

Module C

Organizing Women Groups for Gender Mainstreaming in IWRM

Target Group

Policy makers, Project managers and Civil Society Activists.

Time

4 hrs

Material

The teaching aids required for the session are:

- Whiteboard
- Whiteboard markers
- Flipchart and markers

Examples/Handouts

International Examples

Examples from Pakistan

Note: depending upon the target group of participants either use the examples to illustrate training points or explain concepts or give these as a handout.

Guideline / Procedures and Main Training Points

1. Introduction to Module C

Procedure

- Start the session by stating the topic and objective of the module

Topic: Organizing Women Groups for Gender Mainstreaming in IWRM

Objective: To understand the dynamics of organizing women groups and familiarizing with the concept of a model of women's only groups i.e. Women Water Networks (WWN)

- Introduce and state the main training points of Module C

Introduction

- Gender inputs in terms of women specific interventions or integration into mainstream interventions is a matter of strategic choice. In some contexts, women or men-specific interventions may be appropriate, while in other situations, gender integration into mainstream sector specific interventions may be more suitable.
- A women's group may be formed around a common issue or problem. A prior programme may then be introduced or a new one developed. The choice of entry point depends on the particular situation and the organizers should be receptive and be able to perceive the urgent needs of the women.
- As Pakistan faces a bleak future in terms of water availability, population growth rates and depletion and pollution of its water bodies and systems, women are

not generally recognized as an especially vulnerable group in terms of impact nor as a legitimate group to engage with in the effort to ward off the impending water-related difficulties. They are not recognized as a party to the current debate in the country on dams, water distribution and competing demands. Given that the water sector is considered outside the purview of women as such, there are few women in Pakistan who have become prominent in this area as visionaries, scientists, planners, managers, technicians, researchers and professionals.

- Realizing that women's voices in the water sector have been neglected and very often decisions are made that affect women's lives adversely, the necessity of enhanced participation of women in planning, decision making and management in water sector, felt seriously. It leads to the idea of organizing women groups at all levels to address women's specific issues and providing women the opportunities for not only making their voices heard but also noticed effectively. So, strategically gender mainstreaming is being attempted through women water Networks which work as women's only organized platforms which facilitate the active participation of women in water sector at the local and national levels.
- By bringing women together on a forum relating to water, encouraging water literacy, encouraging water and IWRM related professional qualifications, public action and career development in the water sector, the WWN's may contribute to both economic and political empowerment of women across South Asia. Given that there are few women currently engaged in the water sector (either professionally or in terms of advocacy and activist work), and few women's organizations directly involved in the water related activities, and organized voice and forum has improved their presence, influence and opportunities.

Main Training Points

1. In order to move towards addressing gender needs, the first step is usually to organize women (and then move on to groups with both men and women).
2. WWNs are essentially women's only platforms that are designed to bring in women from all sectors of society, such that their voice can be effectively channeled into mainstream policies, discussions and actions relating to water.

2. Training Points

2.1 Training Point 1

In order to move towards addressing gender needs, the first step is usually to organize women (and then move on to groups with both men and women).

Procedure

- Brainstorm with the participants on training point 1 and write down the relevant responses on the whiteboard.
- Ask 1 or 2 participants to summarize main training points on the whiteboard as you go along.

Training Points

- The organization of a group has at least three phases:
 - 1. Preparatory Phase** during this phase, women are approached individually and helped to understand the need for organization. Initial meetings take place, in which the members and the organizers find ways to relate with each other as group members, talk about frequency and timing of the meetings, starting activity, etc. much of the effort goes in breaking the initial resistance of women to become part of a group and evolve a focus for themselves. The organizers play primarily the role of friends, motivators and learners.
 - 2. Settling-Down Phase** this phase depends on the success of the first phase. Many clues from the first phase need to be used in this phase such as:
 - What areas would women like to work on
 - What preparations, training and skills are needed
 - What technical and financial support is neededThe group takes smaller activities first and tries to learn from its experience. New activities for the group are planned, skills and information needed for the same are obtained and resources identified and acquired. Sustaining the women's interest in the group and developing interpersonal relationships between members become important. The main roles of the organizers are informers, facilitators, interpreters and confronters.
 - 3. Stabilization Phase** in this phase, there is more solidarity and confidence among the group members. Along with ongoing activities, the group develops its own distinctive identity and a vision of its present and future work. The group has a structure, and the pattern of work and responsibilities are stabilized. The roles of organizers are here of educators, trainers and enablers.

