Government of Uganda

Ministry of Water and Environment

A GENDER IMPACT STUDY OF THE WATER AND SANITATION SUB SECTOR

A FINAL CONSULTANCY REPORT

By

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List of Acronyms

AfDB	--	African Development Bank
BH	--	Borehole
CDO	--	Community Development Officer
CSO	--	Civil Society Organisation
DHO	--	District Health Office
DIM	--	District Implementation Manual
DPs	--	Development Partners
DWD	--	Directorate of Water Development
DWO	--	District Water Office
DWSCG	--	District Water and Sanitation Conditional Grant
EOC	--	Equal Opportunities Commission
FGD	--	Focus Group Discussion
FY	--	Financial Year
GRB	--	Gender Responsiveness Budgeting
HPM	--	Hand-pump Mechanic
KI	--	Key Informant
KII	--	Key Informant Interview
MAAIF	--	Ministry of Agriculture, Animal Industry and Fisheries
MGLSD	--	Ministry of Gender, Labour and Social Development
MoES	--	Ministry of Education and Sports
MoFPED	--	Ministry of Finance, Planning and Economic Development
MoH	--	Ministry of Health
MWE	--	Ministry of Water and Environment
NGOs	--	Non-Governmental Organizations
NGP	--	National Gender Policy
NUSAF	--	Northern Uganda Social Action Fund
NWSC	--	National Water and Sewerage Corporation
OBT	--	Online Budgeting
O&M	--	Operation and Maintenance
PWDs	--	Persons with Disabilities
PWOC	--	Piped Water in Own Compound
PWOOC	--	Piped Water Outside Own Compound
RUWASA	--	Rural Water and Sanitation Eastern Uganda Project
RWS	--	Rural Water Supply
SEDC	--	Socio-Economic Data Centre Ltd
SPR	--	Sector Performance Report
ToR	--	Terms of Reference
TSUs	--	Technical Support Units
UBOS	--	Uganda Bureau of Statistics
UPS	--	Unprotected Source
UGX	--	Uganda Shilling
UWASNET	--	Uganda Water and Sanitation NGO Network
UWS	--	Urban Water Supply
UWSS	--	Urban Water Supply and Sanitation
UWSSBs	--	Urban Water and Sanitation Boards
WESLD	--	Water and Environment Sector Liaison Department
WfP	--	Water for Production
WRM	--	Water Resources Management
WSGS	--	Water Sector Gender Strategy
WSS	--	Water Supply and Sanitation
WSSGS	--	Second Water and Sanitation Sub-sector Gender Strategy
WSCs	--	Water and Sanitation Committees

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Executive Summary

Introduction and Methodology

This Gender Impact Study was commissioned by the Ministry of Water and Environment (MWE) with funding from the African Development Bank (AfDB) to assess the impact made in implementation of the strategic objectives of the Water and Sanitation Sub-sector Gender Strategy (WSSGS) 2010-2015. The study was carried out at national, district, sub-county, and community levels. A total of 10 districts from 8 Technical Support Units (TSUs) were covered. A sample of 1,547 water user households was selected in 10 districts. In addition, the study covered a total of 40 district and extension workers. Ten (10) FGDs with water and sanitation users and 53 in-depth discussions with water and sanitation committees (WSCs)/Boards were also conducted. At MWE Offices, interviews were held with staff in the Departments of Rural Water, Urban Water, Liaison Department, Water for Production (WfP), Water Resources Management, Human Resource and, Policy and Planning. Discussions were also held with TSU staff and NGOs.

Key Findings

Achievements in the Implementation of the Strategy

Uganda's gender mainstreaming agenda is guided by international, regional and national policies, legislations and agreements that inform and promote gender equality and women's rights. The WSSGS was developed within a strong and compelling legal and policy environment for integration of gender issues in development, including in the WSS sub-sector. The Strategy aimed at achieving five strategic objectives and 10 targets, which in a period of years were largely achieved.

Study findings reveal that Ministry Guidelines and Manuals developed after 2010 ably integrated gender. Key among these, include the National Operation and Maintenance (O&M) Plan for rural water and sanitation facilities, the District Implementation Manual (DIM), the RWSS Handbook for Extension Workers (Volume 1 and 2), the Community Resource Book, Urban Sanitation Implementation Manual, Monitoring Guidelines for TSUs as well as reporting Guidelines for Local Governments. At the close of 2015, a few unimplemented gender mainstreaming activities stood out. For instance, efforts to engender the WSS Golden Indicators and the M&E Systems were reported, but not completed, the sector's reporting formats have not been revised to enable collection of gender disaggregated data at all levels of implementation. Also, the Gender and Equity Budgeting Guide was not developed as planned. It worthy noting that gender mainstreaming received some level of attention in the Development Plans of districts and sub-counties. The Strategy achieved its objective of creating partnerships and networks for the implementation of the strategy.

Despite efforts in place, gender imbalances in the leadership and management of the WSS sub-sector persist at all levels. By 2012, top and senior management positions in the Ministry were held by 50 men and 13 women, reflecting a male dominance at 79.4% compared to only 20.6% women. By the close of the WSSGS II planning period in 2015, this situation had not changed much. Women constituted 16% of top

management and 22% of middle management, with the highest percentages realised at operational (44%) and support staff levels (39%). The district level is also reflective of the gender imbalances at the MWE, with the females grossly underrepresented in the District Water Offices (DWOs). However, study findings indicate that the target of increasing the number of women in key positions on the WSCs and boards was achieved and even surpassed the target. Most women as per this study occupied positions of Treasurer (72.5%) and simply ordinary members of the committee (64%) than men (36%). For the positions of Chair and Vice, the tended to be dominated by men—69.8% and 58.3% respectively.

In all the 10 sampled districts from 8 TSUs majority of households (79.4%) obtained water from an improved source compared to 20.6% that drew water from unimproved sources. Nationally, for the case of rural water, findings revealed mixed results; on the whole coverage for safe water remained static at 65% while in some districts and sub-counties notable improvements were registered. Some districts like Isingiro and Sembabule in the study sample had very low coverage of safe water. Regarding sanitation, the household survey results show that majority of the sample (88.7%) had latrines/toilets. Countrywide results from the desk review showed that improved sanitation was among the only three indicators where the five-year target was achieved; access to improved sanitation in rural areas increased from 70% at baseline (2010) to 77% in 2015 while in the urban areas, it improved from 70% to 84.1%, but fell short of the 100%. In the schools, the pupil to latrine stance ratio declined from 54:1 in 2010 to 67:1 by the end of 2015, falling short of the target (40:1). Gender mainstreaming in sanitation for the urban sub-sector is reflected in outputs under the pro-poor strategy, bearing in mind that the effects of poverty are more felt by women than men. Construction of public toilets did also not improve as planned, for this also depended on WSDFs and some District Local Governments (DLGs) using conditional grants.

Impact of Gender Mainstreaming in the WSS sub-sector

The WSSGS mandated all agencies involved in implementation of WATSAN activities to mainstreaming gender so as to contribute to improved access and utilisation of WATSAN services. Majority households in this study (85.0%) obtained water in less than 1,000 meters compared 15.0% that accessed water in over a kilometer. Almost a half of the households (49.7%) obtained water within less than 200 meters. Study results show a positive correlation between a distance of 200-1000 meters to a water source and decreasing household expenditure on watsan related diseases (p= .000). Almost a quarter household that collected water in a distance of over 1000 meters reported increasing expenditure on watsan related diseases.

Positive correlation was found between improved source and decreased expenditure on watsan related diseases (p= .005). Positive correlation was also established between households accessing water in a distance of over 1000 meters as well as unimproved source and forfeiting expenditure on other household items in order to treat watsan related diseases (i.e., in both cases p= .000). Women in households that collected water from a distance of < 200 meters and 200-500 meters were respectively about 5 times (p= .013) and 6 times (p= .004) more likely to engage in IGAs than those who collected water from a distance of more than 1000 meters/a

kilometer. Results reveal no correlation between distance and saving time to be spent on social activities.

Majority households reported taking less than 30 minutes to collect water, although only over a half (51.8%) reported to obtain adequate water "always". Over a third (35.7%) obtained adequate water only "sometimes" and 12.5% never obtained adequate water. In over a tenth of sampled households, an adult, or a child below five (5) years had suffered from any of the WATSAN related diseases in the last six (6) months preceding this study—16.9% and 13.7% respectively. The study results reveal a positive correlation between distance to a water source and prevalence of watsan related diseases (p= .000). The same relationship is also noted in the prevalence of watsan related diseases and type of water source (p= .000).

Study results show that of the 53 water sources that were visited during this study, majority (62.3%) were fully functional while a fifth (20.8%) were partially functioning. Over a tenth of the sources (15.1%) were not functioning. Dysfunctionality of water sources including partial functionality potentially worsens the burden of water collection on women and children. Majority of water sources with women holding the key positions were found to be functioning normally/fully functional compared to those where men occupied similar key positions—e.g., Chairperson (82.2%); Vice Chairperson (70.0%); Secretary (72.0%) and Treasurer (62.2%).

Across the 10 districts covered, it was reported that time saved especially by women has been used for a variety of productive tasks, but principally starting income generating activities (IGAs) including more time for women to attend to their gardens/farming. Thus, this has freed-up more people in rural households to engage in the garden work. In places with low safe water coverage, women and children still suffer a huge burden of water collection, which makes it difficult for them to save time for engaging in IGAs.

Challenges in the Implementation of the Strategy

The study has revealed notable challenges that impacted on the implementation of the Strategy, some stemming from the understanding and conceptualisation of "gender". Other challenges include inadequate financial resources allocated for software activities, which constrained implementation of the Strategy. All District Water Offices reported decline in the water and sanitation conditional grant, which further worsens efforts to mainstream gender. The Strategy was unequivocal on capacity building as a vehicle to mainstream gender, but this activity of capacity-building is not adequately budgeted for. Of greater concern noted in this study is the limited capacity among the workforce to implement the Strategy and persistence of gender stereotypes in communities.

Conclusion

The impact of the WSSGS II on the sector has been to increase awareness and responsiveness towards policy and legal requirements for gender at the different levels. From the sample of policies and guidelines developed, the terms of references for consultancies and designs of water source technologies gender is recognized and accorded status as a crosscutting issue. Further, the Strategy has greatly contributed

to improvement in the general acceptance of gender mainstreaming. Access to safe water has been largely engendered and it is generally appreciated that there is a big improvement in maintenance of water sources with a gender team prior to when there was no gender team.

