## Annex F: Gender Analysis and Action Plan

The experience gained and learned lessons developed from the gender analysis indicate that effective, efficient and equitable management of water resources is only achieved when both women and men, are involved in consultation process and in management and implementation of water related services. Striking a gender balance will ensure that: (i) the roles and responsibilities of women and men are mobilized to best effect the creativity, energy and knowledge of both genders to contribute to making water schemes and eco-systems work better; and (ii) the benefits and costs of water use accrue equitably to all groups.

There is a better understanding and more awareness of the gender issues involved in water management and a range of initiatives have been introduced to improve the situation in all participating countries. Many countries recognized the benefits of involving women in all aspects of water use and thus most government guidelines, project designs, programmes and policies now address gender concerns. However, political and cultural impediments exist that are still difficult to eradicate and that require reasonable resources and strong political will. Hence, implementation gaps have been identified in the policies and programmes intended to improve access, use and management of water resources, which are the backbones of conjunctive ground water resource management. The following gaps are identified to guide the development of the gender strategy for the proposed project:

* Limited participation of women in knowledge creation and low degree of women employability
* Limited knowledge dissemination and communication channels on water-related issues and innovations
* Weak national institutional mechanisms for gender mainstreaming
* Limited integration and implementation of gender in relevant policies
* Gender Inequality in public finance management
* Inadequate gender dis-aggregated data and gender statistics to guide programme design, monitoring and evaluation
* Weak monitoring and evaluation framework
* Limited engagement of key stakeholders, especially the women’s movement
* Poor connection of women to water rights to land governance/ownership

The project will integrate gender aspects in all the project components as follows and detailed gender action plan per component of the work is given in table below

**Component 1:** Gender consideration will be made in the SADA, gender balance will be maintained in the various training and knowledge derivation activities

**Component 2:** Action plans will factor the benefit of the actions in guaranteeing gender equality

**Component 3:** The pilot programs will consider the impacts as well as the benefit women would gain from the outcomes of the pilot programs

**Component 4:** The various exchange programs, training and capacity building programs will give highest consideration and gender balance among the beneficiaries

**Component 5:** The KM programs would consider gender aspect in the various messages that shall be packaged

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| Output | Gender action plan |
| Output 1.1: Shared aquifers diagnostic analysis reports for all selected shared aquifers | * make sure gender aspect is included in the shared aquifer diagnostic analysis and in the SADA report,
* make sure that the data collection is gender disaggregated whenever applicable,
* make sure gender balance is maintained in the various workshops and trainings pertaining to this component
* make sure Influences of gender roles, division of labor, and other socio-cultural beliefs and norms on existing knowledge about availability of groundwater resources are identified and analyzed
* gender dimensions in the identification and shaping of knowledge and understanding of water issues in the community as a core ingredient of solving water-related problems are integrated
* ensure that qualitative and quantitative methods are used for data collection account for gender disaggregated approaches whenever applicable
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| Output 1.2. A regional groundwater knowledgebase for all shared aquifers | * make sure gender balance is maintained in the various workshops and trainings pertaining to this component
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| Output 1.3 Water balance modelling of the selected aquifers with quantified: recharge, outflows (base flow, deep percolation, etc) and withdrawals modelling of the selected aquifers with quantified: recharge, outflows (base flow, deep percolation, etc) and withdrawals**.** | * make sure gender balance is maintained in the various workshops and trainings pertaining to this component
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| Output 1.4. Projection of groundwater availability and use under climate change for selected aquifers | * make sure gender balance is maintained in the various workshops and trainings pertaining to this component
* make sure the models capture future water availability for various socio-economic groups
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| Output 2.1: Regional Shared Aquifers Integrated Management Action Plan for strengthening cooperative management and utilization of the selected shared aquifers | * make sure gender aspect is integrated into the various sets of actions plans, policy recommendations, groundwater governance arrangement recommendations etc
* make sure Inconsistencies in integrating gender policies and practices in the water sector and initiatives that have demonstrated results for gender sensitive ground water monitoring are identified
* make sure sufficient evidence on the value of gender mainstreaming in shared aquifer management is gathered to influence implementers and critical Ministries
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| Output 3.1: Technical guide on integration of groundwater aspects in NBI’s subsidiary action programs for the selected sub-basins targeting key activities | * make sure gender aspect is considered in the technical guides
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| Output 4.1. Up to 5 pilots illustrating appropriate innovative techniques for sustainable conjunctive use of groundwater and surface water resources will be implemented during the lifetime of the project. | * the pilot programs will consider the impacts as well as the benefit women would gain from the outcomes of the pilot programs
* make sure some contents of the KM materials address gender issues in Water resources management
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| Output 5.1: Scaling up strategy: based on the above pilots, a strategy and guideline will be developed for mainstreaming the most successful pilots into operational IWRM activities at national and regional levels | * make sure key sets of scaling up strategy include aspect of gender balance
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| Outputs 6.1, 7.1., 7.2 [Capacity building, technical trainings, exchange programs at various levels] | * make sure at least two training component is on Gender and Water management (example: a) water and gender for the promotion of gender equality and women empowerment, and b) on the collection of gender disaggregated data using the UNESCO WWAP Toolkit
* make sure gender balance is maintained in the various capacity building sub components
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| Output 8.1, 8.2 [Awareness and KM activities, M and E] | * make sure the various knowledge products and messages to be disseminated give gender considerations
* The section on gender equality and women empowerment in the project website is regularly updated
* make sure that the M and E gathers sufficient information on the gender outcomes of the project
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