2.2 Training Point 2

WWNs are essentially women's only platforms that are designed to bring in women from all sectors of society, such that their voice can be effectively channeled into mainstream policies, discussions and actions relating to water.

Procedure

- Read through the summary of training point 1 to lead on to training point 2.
- Brainstorm with the participants on training point 2 and write down the relevant responses on the whiteboard.
- Ask 1 or 2 participants to summarize main training points on the whiteboard as you go along

Training Points

- The WWNs were set up in 2001 in South Asia (Pakistan, Sri Lanka, India, Nepal, Bangladesh and Bhutan). In Pakistan, country WWN was formally launched on 17th December 2002. Since then several grassroots WWNs associated with Area Water Partnerships (AWP) has been established in rural areas. Recently well structured

- WWNs have been developed at Town and Union Council (UC) levels in urban areas.
- The objectives of WWN include an organized women's voice in the water sector in Pakistan and ensure active participation in the water management at the local, national and regional levels. The development of active groups of women in the water sector, promotion of viable models, linkages to WWNs to water related institutions, technology transfer/exchange, building capacity of women about efficient and effective use of water, creation of awareness on women's role in the water sector, contribution to the development of appropriate policy and facilitation of women's participation in decision making and implementing processes and women's access to water.
- The functions of WWNs are the identification of women's organizations and women who can form a women's perspective on water, highlighting and addressing those issues that particularly affect women, meetings of these women and women organizations at all levels, identification of key water issues in these contexts and strategies to address those issues. WWNs can work as pressure and lobbying groups within the various identified levels, to push for solutions and allocation of funds.
- As a formal organized group/institution, WWN may have many members who elect its executive committee. The structure of Urban Executive committee is that it has one President, one Co-President, one General Secretary, one Treasurer and one Programme Coordinator. Urban WWN will eventually be a federated structure of representatives from UCs to Towns to City level.
- The Town WWN Executive Committee also has one President, one General Secretary, one Programme Secretary, one Treasurer and one Coordinator.
- In Pakistan, the WWN has been most effective in working closely and in parallel with the stakeholder platforms on water. Pakistan WWN has a strategic principle that it will maintain its women-only membership and act as parallel organization to all relevant water for a, until such time that there are 50 percent women members across all these fora. It has also taken the strategic position that as many of its members as possible should be on steering committees, boards and other decision-making bodies, to push through the concerns of women, and point the difference between the situation of men and women in the water sectors.
- Having a voice in Pakistan's Country Water Partnership has meant promoting women in the water sector. This is a major systemic change, as women's opinions and views are being reflected in policies, plans, programmes and actions. Through the WWN forum, many younger women are being attracted to seeking professional expertise in water related fields, and many others are taking part in water conversation, advocacy and education programmes. A long-term impact may be an increase in choices (as more women obtain education and training in water related areas) and professional development will lead to empowerment.
- Suggested group activities for the sessions:
There are some group activities which can be conducted during the training session:

Activity 1

Divide participants into 3-4 groups. One group should have 4 to 6 members in it. Tell the groups that you are supposed to be the residence of a particular i) rural area ii) urban area (city) while the other two groups are supposed to be iii) project planner of an NGO

working on gender issues in rural area iv) Project planner of an NGO working on gender issues in an urban area.

Tell the first two groups that if they are given a task to organize women of the area for playing their role in addressing water related issues in general and women specific issues as particular.