Recommendations

- Mainstreaming gender in the WSS sub-sector should begin with Strategy dissemination and distribution of adequate copies. TSUs are well positioned to perform this role. Sharing soft-copies can also go a long away in reducing on the cost of print paper.
- The capacity in both the local governments and the centre needs to be strengthened and skills improved in gender analysis, planning, budgeting and monitoring. Capacity building activities need to be planned, budgeted for, implemented, and evaluated.
- Training in gender mainstreaming especially at central need should also target mid and top level management to ensure better appropriation of resources both financial and human towards mainstreaming gender.
- There is a challenge of coordinating software activities and staff across the board that number about 80 with one Principal and two seniors currently appointed. All 80 Sociologists report to one Principal and two seniors, which poses co-ordination challenges. Departments should have senior/ Principals coordinated under a Division led by an Assistant Commissioner in the WESLD.
- The mandate of O&M, gender mainstreaming, capacity building of technical staff at district level who are in fact at a higher rank, development of policies and guidelines to facilitate community mobilization for sustainable management of water and environment resources, demand for a well-organized and coordinated division.
- Allocate a budget line to implementing gender specific activities as much as gender is a crosscutting issue. Aspects such as training, advocacy, and IEC materials, monitoring and evaluation need to be budgeted for rather than subsumed in general budget items
- Community sensitization needs to be strengthened and conducted on an ongoing basis in order to keep gender and especially the participation of both women and men in the planning and management of water and natural resources for sustainable use.
- With NWSC taking over some of the WSS in urban centres there is a danger that gender aspects might not be prioritised. Thus, NWSC should ensure gender participation as it takes over from CBMS.
- Study results have shown cases of women participating in IGAs including village savings and loan associations as well as SACCOs while young people are also increasingly participating in IGAs that are water related—brick laying, car/motor cycle washing etc. These two groups, however, tend to lack basic management skills in running economic enterprises. In order to stimulate economic empowerment and skills development, the new WSSGS should have an objective on skills enhancement and economic empowerment of women in WSS providing for the following proposals:
    1. *Design vocational, entrepreneur, managerial and numeracy skills training programmes targeting especially women and youth. The curricula should be flexible to fit rural men and women's needs.*

2. *Consider skills training in gardening, block making, sewing and weaving.*
3. *Provide post-training services such as access to credit or savings programmes, business development services, training in marketing etc.*
4. *Design and promote micro lending programmes*
5. *Promote formation of savings and credit groups – cooperatives*

- Implementation of future similar strategies should be preceded by a baseline survey. MWE should budget and conduct baseline at the start of a new strategy.

SECTION ONE

INTRODUCTION

1.1 Introduction

In July 2016, the Ministry of Water and Environment (MWE) i.e., the Client with funding from the African Development Bank (AfDB) contracted Socio-Economic Data Centre Ltd (SEDC) i.e., the Consultant to undertake a *"Gender Impact Study of the Water and Sanitation Sub-Sector".* A Commencement Letter was issued by the Client to the Consultant on September 26, 2016, which marked the beginning of the implementation of the activities. Data collection was carried out in October and November, 2016 at national, district and community levels. Details of the approach and methods used in executing this study are presented in Section Two. This Section presents the Background and Context of the Study, Purpose and Objectives, Scope of Work (SOW) and the Report Layout.

1.2 Background and Context of the Gender Impact Study

The Uganda Gender Policy, 1997 (Revised 2007), requires all development agencies to mainstream gender in their programmes and activities. Accordingly, in 2003, the Directorate of Water Development (DWD) of the Ministry of Water and Environment (MWE) developed and launched a five-year Water Sector Gender Strategy (WSGS)—2003-2008. Following the revision of the 2003-2008 Gender Strategy in 2010, a second Water and Sanitation Sector Gender Strategy (WSSGS, 2010/11-2014/15) was launched to tackle existing challenges. Some of the key challenges that the WSSGS II was intended to respond to include: (a) Integrating a gender perspective in all water and sanitation policies (b) Enhancing capacity of all water and sanitation stakeholders (c) Improving opportunities for men, women and other disadvantaged groups to access and participate in management of water and sanitation facilities/ resources. These informed the objectives of the new strategy.

The WSGS 2010 was developed to guide the sector in mainstreaming gender in all the components of the water sector i.e., Rural Water Supply (RWS), Urban Water Supply and Sanitation (UWSS), Water Resources Management (WRM) and Water for Production (WfP). The goal of the Gender Strategy is to empower women, men, and vulnerable groups through ensuring equity in access and control of resources in the Water Supply and Sanitation (WSS) sub-sector, contributing to poverty reduction. The revised Strategy provides guidelines to ensure that appropriate planning and implementation of gender mainstreaming programmes, projects and activities at national and local government levels are undertaken in an integrated, consistent and sustainable manner. The main goal of the strategy is to empower women, men, and vulnerable groups through ensuring equity in access and control of resources in the water and sanitation sector, leading to poverty reduction.

In a bid to achieve the above goal, the Strategy set out the following strategic objectives:

1. Integrating a gender perspective in the WSS policies and developing guidelines to operationalise gender in programme planning, implementation, monitoring and evaluation.

2. Enhancing capacity of the WSS stakeholders for gender mainstreaming.
3. Improving opportunities for men, women, and other disadvantaged groups to access water and sanitation facilities and to participate in their management.
4. Strengthening the collection, analysis, documentation, dissemination and use of gender related information for enhancing the visibility of gender issues and achievements in the sub-sector.
5. Promoting and building partnerships and networks with other institutions for effective implementation of the Strategy.

In addition, the Strategy set several targets including the following, among others:

1. Rural water and sanitation committees with at least one woman in a key position increased from the current 71% to 90% by the end of Financial Year (FY) 2014/15.
2. Urban Water and Sanitation Boards (UWSBs) with at least one woman in a key position increased from 18% to at least 50% by the end of FY 2014/15.
3. Water for Production user committees with at least one woman in a key position increased to 45% by the end of FY 2014/15.
4. Eighty percent (80%) of MWE and District Water Office (DWO) staff trained in gender mainstreaming by 2014/15.
5. Two studies undertaken in FYs 2012/13 and 2014/15 to assess the impact of implementing this Strategy.
6. Ensuring that any revision of operational level tools and guidelines for the WfP, UWSS and WRM sub-sectors incorporates gender.
7. The monitoring and evaluation (O&M) system strengthened to collect and analyze gender-disaggregated data at all levels of implementation.
8. A mechanism for addressing cases of sexual harassment and other grievances in MWE established by the end of 2010/2011.
9. Terms of reference (ToR) for engagement of private sector reviewed to incorporate gender expertise on teams for water and sanitation project design and implementation, by 2011/2012.
10. Networks maintained with NGOs, sector feeding institutions, international agencies and development partners for enhanced learning and policy review.

Since the launch of the Revised Gender Strategy in 2010, several activities have been undertaken to operationalize the Strategy. These include integration of gender in policies, plans and budgets; capacity building of MWE staff and local governments; provision of water and sanitations services to the vulnerable; engendering reporting and monitoring guidelines, among others.

As indicated above in Target 5 of the WSGS 2010-2015, this Gender Impact Study is already provided for in the implementation of the WSGS 2010-15. Therefore, this study is intended to assess the performance of the WSSGS II 2010-2015 and draw lessons to guide further implementation of gender mainstreaming activities in the sector.

1.3 Purpose of the Consultancy

The purpose of this Consultancy was to study the Water and Sanitation Sector Gender Strategy (2010 -2015) for purposes of examining progress of implementation

(strategic objectives, targets, and actions) for subsequent learning and remedial action.

1.4 Specific Objectives of the Consultancy

Specifically, the study aimed to answer the following objectives:

1. Which elements of the Gender Strategy are currently being implemented and those not being implemented?
2. How has the availability and unavailability of water and sanitation facilities impacted on the socio-economic livelihoods of women, men, girls, boys, and other socio-economic groups in different parts of Uganda?
3. The impact of gender mainstreaming initiatives on, functionality and management of water sources.
4. What policy, institutional, technical, economic, and social constraints and challenges affect the implementation of gender initiatives at all levels?

1.5 Report Layout

This Report is organised under six major Sections. Section is the Introduction to the Impact Study. Section Two is on the Approach and Methodology that were used in execution of this Study. The results of this Study are presented in Sections Three, Four and Five. Section Three presents an overview of the international, regional and national policy and planning frameworks, and pays particular focus on the Status of Implementation of the WSSGS 2010-2015. This Section principally draws an extensive desk review of documents especially the sector documents. Section Four presents the results on the Impact of Gender Mainstreaming in the WSS sub-sector with focus on Socioeconomic Livelihoods of girls, boys, women, and men. Results on Gender Mainstreaming and Functionality of Water Sources are also presented in Section Four. Section Five presents the Challenges encountered in the implementation of the Strategy. Section Six draws the Conclusions and Recommendations of this Gender Impact Study with a view of informing the development of the New Gender Strategy for the WSS Sub-sector.

SECTION TWO

METHODOLOGY

2.1 Introduction

This Section presents the approach and methodology that were used to undertake this Gender Impact Assessment Study. The study examined and assessed the actions and initiatives of MWE and all attendant stakeholders in the WSS sub-sector over the past five years (i.e. 2010-2015) regarding implementation of the WSSGS II. The enabling and constraining factors during implementation at all levels were identified to provide subsequent lessons and remedial learning.

The nature of the specific objectives of this study necessitated the utilisation of a combination of qualitative and quantitative methods. Qualitative methods entailed an extensive review of key documents and coverage of purposively selected stakeholders at the national, district and sub-county levels while quantitative methods involved sampling of study districts and communities targeting water users and WSCs. The study targeted all primary and secondary stakeholders involved in the implementation of the Strategy.

2.2 Study Area and Participants

This study was conducted at the national, district, sub-county, and community level. At national level, the study covered the MWE and CSOs/NGOs involved in implementation of WATSAN activities including, among others, UWASNET, Water Aid, World Vision International, NETWAS, Concern Worldwide. Some of the district-based CSOs were represented in a consultative Workshop that was conducted during the inception phase of this study. See Appendix 5.

For district level participation, the country was stratified into all the four traditional regions and the Karamoja sub-region. The four traditional regions include Central, Northern, Western, Eastern, and then Karamoja sub-region. In each region and Karamoja sub-region, two districts were selected ensuring that each of the eight Technical Support Units (TSUs) was represented; making a total of 10 study districts. Apart from ensuring that all the TSUs were represented, the criteria for selection of districts included access to water levels i.e., districts with over and below the national average, and rural versus urban. See Table 1.

Table 1: Sampled districts and criteria

Region	**District, water coverage and percentage of women in key WUC positions**					
	High coverage	**Safe water coverage**	**% Women in Key positions**	**Low coverage**	**Safe water coverage (%)**	**% Women in Key positions**
Northern	Nwoya TSU 2	95	88	Moyo TSU1	35	86
Western	Kabarole TSU 6	86	75	Isingiro TSU 8	29	74
Eastern	Budaka TSU4	84	88	Mayuge TSU4	43	99
Central	Mukono	69	91	SembabuleTSU	45	51

Region	District, water coverage and percentage of women in key WUC positions					
	High coverage	**Safe water coverage**	**% Women in Key positions**	**Low coverage**	**Safe water coverage (%)**	**% Women in Key positions**
	TSU 5			7		
Karamoja	Abim TSU3	89	81	Kaabong TSU3	25	92
Total districts		5		5		10
Total sub counties		10		10		20

Source: *Uganda Water and Environment Sector Performance Report, 2014*

As Table 1 shows, the population-based survey was nationally representative of all regions of the country and conducted in communities with different levels of WSS coverage vis-à-vis national water coverage. National safe water coverage for rural areas is estimated at 65% while access to improved water supplies in urban areas—both large and small towns is 73%. On the other hand, access to sanitation stands at 77% for rural areas and 84% for urban areas (MWE, 2014). In each district, two sub-counties were selected; making a total of 20 sub-counties. In each sub-county, two communities/villages i.e. making a total of 40 were studied. In selection of sub-counties, stratification was done to include both urban and rural areas in the study; one urban and the other rural. At community level, a multi-stage cluster sampling technique was used to select the study sample from each of the ten districts as a stratum. After randomly selecting one village or Local Council 1 from each parish, a sampling frame of households in the village was obtained from the local leadership and updated to facilitate selection of households to be included in the study.

