sector /access to jobs in the sector (especially in decision making positions)

Pertaining attitudes, perceptions, cultural practices of women's and men's participation in WASH services management and in WASH sectors professionally.

Lessons learnt and what could be done differently in Ethiopia to bring better results

5.3 Develop conceptual framework based on national and international experiences and lessons learned

6. Strategic objectives of gender equity and disability inclusive WASH

6.1 Overall strategic objective of gender equity and disability inclusion in WASH

e.g. The overall objective of the strategy is to ensure full gender equity in WASH planning, implementation and management and achieve fully disability inclusive and accessible WASH facilities for all from the household to public levels and ultimately enable all, persons with disabilities, girls and women to fully and equally participate in decision making process and contribute in the WASH planning, implementation, management and operation and maintenance of WASH facilities and activities and benefit from all the inputs driven to WASH development and capacity building in WASH. The strategy also gives direction to enhance involvement of women professionals, including in leadership positions in WASH sector.

6.2 Specific strategic objectives of Gender Equity and Disability Inclusion in WASH e.g. More specifically the strategy envisages attaining the following activities

Ensure that youth, women, men, adults, elders, girls and boys, people with disability and other marginalized groups including female headed households have equal access to WASH. Ensure that persons with disabilities have similar access to WASH as the non-disabled members of the society.

Ensure women and persons with disabilities have equal access to jobs and assume leadership positions within the sector

Increase society's awareness on the rights of persons with disabilities at all levels to an all-inclusive WASH to attain attitude to everyone that always takes into consideration the needs of women and persons with disabilities and awareness and support from peers, family members, school community on MHM, girls' workload and their participation.

Development mechanism to address identified gender gaps regarding access to and control over resources.

Address practical and strategic needs of women

Mechanisms to be used by the communities to ensure utilization of safely managed water and sanitation services by the economically disadvantaged people including women-head households and the persons with disabilities.

7. Strategic Directions or outcomes of gender equity and disability inclusive WASH strategy

7.1. Improved enabling environment and policy framework in WASH sector to fully consider gender equity and disability inclusion issues and consider the intersection of gender and equity issues.

Ensure all WASH policies, plans, guidelines and strategies include Gender Equity and disability inclusion issues with measurable indicators for follow up

Ensure placement and functionality of institutional set up, structure, human resource, budget, reporting mechanism up to national level, learning forums, documentation and dissemination of information and best practices.

7.2. Strengthened Gender Equity & Disability Inclusion in WASH Management and Administration

Strengthen or re-vitalize responsibility and accountability system for WASH, that includes the needs of women and girls and persons with disabilities, at all levels from Federal to Kebele in all WASH sector actors

Allocating sufficient budget for capacity building, planning, implementation, monitoring and management of WASH services that includes gender equity and persons with disabilities

Revise existing national WASH management and administration guidelines (including procurement guidelines) that include gender equity and disability in WASH

NWCO housed by MoWIE will lead the disability inclusive WASH coordination and execution as well as the monitoring and evaluation of activities. For this purpose, the NWCO will design and publish standard WASH disability inclusion checklists and reporting formats in consultation with all concerned stakeholders.

7.3 Increased equity, accessibility and inclusion for all children, youth, adults, elders, men, women and persons with disabilities in WASH

Strengthening awareness raising activities in disability inclusion at all levels from Federal to kebele

Improving the design of WASH facilities to be accessible for all

Constructing WASH facilities accessible for all

Focusing especially on the situation of girls and women with disabilities

Improving opportunities for women and persons with disabilities to take part in WASH planning and management as well as in assessments, studies, implementation activities, trainings, awareness raising, etc.

7.4. Capacity built in gender equity and disability inclusion in WASH

Training of WASH stakeholders at all levels and in all sectors in gender equity and disability inclusion in WASH

Participation of women and persons with disabilities in the capacity building

Engaging persons with disabilities and women in WASH related economic activities usually dominated by men

Promoting inclusive WASH implementation strategies, guidelines, designs, plans, communication and publicity

7.5. Partnership among stakeholders strengthened in gender equity and disability inclusion in WASH

Strengthen collaboration and cooperation among multiple governmental and non-governmental, development partners and private sectors

WASH sector actors to collaborate with Labor and Social Affairs and DPOs at all levels

Strengthen the existing WASH sector platforms to be include gender and disability inclusive issues as part of platform agendas (MSF, WSWG, EWEW, SMMSP)

Outline work of the gender equity and disability taskforce at Federal level and modalities for engagement with regional and local counterparts (up to district level) as well as with other platforms in WASH sector

Strengthen the role of NWCO in leading the process of gender equity and disability inclusion in WASH

Strengthen partnership, networking and advocacy at local, national and international level for gender equity and disability inclusion in water and sanitation sector

Engage men and boys in gender equity and disability inclusion advocacy work

7.6. Gender and disability inclusive research in WASH conducted

Assessing and involving the potential research institutions and universities to conduct qualitative and quantitative WASH research responding to needs and interests of men, women, boys and girls, person with disabilities and other marginalized groups for improved WASH services.

Conducting research and action research of gender equity and disability inclusion progress in WASH

Publishing, presenting and disseminating the research outcomes nationally and internationally

7.7. Gender equity and disability inclusion WASH monitored and evaluated

Gender equity and disability inclusion strategic action plan shall discern short- and medium-term actions; shall have results framework whereby short, mid-term and

long term results clearly identified with outcomes, measurable indicators, implementation arrangements /responsibilities (detail roles and responsibilities of multiple governmental and non-governmental, development partners and private sectors elaborated to facilitate implementation) and a timeline for each strategic direction.

As part of the monitoring plan, include follow up process mechanism to conduct six-month progress check in / evaluation after finalization of the strategic development and action plan preparation to be used by the task force members to revise the action plan as deemed necessary

The implementation of gender equity and disability inclusion WASH strategy will be continuously monitored and evaluated at Federal, Regional, Zonal, Woreda and Kebele levels by all WASH sector ministries, bureaus and offices in close collaboration with Development Partners, NGOs and Associations of Persons with Disabilities (DPOs).

Revise the existing data collection instruments and indicators to include gender equity and disability inclusion.

Conduct regular gender and disability inclusion audits

7.8. Gender equity and disability inclusive WASH development communicated and experience and lessons learned shared

Include gender equity and disability inclusion into existing WASH related communication strategies and communication plans

Gender champions, women and persons with disabilities included and involved in experience sharing and lessons learned events

Gender equity and disability inclusion included into the agendas of regional WASH communication networks

7.9. A chapter on intersection of gender and disability

Issues of gender and disability intersect

Women living with disabilities are not a homogeneous group; rather different age groups have different needs and interests and their vulnerability also varies. Such intersection needs to be elaborated with due reference to the inclusion of issues of women with disabilities in the strategy and strategic action plan.