1. What major steps will they take for that purpose? What will be their strategy?
 2. What type of physical, social and psychological barriers may be there in organizing women?
 3. What type of support they will be needed for organizing women groups?
 4. What type of support women's groups will be needed for playing their role effectively?
- Tell the other two groups of project planners to
 - Design a project for addressing water related issues of women OR
 - Identify the areas in which they can provide any support to a grassroots level women group for addressing the water related issues of women and specify the methodologies of that support.
 - Allocate 30 to 45 minutes for preparing group presentations on given assignment.
 - Invite representatives of the group for presenting their work. Allocate 7-10 minutes for each group for presentation and discussion.

Activity 2

Divide participants into three or four groups. Each group must have representation of both genders (if participants are men and women both). Each group will be considered as a member of a particular type of WWN i.e

1. WWN at rural level
 2. WWN at urban (city) level
 3. WWN at town level
 4. WWN at country level
- Ask the groups to:
 - Identify those water related issues of their area that particularly affect women?
 - What are the barriers in addressing those issues?
 - Develop strategies to address those issues.
 - What role WWN can play in addressing the issues and how?
 - What type of support the WWN will be needed for playing its role effectively?
 - Allocate 30 to 45 minutes for preparing group presentations on given assignment.
 - Invite representatives of the group for presenting their work. Allocate 7-10 minutes for each group for presentation and discussion.

Activity 3

- Tell the participants that they all are supposed to be the member of a particular WWN (urban or rural). They are going to elect their Executive Committee.
- Tell the participants about the office barriers of the executive committee and how they should conduct the election.
- The trainer should facilitate and guide the group in that exercise of election.

3. Winding up

Procedure

- Wind up the module with a summary and thanks to the participants.
- If more than one session in the workshop, announce break and time to return for the next session.

MODULE C

Organizing Women Groups for Gender Mainstreaming in IWRM

INTERNATIONAL EXAMPLES

Area Water Partnerships (AWP)

Area Water Partnerships in South Asia emerged out of the need to find tangible and feasible units for institutionalizing IWRM in countries where the river basins are huge and unwieldy. They are part of the ‘family’ of institutions fostered by the Global Water Partnership (GWP). The rationale for this type of decentralization in South Asia has been that IWRM knowledge and good practice should be grounded in the grassroots, as this is where IWRM has meaningful practical interface with people’s daily lives and livelihoods

It was seen that while women are active managers of water at the household level, they are largely passive or kept out of decisions on issues of water, food, agriculture and water infrastructure development. To counter this trend, the strategy is to have a parallel “women-only” Women and Water Network attached to each Area Water Partnership (AWP), which sends as many members as possible to the AWP steering committee or board (Kamal S, Area Water Partnerships (AWPs) and their Potential for Community-based Action in IWRM, Keynote paper, International symposium on Community Based approaches for Integrated Water Resources Management, Islamabad, February, 2004).

The objectives of WWNs at AWP level are:

- Promotion of women’s issues within AWP’s
- Gender mainstreaming in all of the AWP’s programmes

This example shows that a combination of proactive actions for the promotion of women, designed as a component of an overall gender mainstreaming and gender institutionalizing strategy, can help women move faster into water institutions usually dominated by men.

The Functions of WWN's at AWP level:

- Identification of women's organizations and women member (in the geographical and programme areas), who can form a women's perspective on water and highlight (as well as seek to address) those issues that particularly effect women
- Development of a local grassroots gender perspective (in all AWP areas)
- Strengthening of the role of women and women organizations in the planning, development and management in AWP's and their local partner organizations
- Promotion, strengthening and empowerment of women in relation to water resource management in the AWP area
- Institutionalization of gender analysis at all levels of policy, planning programmes and project implementation within AWP work
- Promotion and incorporation of gender focus and women specific approaches and budgetary allocations in the AWP's work (a certain percentage can be set aside for gender mainstreaming in each AWP programme)
- Evolution of local WWNs as pressure and lobbying groups in the AWP's
- Meetings with other WWNs associated with AWP's for sharing of information, experiences and good practices
- A plan of activities to implement defined actions

NATIONAL EXAMPLES

Women Water Networks (WWN)

One of the ways to move towards gender main streaming is to empower women to develop capacity to be part of meaningful gender equity.