2.3 Sample Size and Selection

A representative sample size (n) of study participants was derived to cover 10 districts with a random sample of households selected from two sub-counties per district. Cochran (2007) sampling formula was used to determine the sample size required to estimate the proportion (p) of the desired outcome. If the desired level of precision of the estimate is d, then the sample size (n) was determined as follows:

$$n = \frac{z^2_{\alpha/2} p(1-p)}{d^2}$$

Where n is the sample size,

Z is the standard normal deviate, corresponding to (1- α) % confidence level

d is the precision of the estimate

p is proportion of the population with access to safe water coverage.

Using the Uganda Water and Environment Sector Performance Report (2014), the proportion of the population with access to safe water coverage for the ten districts is 60%. We applied this proportion to derive the study sample size. Using confidence level of 95%, a variance of 1.5% and statistical power of 80% with a desired level of precision of 0.02, leads to a sample of 2305 respondents. We adjusted for 10% non-response rate to generate a final sample size of 2562 household respondents to participate in the study. We further computed the proportion of the potential respondents in the quantitative survey (i.e., aged 10+) at 60% according to the Uganda Population Census 2014. The final sample size of participants for the study was 1547.

The ten districts with population size of N_1, N_2,…,N_{10} provides samples of sizes n_1, n_2, …., n_{10} respectively. Thus, the allocation of the sample across the 10 districts was proportional to the district population with:

$n_i = nN_i/N$

Where i=1,2,…, 10

n_i is the sample size of the i^{th}district

n is the total sample size

N_i is the population of the i^{th}district

N is the total population for the 10 districts

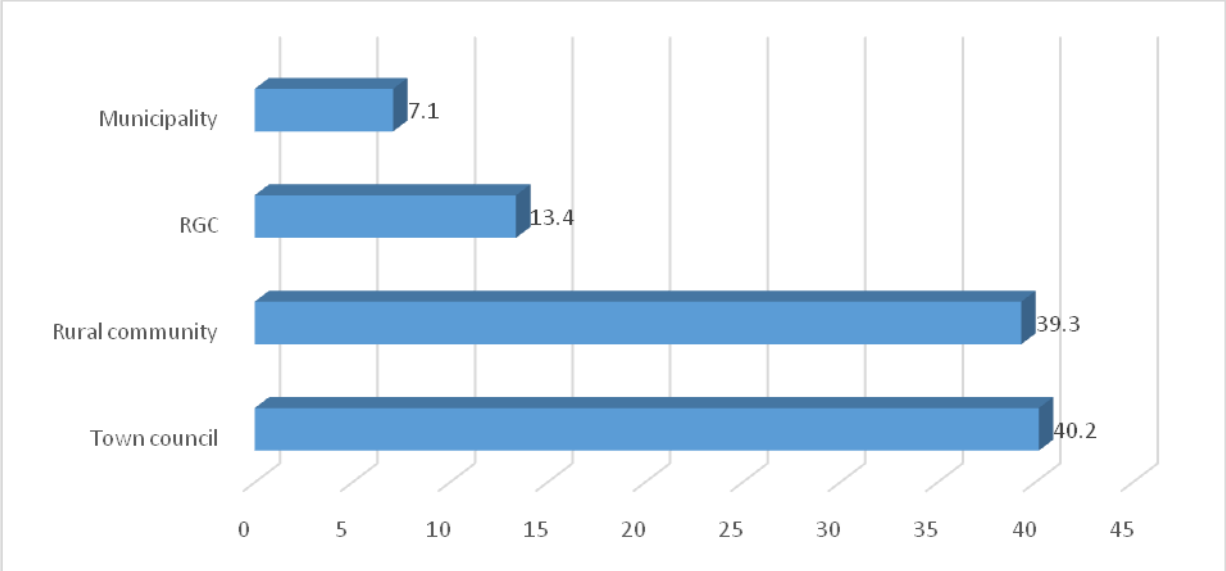
Using the above formula, the sample (n) of 1547 participants i.e., young people and adults (over 10 years) was distributed in ten selected districts as shown in Table 2.

Table 2: Sample distribution by districts

Districts	Respondent	
	%	N
Abim	11.6	180
Mayuge	7.2	112
Moyo	7.1	110
Mukono	11.8	182
Ssembabule	8.3	128
Isingiro	7.8	120
Kaabong	8.0	123
Budaka	13.0	201
Nwoya	12.3	191
Kabarole	12.9	200
Total	**100.0**	**1547**

The sample was further distributed by locality—municipality, town council (TC), rural growth centre (RGC) and typical rural. See Figure 1.

Figure 1: Respondent area of residence



2.4 Data Collection Methods

Qualitative and quantitative data were collected for this assessment. Qualitative data was collected through an extensive desk review, key informant, and focus group discussions (FGDs) while a structured questionnaire was administered to the study sample to collect quantitative data.

2.4.1 Desk review

The Desk Review enabled the Consultant to tease out the extent the targets and indicators were achieved, and documented qualitative challenges. The review, thus, served twofold purpose; (i) to identify key issues for incorporation in the data collection tools, and (ii) to help the Consultant delineate achievements, impact, and shortcomings in implementation of the Strategy e.g., a review of the Sector Performance Reports helped in tracking the progress in attainment of some of the targets that were set out in the Strategy or lack of it.

2.4.2 Key informant interviews

Key informant interviews and discussions were conducted with stakeholders at national, district and sub-county levels. Through key informant interviews and discussions, the status of implementation/achievements as well as explanations for the stated progress or lack of it were shared. The stakeholders targeted using this approach confirmed to the Consultant which elements of the Gender Strategy had been implemented over the past five years and which ones had not. They also provided insights on the impact gender mainstreaming initiatives had on the management and functionality of water sources as well as the constraints and challenges that affected implementation of the strategy at the various levels i.e. policy, institutional and technical. To further assess the level of implementation, the Consultant engaged with other key stakeholders including the Gender and Governance Group.

2.4.3 Focus group discussions

FGDs were organised with water users of ages 10 and above to discern the impact of the Gender Strategy on the socio-economic livelihoods of women, men, girls, boys, and other vulnerable groups in different parts of Uganda.

2.4.4 Structured interviews

Structured interviews were conducted to collect quantitative data on the socio-economic livelihoods of women, men, boys, girls, and other socio-economic groups in the different parts of Uganda over the past five years. Structured face-to-face interviews were designed and administered to boys, girls, men and women in communities. The young people captured in the sample were both in and out of schools in sampled communities. See Table 3 for socio-demographic characteristics of the household sample.

Table 3: Socio-demographic characteristics of household respondents

Characteristics	Respondents	
	%	N
Sex		
Male	46.5	719
Female	53.5	828
Age		
< 20	14.8	229
20-29	32.8	507
30-39	22.5	348
40-49	13.9	215
50+	15.9	245
Marital-status		
Never married	23.8	366
Married/cohabiting	64.1	986
Separated	5.5	84
Widowed	6.7	103
Education		
None	15.9	246
Primary	49.4	763
Sec O'level	23.4	361
Sec A'level	3.2	50
Post secondary	5.6	86
Vocational	2.3	34
Adult learner	0.3	4
Occupation		
Peasant farmer	53.4	819
Salaried worker	5.4	83
Business/commercial	16.5	253
Casual worker	4.4	67
Market vendor	1.8	28
Water vendor	0.2	3
Bar operator	0.6	9
Student	10.1	155
Other	7.6	116
Status in the household		
Head, male	35.0	539
Head, female	15.1	233
Spouse	28.9	445
Daughter/son	17.9	276
Other	2.4	37

2.5 Data Processing and Analysis

For qualitative data, thematic and content approaches were used to analyze all the key informant interviews and FGDs. This involved use of an analysis grid with themes reflecting the specific objectives of the Impact Study. It also enabled delineation of salient observations, comments, and explanations. All data sources were triangulated.

For the quantitative data—i.e., data generated by structured interviews with community water users, all completed questionnaires were checked for accuracy and consistency before entry into the computer. A data entry module was designed and developed using the Epidemiological Information (EPI-INFO Version 6.0). After cleaning, the data were exported to the Statistical Package for the Social Scientist (SPSS) for further analysis. Descriptive/univariate analysis was done, and then bivariate analysis to establish "causal-effect" relationship between independent and

dependent variables. The independent variables including the background characteristics of the head of the household while "access" was a moderating/intervening variable. Dependent variables were outcomes of gender mainstreaming. In order to establish the net effect of the intervening variables (i.e., access to water) on dependent variable a binary regression analysis was performed since the dependent variables were dichotomous in nature. Where this was done only data for the households where the respondent was the head i.e., 772.

2.6 Data Quality Control and Assurance

The Consultant employed the following quality control measures to ensure that the exercise was conducted efficiently and that the resulting outputs met the required expectations and standards:

a) Careful recruitment of experienced research personnel – Care was taken to ensure that the research assistants were qualified and experienced in conducting high quality research and documentation of responses. Research assistants were deployed to do consultations work at sub-county level, and particularly to moderate group discussions and interviews at community level in the local languages spoken in the study communities.
b) Training of the research team – The team of research assistants underwent two days of training to introduce them to the assignment and train them in moderating group discussions and carrying out key informant interviews. The Core Team members conducted the training.
c) Team meetings and team working – The consultant held regular team meetings to follow-up on work progress, address emerging challenges and share ideas. The consultants from time to time worked as a team to share ideas, and review each other's inputs.

SECTION THREE

THE POLICY ENVIRONMENT AND IMPLEMENTATION STATUS OF THE WSSGS 2010-2015

3.1 Introduction

This Section presents the progress made in the implementation of the second WSSGS as well as the achievements accruing from implementing the strategy in the WSS sub-sector. The Section begins with an over view of the international, regional and national policy environment/frameworks that provide a context for gender mainstreaming in the WSS sub-sector. This Section heavily draws from an extensive desk review of the key policy documents, annual sector performance reports and other relevant documents provide a national picture of the impact. These findings complement and need to be interpreted alongside the population-based quantitative and qualitative results from the gender impact assessment conducted in the same period. The desk review was guided by the WSSGS II indicator framework, the strategic objectives and set targets.

3.2 International, Regional and National Policy and Planning Frameworks for Gender Equality and Mainstreaming

Uganda's gender mainstreaming agenda is guided by international, regional and national policies, legislations and agreements that inform and promote gender equality and women's rights. For example, the GoU ratified the 1979 UN Convention on the Elimination of all forms of Discrimination against Women **(CEDAW)** in 1985, and is party to CEDAWs optional protocol (1993), as well as other international instruments including the Beijing Declaration and Platform for Action (1995), The Commonwealth Plan of Action on Gender and Development; Advancing the Commonwealth Agenda into the New Millennium (2005-2010), the 2000 UN Millennium Declaration and the 2015 Sustainable Development Goals (SDGs) which seek to achieve gender equality and empower all women and girls, ensuring that they have access to productive resources and enjoy equal participation with men in political, economic and public life.

At the regional level, Uganda is a signatory to the Protocol on the Rights of Women in Africa (2003) as well as the Africa**n** Union (AU) heads of state **Solemn Declaration on Gender E**quality (2004). The AU's New Partnership for Africa's Development (2001), the Intergovernmental Authority on Development in Eastern Africa (IGAD) and the East African Community (EAC) to which the GoU is a state party; all provide strong bases for gender planning. The IGAD gender policy underscores the need to engender development in the region. All these international and regional instruments represent commitments by the states to actively mainstream gender in development and provide useful planning frameworks for gender mainstreaming in Uganda.

Uganda's Constitution offers progressive provisions for gender equality and mainstreaming. Besides guaranteeing equality between women and men and the elimination of discrimination against women, the Constitution provides for affirmative

action to empower women as the more disadvantaged category. Article 33 of the Constitution requires local government councils to have a 30% minimum representation of women. This Article is operationalized in both the Local Governments Act (1997) and the Gender Policy (Amended 2007). The Uganda Gender Policy (2007) provides a comprehensive framework for identification, implementation and coordination of activities designed to achieve gender equality. The Equal Opportunities Commission Act (2007) is another important planning framework for gender as it attempts to correct imbalances in development through the promotion of the policy of affirmative action in favour of marginalized groups and elimination all forms of discrimination in access to social services, employment and governance. The WSS Gender strategy recognizes that women's participation in political activities provides an opportunity for them to become more active in the management of water and sanitation at community, local and national levels. Other critical legal frameworks include the 1998 Land Act (amended in 2004), which provides for protection of women's land rights as a way of enhancing women's ownership of economic assets.

Uganda's National Development Plan 2015/16 – 2019/20, which provides the overall framework for development of all sectors, strongly outlines gender not only as a crosscutting issue but as a development outcome that must be systematically planned for and strategies laid to achieve gender equality in development. Water and Sanitation specific policies and laws also underscore gender mainstreaming. The National Water policy (1999) and the Water Statute (1985) upon which is based emphasize women's equal opportunity to participate at all levels of provision, operation and maintenance (O&M) of water resources. The policy specifies a 50% representation of women on water and sanitation committees (WSCs). This policy has been further operationised through a sectoral guideline that require for example that all WSCs should have at least one woman holding a key position. Similarly, both the Environmental Health Policy (2005) and the National Environmental Management Policy (1994) accentuate principles of equal participation of women and men as well as the need for 'interventions to "respond to the differing needs of men, women and children, while recognising that women are the main users of water and sanitation facilities" (Environmental Health Policy, 2005).

The international, regional and national frameworks underscore the fact that the WSSGS was developed within a strong and compelling legal and policy environment for integration of gender issues in development, including in the WSS sub-sector.

3.3 Status of Implementation of WSSGS

The second WSSGS set out to achieve five (5) strategic objectives (SOs), and 10 targets stipulated in Section One of this Report. The status of the implementation of the strategy is analysed based on the extent the SOs and targets of the strategy were realised in a five-year period. The Section begins with the awareness of the Strategy by stakeholders at national and district level.

3.3.1 Awareness of gender mainstreaming and WSSGS 2010-2015

From discussions with key informants at sub-county, district, and national level, there is generally increased awareness about gender mainstreaming at all levels particularly at MWE. Both Engineers and Sociologists in the MWE appreciate the different roles and unique needs of both men and women in the WSS sub-sector.

> *The biggest achievement has been on awareness; it has raised awareness at all levels, national, district and community level...in communities when you propose a committee, the first demand will be, we must have a woman for representation* (KII, RWSSD, MWE).

At district level, increased awareness was mostly attributed to the role played by the TSUs. Throughout the five (5) years of the Strategy, TSUs have built capacity of districts including that of gender mainstreaming. It was reported that on an annual basis, TSUs organize advocacy meetings with district and sub-county level staff. There are also quarterly meetings with districts to advocate for gender mainstreaming.

> *Work of TSUs is nothing else but capacity building and advocacy for gender mainstreaming. The advocacy meetings at the district and sub-county seek to find ways to get women on-board* (KII, RWSSD, MWE).

Efforts to disseminate the Gender Strategy 2010-2015 were evident in some of the districts visited for the Impact Study. For instance, in Mayuge several key informants interacted with both at the district and sub-county levels acknowledged receiving a copy of the Strategy and even attending workshops in which the Strategy was disseminated. They could recall two gender mainstreaming workshops organized in Jinja in 2011 and 2013 by the MWE. Similar reports were made in Mukono, Moyo and Nwoya.

> *I have seen the Strategy and I use it in execution of my work on sanitation ensuring that women are involved in management of water and sanitation resources* (KI, Mukono District).

> *We have received copies of the Strategy; we have used the guidelines to train members of the water user committee and sub-county staff* (KI, Itula, Moyo District).

However, there were some districts that reported not to have received a copy of the Strategy. These include Ssembabule, Isingiro, Kaabong and Abim. Staff in the District Water Office and in the sub-counties respectively acknowledged hearing about the Strategy, but had not received a copy for their office.

> *We did not get a copy of the gender mainstreaming guidelines, but we were trained on our roles and responsibilities as a water board* (KI, Kapedo, Kaabong District).

> *No, my sub-county did not receive a copy unless it is at the district* (KI, Lugusuulu, Ssembabule).

> *I have not seen it but I heard of it when I was attending a sector review but I did not get a copy* (KI, District Health Office, Ssembabule).

Similarly, functional Gender Desks were reported available in some districts while others such as Mayuge did not have it. Absence of a functional Gender Desk in districts like Mayuge was attributed to shortage of staff. Where the desk was functional, it was mostly CDOs playing the role of promoting gender mainstreaming.

I am the assistant CDO and the gender focal officer in my sub-county; our gender desk is functional (Kaabong District).

3.3.2 Integrating a Gender Perspective in the WSS Policies and Guidelines

Sector Manuals, Strategies and Guidelines that were developed between 2010 when the second WSSGS was launched and 2015 integrated gender. See also Sub-section 3.3.3. Earlier policies and legal frameworks were well aligned to the Uganda Gender Policy, thus strengthening the framework for mainstreaming gender within the WSS sub-sector. For example, **The National Water Policy (1999),** as well as the Strategic Sector Investment Plan for WSS (SIP, 2009), underscores the importance of gender and ensuring equal opportunity for men and women to participate fully in all aspects of community-based management. A principle requirement is that WSCs should have at least 50% women representatives. According to UBOS (2012) study of the gender statistics in the MWE, this policy was incorporated into the sector's mobilization guidelines for extension workers. The WSSGS II particularizes this guideline with the requirement for all WSCs to have at least one woman holding a key position (referring to either to chairperson, vice chairperson, secretary or treasurer). The findings from the community survey presented ahead in this report reveal that this was achieved. The SIP also emphasizes gender responsive approaches and mainstreaming in all sub-sector strategies and plans. However, with NWSC taking over some of the WSS in urban centres there is a possibility that gender aspects might not be greatly prioritised. This notwithstanding, Kisambira (2013) noted that NWSC was trying to initiate activities for gender mainstreaming in its plans and budgets, but also noted tremendous challenges. In all, NWSC should ensure gender participation as it takes over from CBMS.

UBOS (2012) correctly observes that women's participation in political activities provides an opportunity for them to become more active in the management of water and sanitation at community, local and national levels. In line with this, the **Pro-poor Strategy** reinforces the framework for gender mainstreaming in the WSS by targeting resources to the poorest segments of the population who live in the rural areas and advocating subsidized services to the urban poor. Through this strategy, critical components of gender, disability and HIV/AIDS are mainstreamed in design, planning and implementation of water and sanitation services. Similarly, as there is need for NWSC as it takes over management of some facilities that were initially run under CBMS to set pro-poor tariffs with a hindsight that women and children together with other vulnerable groups suffer heavy water-related burdens.

The Revised **Capacity Development Strategy {(2012-2017)** (MWE, 2012b, c)} sets out the agenda, strategies and priority actions for institutional and human resource capacity development over 5 years. In the criteria for selection of staff for training, the strategy explicitly refers to gender, with preference given to females since almost all review reports acknowledge lack of technical and other capacity as a constraint to women's participation at the grassroots, local government and national/ central government levels. The competence framework for the workforce in district local governments (DLGs) also provides elaborate and clear-cut issues that respond to the practical and strategic needs of women and men and other vulnerable populations.

Competence framework for gender mainstreaming at DLG level

- Ensure that technology selection is based on knowledge and demand from the communities, in particular women.
- Improve the position of women in society through water activities such as gender sensitive bye-laws for good governance within WUCs and protecting participation of all groups and at least 50% representation of women. In addition, women should be encouraged to hold key positions on the WUC.
- Give importance to the participatory processes in ensuring full participation of the poor, illiterate and women.
- Harmonize community contribution to capital costs, and a fair access to the land that hosts the water supply will need to be established. This includes preconditions to protect access by the community and ownership by women and men.
- Support women specific initiatives such as women's groups involved in roof catchment on a self- help basis (e.g., as done in Rakai District).
- Realized change in attitude at community level regarding roles, responsibilities and opportunities of men and women, challenging stereotypes.
- Monitor gender and other activities by involving communities in monitoring their own projects, improving value for money and success in the district auditing process.
- Plan and budget the incorporation of gender activities within the work plans.
- Give importance to affirmative action and diversity in recruitment at district level.
- Undertake close planning with the line ministries for synergy, effective utilization of resources.

3.3.3 Engendering WSS Guidelines and Tools

With support from the Water and Environment Sector Liaison Department (WESLD) and the Software Working Group of MWE, manuals and guidelines have been reviewed over the past 5 years to strengthen their gender responsiveness. These include:

- District Implementation Manual (DIM)
- National Framework for O&M of rural water supplies
- Reporting Guidelines for Local Governments
- Rural Water Supply and Sanitation (RWSS) Handbook for Extension Workers
- Community Resource Book
- Guidelines for Community Contribution –reviewed in 2014
- Monitoring Guidelines for TSUs
- Urban Sanitation Implementation Manual (2015a).

In all the above manuals and guidelines, gender was integrated.

The DIM: he revised DIM recognises the Uganda Gender Policy as part of its policy framework, and requires that local governments adopt affirmative action in favour of marginalised groups based on gender, age and disability. In addition, gender is underscored in the requirements for district action plans and budgets, with the checklist for plans and budgets stating, for example, that districts should "pay attention to issues of gender, disability and pro-poor considerations' and that gender, HIV/AIDS and disability issues be considered in preparing the District Water and Sanitation sector plans. The manual also requires that data collection at community level include data on gender besides functionality and community management.