Women Water Networks – WWNs are women's only platforms that are designed to bring in women from all sectors of society, such that their voice can be effectively channeled into mainstream policies, discussions and actions relating to water. WWN Pakistan was formally launched on 17th December 2002. WWNs have remained active since then, largely using their own resources and several grassroots WWNs are associated with Area Water Partnerships (AWP) in rural areas and recently well structured WWNs have been developed at City Town and Union Council (UC) levels in urban areas.

- An organized women's voice in the water sector in Pakistan
- Active participation in the water management at the local, national & regional levels
- The development of active groups of women in the water sector
- Promotion of viable models
- Linkages to WWNs to water related institutions
- Technology transfer/exchange
- Building capacity of women about efficient and effective use of water
- Creation of awareness on women's role in the water sector
- Contribution to the development of appropriate policy
- Facilitation of women's participation in decision making and implementing processes
- Facilitation of women's access to water
- Opportunities in the water sector

Handout #1

Background of WWN Pakistan

The Women Water Networks (WWNs) were set up in 2001 in South Asia (Pakistan, Sri Lanka, India, Nepal, Bangladesh and Bhutan). WWNs are women's only platforms that are designed to bring in women from all sectors of society, such that their voice can be effectively channeled into mainstream policies, discussions and actions relating to water.

Water has always been "women's work" in South Asia and they have been the main managers and users of domestic water and water at farms level. While men have managed the irrigation and agricultural sectors in terms of the income and defined inputs, women have also been the unpaid farm workers and micro managers. As such any shortages of water are likely to hit women first and hard. The feminization of poverty in south Asia is already well documented and shortages of water add to the burden that women carry.

Women's voices in the water sector have been neglected and very often decisions are made that affect women's lives adversely. Gender mainstreaming, therefore, is a necessity to ensure that the water issues (as well as equity and justice issues), policies, strategies, programmes and actions are discussed, planned and implemented in ways that most support women and where the adverse impacts on women are minimized or curtailed.

WWN Pakistan was formally launched on 17th December 2002. HISAAR Foundation for Water, Food and Livelihood Security, a non-profit organization, is the host organization for WWN. WWNs have remained active since then, largely using their own resources. Several grassroots WWNs associated with Area Water Partnerships (AWP) in rural areas and recently well structured WWNs have been developed at Town and Union Council (UC) levels in urban areas.

Objectives

- An organized women's voice in the water sector in Pakistan
- Active participation in the water management at the local, national and regional levels
- The development of active groups of women in the water sector
- Promotion of viable models

Linkages to WWNs to water related institutions

Technology transfer/exchange

- Building capacity of women about efficient and effective use of water
- Creation of awareness on women's role in the water sector
- Contribution to the development of appropriate policy

- Facilitation of women's participation in decision making and implementing processes
- Facilitation of women's access to water
- Opportunities in the water sector

Functions of WWNs

- Identification of women's organizations and women who can form a women's perspective on water
- Highlighting and addressing those issues that particularly affect women
- Meetings of these women and women organizations at the level of:
 - Area Water Partnerships (AWPs)
 - Urban Water Partnerships (UWPs)
 - Country Water Partnerships (CWPs) and
 - Regional Water Partnership (South Asia)
- Identification of key water issues in these contexts and strategies to address those issues
- WWNs as pressure and lobbying groups within the various identified levels, to push for solutions and allocation of funds

Handout # 2

Various levels of AWPs and WWNs

1. Country level (Pakistan Water Partnership)
 - Pakistan WWN
2. Rural level (Area Water Partnerships)
 - Indus Delta WWN
 - Nara Canal WWN
 - Potohar WWN
3. City level (Karachi Water Partnership)
 - Karachi WWN
4. Town level
 - Six WWNs formed
5. Union Council (UC) level
 - 13 WWNs formed in Gulshan-e-Iqbal Town (one of 18 Towns in Karachi City)