The RWSS Handbook for Extension Workers—Volume 1 and 2: This was revised in 2015 and provides a set of operational guidelines and underscores gender mainstreaming in all the operations and activities and recognises the WSGS (2010) as a principle guiding framework. A key principle underlined in the guidelines is for extension workers to ensure that women, men, boys, girls and the disadvantaged groups actively participate in examining their own problems, and jointly making decisions and plans to take their own actions, contribute to monitoring their own progress and take responsibility for their own development. In terms of gender mainstreaming these represent strong avenues for empowering community members especially those that are historically been excluded from decision making and development such as women, children and other vulnerable groups, through active participation. Extension workers are expected to deliberately address gender as one of the crosscutting issues in each phase of the implementation cycle including planning and advocacy, preconstruction, construction and post construction phase.

The National Framework for O&M of RWS (2011): This highlights gender as one of the critical issues that must be addressed at all levels of planning, implementation and reporting. It identifies the low participation of women in the management of water and sanitation facilities and advocates for an increased role of TSUs to support gender mainstreaming, integration of gender in reporting and supporting women to acquire skills and increase active participation at all levels.

The Urban Sanitation Implementation Manual: This manual provides guidelines to all the stakeholders in the urban sanitation sub-sector in planning, financing, implementation and management of improved sanitation investments and hygiene promotion in small towns and rural growth centres (RGCs). The manual recognizes the different roles of men and women in promoting proper sanitation and hygiene, and emphasizes the need for gender considerations in all the stages of planning, implementation, and management of sanitation facilities (MWE, 2015a)

Sector Specific Schedules and Guidelines: In addition to the above, the WSS developed sectoral specific schedules and guidelines (MWE, 2012a) that provide guidelines for district annual activity plans, budgets and reports, which incorporate gender in the basic requirements. Gender is also stressed in training WUC, communities and primary schools besides the general issues of O&M, Participatory Planning and Participatory Monitoring. Whilst the schedules provide guidance on staffing requirements for district water offices, gender is not at all considered in this human resource component.

3.4 Engendering the WSS Golden Indicators and M&E Systems

Since 2005, gender has been one of the 10 golden indicators that measures sector performance. The golden indicator for gender for the sector is “percentage of WUCs / Boards with at least one woman holding a key position”. For effective gender mainstreaming, having only one indicator on gender was considered insufficient; and hence the need to engender all the 10 indicators. In the early years of the Strategy implementation, the MWE and National Planning Authority (NPA) together with UBOS held a meeting to analyse the indicators but these efforts were not conclusive. As of end of 2015 all the WSS golden indicators had not been reviewed to make them gender

responsive. Internally, however, in MWE, efforts to review the indicators have been revamped (the first meeting was held in November 2016).

Regarding collection of gender disaggregated data, the tool i.e., forms for point water sources was last updated in 2009. The data collected is restricted to "Number of women in key positions on WUC for both rural water points and where piped systems are managed by communities. Additional disaggregation is observed in the software reporting guide. The MWE in 2011 developed a Software Reporting Guide for Districts and Software Monitoring Tool for TSUs to use on monitoring software activities in their respective districts. Specifically, it collects data on attendance of meetings by gender for software activities—pre-and post-construction as well as advocacy meetings. However, no gender disaggregated data for new water connections/sources constructed is reported on. Other suggested data points not adopted include "the number of men and women who access different water technologies, affordability of water by male and female households and male and female private operators of piped water schemes".

In general, the sector's reporting formats have not been revised to enable collection of gender disaggregated data at all levels of implementation. All districts visited still use the same "Data Collection Form for Point Water Sources" with sex disaggregated data collected for only number of women on WSC and number of them holding key positions. A statement from one of the key informants interviewed confirms limitations in collection of gender disaggregated data.

> *… except for the forms, we fill for the Ministry of Water and Environment, there… we include the number of water and sanitation committees that have both male and females* (KI, Water Office, Kabarole).

It was, however, noted that despite the absence of reporting formats that comprehensively capture gender disaggregated data, a lot has been done with regard to integrating gender in all sector programmes and activities.

> *The report format is not appropriate; a lot is done but not reported due to absence of fully engendered M&E systems...there is low reporting* (KI, Planning, MWE).

Although reports from the WSS as well as the broader Ministry incorporate the gender indicator in their reporting, a single indicator on gender in relation to M&E does not adequately reflect gender sensitivity or responsiveness within the sub-sector. On the whole gender is still put in a silo instead of being integrated in the entire report and the reports in general are not gender compliant. Failure to review the M&E and reporting formats was partly attributed to changes made by Ministry of Finance, Planning and Economic Development (MFPED) soon after the Strategy was developed. It was reported that the reporting format was changed one year after the Strategy came into effect. At the time the Strategy was developed, MWE was using a manual system which was easy to adjust, but MFPED changed it to a computer-based online budgeting (OBT) systems in which MWE had little input. It was also reported that engendering the indicators would require periodic collection of data from the field,

which is costly and hence not done. Thus, gender is not strongly mainstreamed in monitoring, evaluation and reporting, but rather presented as a standalone aspect.

3.5 The Gender and Equity Budgeting Guide

The Gender and Equity Budgeting Guide was not developed as planned. The Strategy tasked WESLD to develop the Guide for the sector to guide all sub-sectors during planning and budgeting. Since this was not done, the MWE has continued to use the guide developed by the Ministry of Finance, Planning and Economic Development (MFPED). This, notwithstanding, studies (e.g., Kusambiza, 2013) show that Government started to enforce gender and equity budgeting with effect from the Financial Year 2009/10. To-date gender has been mainstreamed in the plans and budgets of the districts and sub-county local governments countrywide. Across the 10 districts visited, it was reported as a requirement for budget approval.

> *These days, we cannot make a budget without considering gender, our plans are assessed based on cross-cutting issues like gender...if gender is not there, the plan scores zero in performance* (KI, Kaabong District).

Staff talked to at MWE felt that if the ministry had its own customized gender and equity budgeting guide, it would lead to more equitable allocation of sub-sector budgets. Overall, despite the constraints placed by the OBT system, the water and sanitation sub-sector's budgeting considers gender to some extent, although it is not fully mainstreamed. In some districts, it was reported that despite presence of a vote for gender in the budget, commitment of funds was still poor.

> *Our development plans and the budget have gender reflected but there is little will from the accounting officer, the support to gender activities is minimal...sometimes facilitation is not released* (KI, Mugusu, Kabarole District).

In general, the WSS has an adequate and enabling legal and policy framework to support mainstreaming of gender in planning, implementation and M&E. Efforts have been made to use a gender sensitive language and incorporate provisions for gender mainstreaming in most policies and guidelines as well as in reporting.

3.6 WSSGS 2010-2015 on Planning and Budgeting

Gender mainstreaming has received some level of attention at the national level and in the Development Plans of districts and sub-counties. At the national level, the Equal Opportunities Commission (EOC) plays that role of cross-checking/scrutinizing budgets to ensure gender is incorporated in all budgets and plans. The EOC has thus been reporting on gender and equity budgeting and issuing certificates for compliant sectors. The Water sector has been one of the compliant sectors.

Staff at the district level and extension workers at lower levels agree to equal participation of men and women in water resources management. In several districts, they acknowledged that approval of plans and budgets is dependent on inclusion of gender issues.

> *These days, we cannot make a budget without considering gender, our plans are assessed based on cross-cutting issues like gender...if gender is not there, the plan*

scores zero in performance (KI, Kaabong District).

Lately, to get approval for a borehole on the Northern Uganda Action Fund Project, you must show that participation of men and women in the community mobilization and sensitization is 50-50, even the youth livelihood projects are approved based on their level of gender responsiveness (KI, Moyo TC, Moyo).

It is worth noting that some districts have started including a vote in their budgets for gender mainstreaming.

Our budget has a vote for gender mainstreaming; it is under gender development and usually we have 2 million shillings (KI, Mukono District).

We have a budget for gender mainstreaming not only here at the sub-county, but also the district… around 10% of the budget goes to women issues (KI, Imaniro, Mayuge District).

A Study on Gender Responsiveness Budgeting (GRB) in Uganda (Kusambiza, 2013) there were positive trends in GRB in Uganda, although much needed to be done. Among the achievements, the study highlighted included raised awareness and capacity-building efforts that had contributed to attitude change and bringing women on board for GRB interventions. The study further highlighted several challenges that were similar across all sectors, namely, financial and human resource constraints, failure to raise a critical mass of individuals with the necessary capacity to ensure that GRB is completely translated into responsiveness, lack of effective M&E frameworks etc.

3.7 Partnerships and Networks for Implementation of the Strategy

The Strategy achieved its objective of creating partnerships and networks for the implementation of the strategy. MWE works with a range of stakeholders to implement its plans among which are CSOs, private sector and development partners (DPs).

CSOs in the water and sanitation sector under their network UWASNET have actively contributed to the implementation of the Gender Strategy through their activities, which target the poor and marginalised segments of society; capacity building including training and sensitization on gender, hygiene and sanitation, communication and dialogue thus contributing to the empowerment of women in particular (UWASNET, 2011). UWASNET (2011), for example, reported that rainwater harvesting programmes/projects by CSOs have targeted women groups that are trained as artisans for construction of rainwater harvesting tanks. The activities of the private sector as well as the CSOs are consistently captured in the sector reports confirming the ongoing partnership. Guidelines from the Ministry have sustained efforts towards gender mainstreaming in the work of these private partners.

We ask contractors to also employ women among constructors, when constructing latrines, we deliberately require that more stances are allocated to females than the men and the designs have a provision for a ramp and rails for PWDs, wide doors to enable wheel chairs to enter (KI, UWSSD, MWE).

Private contractors are greatly encouraged to employ both men and women and construction is mindful of the unique needs of men and women as well as other disadvantaged groups such as persons with disabilities (PWDs).

Over the five years of implementation of the Strategy, for instance, the Urban Water Supply and Sanitation (UWSS) Department secured four (4) development partners (DPs) who are supportive of gender mainstreaming, namely, African Development Bank (AfDB), World Bank, KfW and European Union. With exception of AfDB, which provided funds for capacity-building in the area of gender mainstreaming for districts, other development partners (DPs) in the sector did not provide funds to conduct trainings on gender mainstreaming, but supported projects that promoted gender mainstreaming.

3.8 Gender in Leadership and Management

Gender as a crosscutting issue in the WSS sub-sector gained prominence in the 1990's through the Rural Water and Sanitation East Uganda Project {(RUWASA) (UBOS, 2012)}. In 2001 the first set of gender focal persons were recruited to spearhead the gender mainstreaming process in the Ministry. In 2005, an Assistant Commissioner was designated to oversee gender mainstreaming in the sector as part of the sector reforms (UBOS, 2012).

Despite efforts in place, gender imbalances in the leadership and management of the WSS sub-sector persist at all levels. By 2012, top and senior management positions in the Ministry were held by 50 men and 13 women, reflecting a male dominance at 79.4% compared to only 20.6% women. By the close of the WSSGS II planning period in 2015, this situation had not changed much. Women constituted 16% of top management and 22% of middle management, with the highest percentages realised at operational (44%) and support staff levels (39%). See Table 4.

Table 4: Gender distribution at MWE for the different staffing levels in FY 2014/15

Staff level	**Female**		**Male**		
	No.	%	No.	%	Total No.
Top Management	5	16%	27	84%	32
Middle Management	21	22%	74	78%	95
Operational staff	47	44%	61	56%	108
Support staff	39	39%	62	61%	101
Total	112		224		336

Source: MWE SPR, 2015

The imbalances in the leadership and management of the WSS sub-sector exist amidst gender supportive human resource policies. The MWE human resource management is guided by the Uganda Public Service Standing Orders issued under Establishment Notice No. 2 of 2010. Human resource policies have some gender sensitive provisions including e.g., (i) provisions for maternity and paternity leave (ii) the need for gender sensitivity in deployment, and (iii) specific provisions on sexual harassment. The Ministry has also put in practice affirmative action by providing an extra 2 points to female applicants during recruitment.

The district level is also reflective of the gender imbalances at the MWE, with the females grossly underrepresented in the District Water Offices (DWOs). An assessment by the MWE (2015), relying on a sample of 10 out of 80 DWOs in Uganda (Kaliro, Kyenjojo, Jinja, Ibanda, Isingiro, Kanungu, Mbarara, Rukungiri, Moroto and Mpigi) showed that out of a total of 70 staff in these offices, only 20 (29%) were females and 50 (71%) were males. The average percentage of female staff in the 10 districts was 32% and 68% for the males (MWE, SPR, 2015). These figures indicate persistent gender imbalances in leadership and management /staffing in the WSS sub-sector.

Reports have indicated that women are often underrepresented in managerial and technical level positions due to differences in education and skills sets, gender stereotypes that associate technical ability with the male gender. Corrective measures are, however, being undertaken; MWE awards extra points to women seeking for work both at the centre and in the regions.

3.9 Enhancing Visibility of Gender Issues in WATSAN

The WSSGS 2010-2015 mandated the Water and Environment Sector Liaison Department (WESLD) to enhance visibility of gender issues in the MWE. WESLD was expected to organize routine trainings on gender mainstreaming for all MWE staff and play the role of gender champions. Interactions with staff in WESLD and other departments in MWE confirmed that WESLD organised the training for staff at the centre, TSUs, and for extension workers at districts in gender mainstreaming.

Table 5: Number of staff trained in gender mainstreaming

	Category of staff trained	Number
1	Ministry of Water and Environment Staff	104 staff.
2	District, Water Officer Staff	206 districts[1] staff
3	District Environment and Natural Resources Officers	160 districts[2] staff

[1] Butaleja, Pallisa, Budaka, Kamuli, Busia, Manafwa, Tororo, Bulambuli, Bukwo, Mbale, Sironko, Kapchorwa, Abim, Amudat, Amuria, Bukeddea, Kaabong, Kaberamaido, Katakwi, Kotido, Kumi, Moroto, Nakapiripirit, Napak, Ngora, Serere , Soroti, Amolatar, Amuru, Apac, Dokolo, Gulu,Kitgum, Lira, Oyam, Pader, Masaka, Lyatonde, Rakai, Lwengo, Kalungu, Bukomansimbi, Sembabule, Kalangala, Mbarara, Rubirizi, Ntungamo, Kiruhura, Kabale, Kisoro, Kanungu, Rukungiri, Bushenyi, Ibanda, Namutumba, Kaliro, kamuli, jinja, Iganga, Bugiri, Butaleja, Manafwa, Mayuge, Bulambuli, Kibuku, Buyende, Namayingo, Luuka, Buikwe, Bulisa, Butambala, Buvuma, Gomba, Hoima, Kayunga, Kiboga, Kiryadongo, Kyankwanzi, Luwero, Masindi, Mpigi, Mukono, Nakaseke, Nakasongola, Wakiso

[2] Bududa, Budaka, Bugiri, Bukwo, Bulambuli, Busia, Butaleja, Buyende, Iganga, Jinja, Kaliro, Kamuli, Kapchorwa, Kibuku, Kween, Luuka, Manafwa, Mayuge, Mbale, Namayingo, Namutumba, Pallisa, Sironko, Tororo, Masaka, Lwengo, Rakai, Sembabule, Gomba, Butambala, Lyatonde, Kalangala, Bukomansimbi, Kalungu, Buikwe, Buliisa, Buvuma, Hoima, Kayunga, Kiboga, Kiryadongo, Kyankwanzi, Luwero, Masindi, Mukono, Nakaseke, Nakasongola, Wakiso, Bundibugyo, Kabarole, Kamwenge, Kasese, Kibaale, Kyegegwa, Kyenjonjo, Mityana, Mubende, Ntoroko

Source: MWE gender training reports

At the centre gender trainings were supposed to be organized at least twice a year. However, this was not done due to funding constraints. In the circumstances, newly recruited staff in the MWE rarely get exposed or trained in gender mainstreaming. Limited funding also made it difficult for UWSS Department to extend support to National Water and Sewerage Co-operation (NWSC) as had been planned.

It was reported in several departments that training on gender mainstreaming largely tended to target junior staff than midlevel and top management staff. This was attributed to failure of top management staff to prioritise gender trainings. Training in gender need to target mid-level and top management staff to ensure better appropriation of resources both financial and human towards mainstreaming gender.

Trainings of Planners, Economists and Focal Point officers on Gender and Equity Budgeting were also undertaken in partnership with the Ministry of Finance. It should be noted that not all MWE staff and stakeholders have internalized the gender strategy and related guidelines. This affects their ability to effectively implement gender mainstreaming actions and promote gender equality in access to water, sanitation and a clean environment. Further, limited targeting of management staff translated into limited capacity amongst staff to undertake gender analysis and effective utilisation of gender disaggregated data so as to strengthen gender sensitive programming and implementation.

At the TSU level, staff credit WSSGS for aiding them unpackage gender giving it prominence in their work. It is a reference document which has provided a basis for promoting gender equality; gender is central to the work of particularly Community Development Specialists (CDS) in TSUs. It has to be noted, however, that copies of WSSGS 2010-2015 are not common at district and sub-county level. According to a Key Informant at MWE, Gender Strategy Documents were provided to District Water Officers during regional trainings. The District Water Officers disseminated and distributed the gender strategies during quarterly extension workers meetings with support of TSUs. Accordingly, all DWOs received copies for their sub counties. This study reveals that most of the copies that were distributed were largely personalized by office-bearers at the time and where transfers of staff took place, the incoming staff/new ones did not find any copies in the office.

At district and lower levels, training in gender mainstreaming is organized by TSUs. At the start of the WSSGS 2010-2015, MWE organized several training workshops on a regional basis. Several participants interacted with in the districts had either attended the training workshop or heard about it.

> *I have attended a series of meetings and trainings on gender with UWONET, Aware Uganda* (KI, Kaabong District).

> *Yes, I remember once and it was in 2011 when we were trained by the District Water Officer* (KI, Imaniro, Mayuge District).

> *I received training on gender mainstreaming when the National Water and Sewerage*

> *Corporation connected tap water in our Town Council. We even went twice to Iganga for a workshop on water usage and gender mainstreaming, we were told to ensure that men and women are always represented equally on issues of water and sanitation* (KI, Mayuge TC, Mayuge District).

What should be noted is that even where, for instance, extension workers have not benefited from any training on gender mainstreaming in the recent years, the concept is well understood and appreciated. In some sub-counties visited in Isingiro, staff reported not to have benefited from training on gender mainstreaming in the past five years, but revealed using it in execution of their duties, particularly in the mobilization of communities and formation of WSCs. They reported that all their WSCs comprised of both men and women, with the position of Treasurer being occupied by a preserve for a woman. The concern, however, is that in most communities, mainstreaming gender is only perceived or limited to inclusion of women on the WSCs and Water Boards. It was a common response to questions on how a district or sub-county has mainstreamed gender in O&M of water resources.

The targeted sensitization and mobilization of communities on gender equality and gender roles has led to some level of empowerment for especially women. Women are increasingly taking on various roles in ensuring sustainable O&M of water facilities including taking on the role of hand-pump mechanic (HPM). The number of female HPMs remains very small countrywide. A few female HPMs were reportedly available and active in Arua and several other districts. Women have also gone into the leadership of water resource organizations; in West Nile, the Chair of the Umbrella Organization at the time of this study was a female.

3.10 Improving Opportunities for various Groups to Access Watsan Facilities and Participate in their Management

One of the strategic objectives of the WSSGS 2010-2015 was to improve opportunities for men, women, and other disadvantaged groups to access water and sanitation facilities and to participate in their management. In pursuance of this Strategic Objective, the Strategy set the following targets:

1. Rural water and sanitation committees with at least one woman in a key position increased from the current 71% to 90% by the end of Financial Year (FY) 2014/15.
2. Urban Water and Sanitation Boards (UWSBs) with at least one woman in a key position increased from 18% to at least 50% by the end of FY 2014/15.
3. Water for Production user committees with at least one woman in a key position increased to 45% by the end of FY 2014/15.

Achieving the above targets was envisaged, among others, to translate into increased water coverage, access to water and sanitation facilities, and functionality of water sources. This sub-section presents the achievements registered between 2010 and 2015. Key positions on the water committees and boards include that of Chairperson, Treasurer, and Secretary. For UWSBs, the position of Town Clerk and Senior Assistant Secretary are also considered key. Study findings reveal that in the five-years of the Strategy implementation, achievements were registered getting women involved at

the highest level in the governance of the water sources by electing them into key positions on the WSCs and boards.

Findings from both the desk review and community survey indicate that the target of increasing the number of women in key positions on the WSCs for rural water and boards as stipulated in the WSSGS 2010-2015 was achieved and even surpassed the target except for rural water. See Table 6.

Table 6: WSCs/UWSBs with women in key positions

Sub-sector	Sector achievements 2010/11-2014/15					Strategy Target
	2010/11	2011/12	2012/13	2013/14	2014/15	2014/15
Rural	71	82	80	83	84.0	90.0
Urban	39	45	49	63	67.0	50.0
WfP Valley Tanks Dams	48.0	57	57	69 45	73 48.0	45.0

Source: Sector Performance Report, 2016

The study findings in Table 7 from 10 districts and 53 WSCs studied in rural sub-counties corroborate the figures provided in Water and Environment Sector Performance Report 2015.

Table 7: Position of women on WSC in studied communities

Position on the WUC	**Sex**			
	Female		Male	
	%	N	%	N
Chairperson	30.2	16	69.8	37
Vice Chairperson	41.7	20	58.3	28
Treasurer	72.5	37	27.5	14
Secretary	49.0	25	51.0	26
Member	64.0	18	36.0	32

The study findings of the community survey revealed that most women occupied positions of Treasurer and Secretary while for Chair and Vice tended to be dominated by men. Majority women (64%) were ordinary members of the committee compared to 36.0% men. In all districts, Assistant Community Development Officers (CDOs) reported that no WSC can be formed without having a woman on the committee and later in a key position. The same practice is also existent among Water Boards. For instance, in Kaabong and Abim like elsewhere, it is an adopted guideline for Board being constituted to have women in key positions.

> *For us here, the rule in setting up a water board is that it must have three women and two men, the chairperson is male, the treasurer is female...this composition was deliberate because women bear the biggest burden of water* (KI, Kaabong 3 District).