Handout # 3

Structure of WWNs

Urban WWN Executive Committee

- President
- Co-President
- General Secretary
- Treasurer
- Programme Coordinator

Urban WWN will eventually be a federated structure of representatives from UCs to Towns to City level

Town WWN Executive Committee

- President
- General Secretary
- Programme Secretary
- Treasurer
- Coordinator

Union Council (UC) Committee

- 2 members elected to represent each UC

Handout # 4

Karachi Women and Water Network Roles and Responsibilities

Functions of Karachi WWN Executive Committee

- Identification of women's organizations and women members who can form a women's perspective on water, and highlight (as well as seek to address) those issues that particularly affect women
- Meetings of these women and women organizations at all levels; local, rural, urban, area water partnership and country water partnership and within institutions

Identification of key water issues in this context and strategies to address those issues in rural and urban contexts

- Actions of WWN as pressure and lobbying groups within the various identified levels; Country Water Partnerships, Area Water Partnerships, Urban Water Partnerships and any identified sub-levels

Specific Roles of Karachi WWN Executive Committee

President

1. Liaise with KWP Steering Committee
2. Liaise with HF and WWN South
3. Design capacity building programme
4. Design training and other activities
5. Networking with universities/colleges

Co-President

1. Liaise with KWP Steering Committee
2. Liaise with HF and WWN South
3. Mobilize resources
4. Networking with media
5. Networking with Town WWNs
6. Take lead in strategy design

General Secretary

Call and organize executive committee meetings of WWN Pakistan
Keep lists of membership and lists of contacts
Make meeting NFRs
Maintain full record of functions and activities

Treasurer

1. Receive all donations
2. Maintain records of expenses/donations
3. Hold money
4. Disperse money
5. Receive and maintain supplies and equipment
6. Issue and dispense supplies
7. Maintain book of accounts
8. MAKE RECEIPTS FOR EVERYTHING

Programme Secretary/Coordinator

1. Maintain programme registers and records
2. Make arrangements for all training and other programmes
3. Report writing
4. Writing articles for media
5. Preparing materials and guidelines
6. Link with WWN Pakistan
7. Arrangements, translations and overseeing of capacity building exercises

Specific Roles of Karachi WWN

- Give gender input to KWP Steering Committee
- Prepare trainees from Town WWNs
- Capacity building of Town WWN on gender and water issues
- Develop network of WWNs across Karachi, Town and UC level
- Analysis and prioritization of water issues of direct impact on women
- Identification of actions WWN can take at different levels
- Make links with government departments, NGOs, women's groups and elected representatives
- Prepare and implement media strategy
- Periodic women's conferences
- Mobilize resources
- Develop materials in English, Urdu and Sindhi
- Encourage WWN chapters in universities and colleges

Handout # 5

Town Women and Water Networks **Roles and Responsibilities**

Specific Functions of Town WWN:

Formation of WWM chapters in UCs

Defining of water issues in each UC

Collaborate with KWP on School Programme in GIT

Collect water and sewerage related complaints and forward them to Town administration

Follow up with Town administration for addressing the complaints

Training of women to use saved water for kitchen gardening

Holding executive committee meetings

GIT WWN meeting once a quarter to be held in Ms Lily Khan's office

Training for specific groups such as maids

Make visits in groups

Specific Roles of Town WWN Executive Committee

President

- Take lead in programme design
- Planning for programmes
- Plan field visits
- Liaise with town administration

General Secretary

Meet all legal roles
Call all executive committee meetings
Keep lists of membership and lists of contacts
Make meeting NFRs
Maintain registration

Treasurer

9. Receive all donations
10. Maintain records of expenses/donations
11. Hold money
12. Disperse money
13. Receive and maintain supplies and equipment
14. Issue and dispense supplies
15. MAKE RECEIPTS FOR EVERYTHING

Programme Secretary

8. Maintain programme register
9. Work closely to design and deliver programmes

Coordinator

- Work closely with secretary in maintaining files
- Report and document
- Assist where required
- Computerize data

Each WWN must prepare a constitution for its own running

In order to resign, a written resignation must be handed over to the President