> *It is a community by-law allowed by the district that there should be 4 women and 3 men on the water user committee* (FGD with Men, Nyakwae, Abim District).

> *I personally spearhead the election process for water and sanitation committees, I educate and sensitise them...what we are advocating for is 50% or more of the Committee members to be women* (KI, Kasawo, Mukono).

Members of the community electing a WSC

The proportion of rural WSCs with at least one woman in a key position increasing from 71% in 2010/2011 to 84% in 2014/2015 implies an improvement in the representation of women in community-based management (CBM) of water and sanitation facilities. Key informants at Uganda Water and Sanitation Network (UWASNET) interacted with affirmed that the Strategy had promoted a fair representation of both male and females on WSCs /boards across the country and improved management of water sources.

Indeed, among Town Councils and Town Boards, UWSBs with at least one woman in a key position increased from 18% at baseline to 67% in 2014/2015. According to MWE officials, there have been deliberate efforts to increase women's representation in management because they are the primary users and most affected by inadequate access of water and sanitation quality:

> *Emphasis has been on access and management through water boards to bring more women on board to ensure sustainability…most take up the position of treasury (KI, UWSSD, MWE)*

Regarding WfP, achievements in women's representation were also registered in the five-year period of the Strategy implementation. The proportion of user committees reporting at least one woman in a key position increased from 54% to 73% for valley dams and that for valley tanks rose from 37% to 48%. In both instances, the percentage surpassed the target in the WSSGS of 45% for the WfP user committees.

The performance of the committee officials of the 53 WSCs visited was assessed as satisfactory as majority were found active particularly Secretaries and Treasurers; positions with a high representation of women. See Table 8.

Table 8: Reported performance of WSC by positions

Position on the WUC	Performance	
	Active %	Inactive %
Chairperson	78.8	21.2
Vice Chairperson	83.3	16.7
Treasurer	76.0	24.0
Secretary	86.0	14.0
Member	77.6	22.4

Given the fact that majority (92%) of the WSCs covered by this study were popularly elected, it shows the wide community acceptance of women to occupy key positions. Women are not just represented on the committees but have managerial decision-making power and positions in the watsan projects.

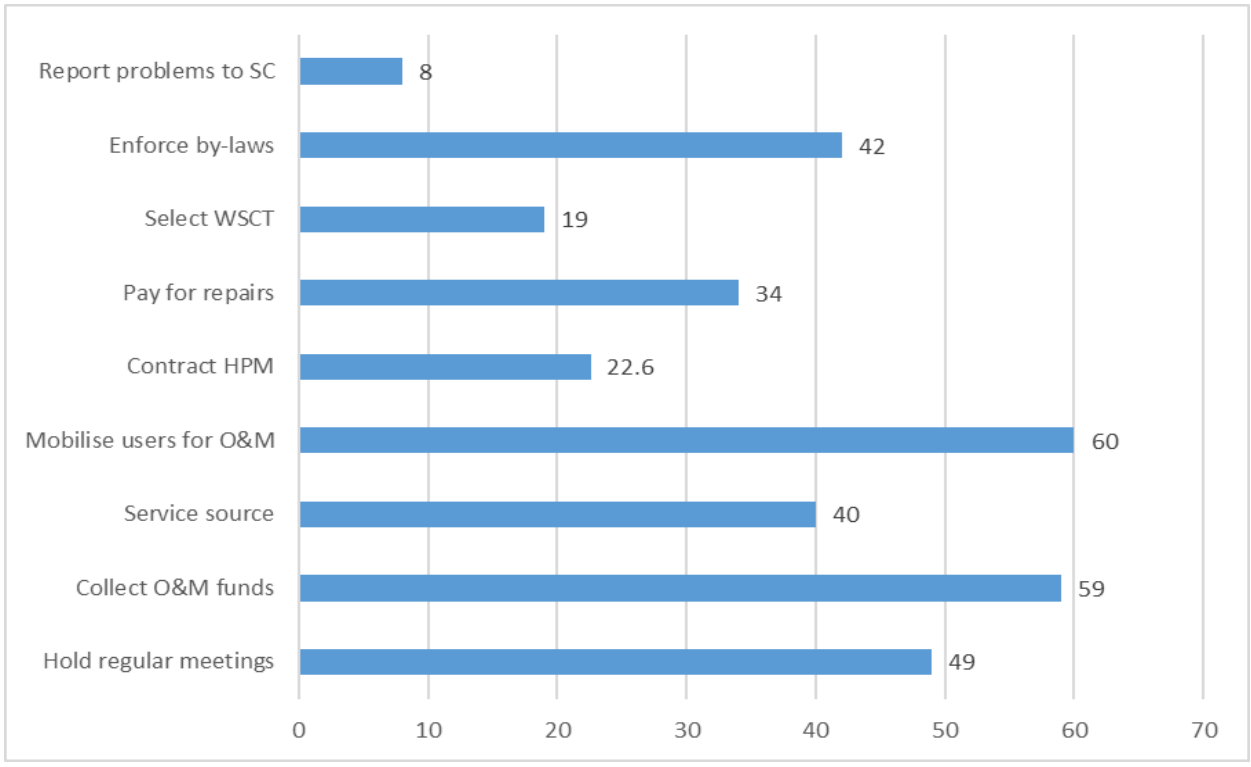
Gender representation on the WSCs/Boards alone is not enough for the performance of the committee. A water committee/board after being elected or formed need to be trained in its roles to ensure effective O&M thereby promoting functionality of the water source. In this study, 71.7% of the committees had been trained in their roles. See Table 9.

Table 9: Training of WSCs by district

District	Trained	
	Yes %	No %
Moyo	100.0	0.0
Nwoya	50.0	50.0
Isingiro	71.4	28.6
Mukono	50.0	50.0
Ssembabule	33.1	66.7
Kaabong	66.7	33.3
Budaka	81.8	18.2
Kabarole	80.0	20.0
Total	71.7	28.3

The least trained WSCs were in Ssembabule (33%) followed by Nwoya (50%) and Mukono districts (50%). Districts such as Moyo Trained committees articulated their roles in O&M that they were trained or sensitised about. See Figure 2.

Figure 2: Reported roles of WSCs



Women representation in the private sector did not register a lot of achievements. Findings revealed women remained underrepresented throughout the five-year period of the implementation of the WSSGS. For example, out of the 158 trained hand-pump mechanics (HPMs) during 2015/16 from 10 districts, 81 (i.e., 8%) were women, a considerable reduction from the 10% reported in financial year 2013/14; while in the urban water and sanitation sub-sector, out of 50 masons trained to construct Ecosan toilets in 9 towns, only 4% (2) were women (MWE SPR, 2015).

Involvement of women in the management of water sources is also credited for the functionality of the WSCs. A review of the SPRs shows that management of water and sanitation facilities has been upheld. In the rural areas, 77% of water points had actively functioning WSCs by 2015, in the urban water points with functioning Boards were 78% and 80% for WfP. Only WfP surpassed the target (75%) having risen from 65% in 2010.

Engaging community members-men and women on the roles of WSCs in O&M of WfP facilities

3.11 Gender Mainstreaming, Water and Sanitation Coverage

Water and sanitation coverage have a strong bearing on access, which has more serious ramification on women and children than men. The set targets in the Strategy that aimed at improving women's representation on WUCs and boards, increasing their decision-making power and voice in watsan related matters was anticipated to lead to increased water and sanitation coverage and access. The sub-sections below present findings on the achievements of water and sanitation coverage during period of WSSGS implementation.

3.11.1 Water

In all the 10 sampled districts from 8 Technical Support Units (TSUs) majority of households (79.4%) obtained water from improved sources compared to 20.6% that drew water from unimproved sources. Almost a third of the sampled households (31.5%) residing in rural growth centres (RGCs) and typical rural communities reported unimproved sources as their dominant sources of water—30.9% and 32% respectively. See Table 10.

Table 10: Source of water for domestic use by administrative locality

Type of water source (N=1544)	Municipality %	Town Council %	RGC %	Rural Comm %	Total	
					%	N
Improved Sources						
Borehole	4.5	50.6	41.1	50.6	46.0	711
Protected spring	23.6	13.7	7.7	8.7	11.7	180
Piped water in own compound (PWOC)	21.8	8.2	1.9	1.3	5.6	87
Piped water outside own compound (PWOOC)	39.1	11.1	12.6	2.3	9.8	152
Gravity flow scheme	1.8	4.8	2.9	4.4	4.2	65

Rain water harvest tank	4.5	1.3	2.9	0.5	1.4	22
Total	***95.5***	***89.8***	***69.1***	***67.8***	***79.4***	***1217***
Unimproved sources						
Unprotected	3.6	8.9	30.9	32.0	20.5	317
Other	0.9	1.3	0.0	0.2	0.6	10
Total	***4.5***	***10.2***	***30.9***	***32.2***	***20.6***	***327***

Table 10 shows that the most dominant source of improved water is borehole for residents of town councils, rural communities and RGCs. Piped water outside "own" compound is the dominant source for households in municipalities. By district, most of the households drawing water for domestic use from unimproved sources were more in Isingiro (52.5%) and Ssembabule (47.7%). See Table 11.

Table 11: Source of water for domestic use by district

District	Type of water source							
	BH %	PS %	PWOC %	PWOOC %	GFS %	RWH %	UPS %	Other %
Abim	88.3	5.6	0.0	0.0	0.0	0.0	6.1	0.0
Mayuge	55.4	26.8	9.8	8.0	0.0	0.0	0.0	0.0
Moyo	49.1	0.0	10.9	15.5	1.8	0.0	22.7	0.0
Mukono	32.4	15.9	13.2	23.1	2.2	2.7	9.9	0.5
Ssembabule	3.1	4.7	8.6	28.9	0.0	7.0	47.7	0.0
Isingiro	15.8	3.3	3.3	20.8	0.0	4.2	52.5	0.0
Kaabong	78.0	0.0	3.3	1.6	0.0	0.8	16.3	0.0
Budaka	68.5	14.0	0.0	1.0	0.0	1.0	15.0	0.5
Nwoya	47.6	29.8	0.0	1.0	0.5	0.0	20.9	0.0
Kabarole	15.2	8.1	10.6	8.1	29.3	0.0	24.7	4.0
Total	**46.0**	**11.7**	**5.6**	**9.8**	**4.2**	**1.4**	**20.5**	**0.6**

Regarding urban water, in the five years of strategy implementation, 20 new town piped water supply systems were constructed. A similar trend was reported in all the 10 districts visited as succinctly stated below.

> *Access to safe water has greatly improved, in the urban part of Mukono, we have piped water from National Water and Sewerage Corporation* (KI, Mukono District).

> *We have increased the tap stands on our gravity flow as a way of bringing safe and clean water closer to the people and save on time spent by women* (KI, Mugusu, Kabarole District).

> *In the past 5 years, we have constructed 3 gravity flow schemes and 40 shallow wells....*(KI, DWO Isingiro).

Nationally, for the case of rural water, findings revealed mixed results; on the whole coverage for safe water remained static at 65% while in some districts and sub-counties notable improvements were registered. A review of the sector performance reports showed that safe water coverage in rural areas was at 65% in 2010 and by end of 2015, it was still at 65%. This lack of increase in coverage was attributed to existence of shifting targets caused by the increasing population.

There is high population explosion so it becomes difficult to achieve targets. It's like chasing a shifting goal (KI, RWSSD, MWE).

Although we have improved on the number of water sources, which are more than the ones we had a few years ago, and have constructed over 400 sources in the past 5 years, they still remain inadequate compared to the population we have (KI, District Water Office, Ssembabule).

The achievements are quite many, in the rural areas; we have been constructing an average of 20 boreholes per year. So, in total we have constructed around 90-100 boreholes in the last five years (KI, Mayuge District).

Water coverage remains low in some places, despite efforts to prioritize the underserved sub-counties. For instance, in Itula sub-county, Moyo district, whereas focus was on extension of safe water sources to water stressed communities especially Waka parish, good coverage had not been realized.

Waka parish has a big problem of access to safe water, first of all, it is a hard to reach area with a poor road network, the few boreholes we have drilled dry up during the dry season, as we speak now, there is no water, many people are surviving on the river, then during the rainy season, boreholes give brown water, we need piped water, but it is still difficult to get (KI, Itula, Moyo District).

3.11.2 Sanitation

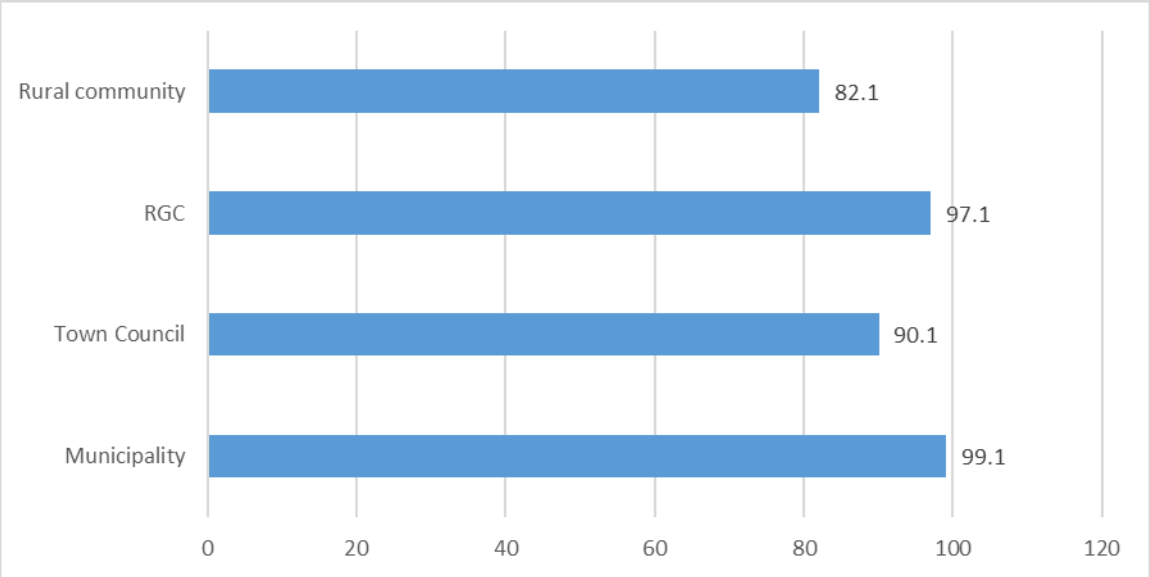
Countrywide results from the desk review showed that improved sanitation was among the only three indicators where the five-year target was achieved; access to improved sanitation in rural areas increased from 70% at baseline (2010) to 77% in 2015 while in the urban areas, it improved from 70% to 84.1%, but fell short of the 100%. In the schools, the pupil to latrine stance ratio declined from 54:1 in 2010 to 67:1 by the end of 2015, falling short of the target (40:1). The household survey results showed that majority of sampled (88.7%) had latrines/toilets. See Table 12 and Figure 3.

Table 12: Proportion of households with latrines

Characteristic	Self reported		Observed	
	N	%	N	%
Presence of a latrine (own & public)	1372	88.7	1360	88.7
Type of latrine				
Flush Toilet	21	1.6	-	-
VIP Latrine	162	12.1	178	13.0
Covered Pit Latrine No Slab	535	39.8	545	39.8
Covered Pit Latrine W/ Slab	296	22.0	298	21.7
Uncovered Pit Latrine No Slab	233	17.3	264	19.3
Uncovered Pit Latrine W/ Slab	94	7.0	86	6.3
No facility/bush	2	0.1	-	-
Latrine condition				
Offers privacy			1104	87.6
Has door/shutter			771	70.1
Adequate size of square/rectangle hole			1054	86.0
Adequate stance space			970	81.3
Offers protection from rain			1118	90.6

Anal Cleaning materials			209	22.3
Full			104	11.5
Fouled			543	50.4
Accessible for PWDs			369	39.7
Large entry –for wheel chairs			245	27.6

Figure 3: Sanitation coverage by locality (%)



Efforts to increase access to improved sanitation coverage were reported in all districts visited, but varied. See Table 13.

Table 13: Presence of latrine by district

District	Presence of Latrine		N
	Yes %	No %	
Abim	68.8	31.2	(176)
Mayuge	100.0	0.0	(112)
Moyo	99.1	0.9	(110)
Mukono	98.4	1.6	(182)
Ssembabule	99.2	0.8	(127)
Isingiro	96.6	3.4	(118)
Kaabong	52.9	47.1	(121)
Budaka	93.5	6.6	(201)
Nwoya	82.3	17.7	(186)
Kabarole	97.0	3.0	(200)
Total	88.7	11.3	(1533)

Apart from the districts in Karamoja—i.e., Kaabong (52.9%) and Abim (68.8%), the rest of the sampled districts posted a coverage above the national average. In some of the districts, improved sanitation coverage was attributed to efforts of non-governmental organisations complementing government sanitation campaign. For instance, in Moyo, achievements in access to improved sanitation were partly attributed to support received from two NGOs, namely, CEFORD and PEAL that supported the district's campaign against open defecation. In districts, such as Nwoya with over a tenth of households (16.2%) without latrine, it was attributed to poor

loose soil texture—when it rains, the soils collapse-in. District officials reported to have sought guidance from MWE for alternative technology and were yet to get feedback from the Ministry. However, as shown in Table 12, not all latrines were improved/VIP type, the bigger proportion of households (39.8%) possessed latrines with no slab; VIPs were observed available in only 13% of households. In terms of accessibility, nearly all households (97.9%) with a latrine could access any time they wanted i.e. day and night.

3.11.3 Latrine usage

Households where every member used the latrine were 70.3%, while 29.7% who were not using latrine were mostly children. The results revealed cases of latrine sharing which was positively correlated with age of the household head, while no positive correlation existed between latrine sharing with education of the household head. Households that were headed by members over 40 years were less likely to share latrines compared to those headed by those below 39 years. See Table 14.

Table 14: **Latrine sharing by selected characteristics of household head**

	OR	df	Sig.
Age of household head			
<20	7.568	1	.004
20-29	3.784	1	.000
30-39	2.173	1	.009
40-49	1.207	1	.572
50+	1.000		
Education level of household head			
None/never gone to school	1.052	1	.969
Primary	.581	1	.677
Secondary—O'level	.855	1	.905
Secondary—A'level	1.347	1	.829
Post-secondary	1.716	1	.687
Vocational training	0.319	1	.431
Adult learner	1.000		

3.11.4 Sanitation facilities for the poor

Gender mainstreaming in sanitation for the urban sub-sector is reflected in outputs under the pro-poor strategy, bearing in mind that the effects of poverty are more felt by women than men. Construction of public toilets did also not improve as planned, for this also depended on WSDFs. In FY 2014/15, the Water and Sanitation Development Facilities (WSDFs) constructed 128 sanitation facilities for the poorest members of the community in 18 towns across the country (SPR, 2015). In FY 2015/16 WSDFs constructed total of 29 public toilets in 26 towns (SPR, 2016). The poorest members of the community targeted include child-headed and women-headed households, the disabled, widows, and the elderly. The sanitation facilities are located in highly populated areas like markets in order to enhance access to sanitation of the poorest members of the community. The design of these sanitation facilities prioritizes

more stances for women than men, given the greater sanitary needs of women than men. Although there is not reliable data to show the numbers, women tend to be the majority in slums and market areas where these public toilets are constructed. All the public sanitation facilities constructed have access ramps for wheel chairs and wide doors to ease entry for the disabled. With District Water and Sanitation and Conditional Grants (DWSCG), most districts could only afford to construct one (1) public latrine with five (5) stances, the fifth a urinal for men. The DWSCG has been mostly used to trigger communities to stop open defecation.

3.11.5 School sanitation

In schools, the pupil: stance ratio as earlier on indicated remains unacceptable in most schools. This could be attributed to limited funding options; schools are not covered in the sanitation grant while universal primary education (UPE) has no budget for latrine construction. School latrine construction is mostly supported by UNICEF, NGOs and other funding modalities like the Water and Sanitation Development Facilities (WSDFs). For instance, in FY2012/13 WDSFs constructed 10 communal toilets and 12 public toilets in urban areas including Kampala. WSDF – North alone, constructed over 147 latrine stances in 15 primary schools and 122 public toilet stances in 14 Towns in the past 5 years.

3.11.6 Handwashing

Improved coverage and access to water and sanitation facilities can impact on the quality of life if key hygiene practices such as handwashing after latrine use are embraced. In this study, handwashing practice was studied in the 10 sampled districts. Study findings revealed that handwashing as a sanitation and hygiene practice had registered slow progress in the five-years of the Strategy implementation. Study results showed that in only 19.9% households were handwashing facilities observed, although 25% of household respondents reported to have handwashing facilities. See Table 15.

Table 15: Availability of handwashing facilities

Characteristic	Self- reported		Observed	
	N	%	N	%
Availability of hand washing facility next to latrine	322	25.0	298	19.9
Hand washing facilities that had water			250	83.9
Latrines that had soap/ash at hand washing site			144	48.3

The survey results corroborate the national picture as indicated in the SPR 2015. The SPR 2015 shows that the percentage of people with access to (and using) hand-washing facilities rose from 21% in 2010 to 33% in 2015 for households falling short the target of 50% while among schools managed a marginal increase from 33% to 38% by end of 2015. KIIs in districts like Mukono and Ssembabule acknowledged existence of low practices of handwashing. See Table 16 for district variations.

Table 16: Presence of HWF by district

District	Presence of HWF		N
	Yes %	No %	
Abim	6.7	93.3	(178)
Mayuge	23.4	76.6	(111)
Moyo	49.1	50.9	(110)
Mukono	17.7	82.3	(181)
Ssembabule	27.8	72.2	(126)
Isingiro	25.5	74.5	(110)
Kaabong	23.0	77.0	(122)
Budaka	20.2	79.8	(198)
Nwoya	1.9	98.1	(162)
Kabarole	20.4	79.6	(196)
Total	19.9	80.1	(1494)

Results from the regression analysis reveal that age of the household head significantly influenced having a handwashing facility next to the latrine. Household with heads aged 20-49 were more likely to have HWFs compared to those heads of household were either aged below 20 years (p= .104). See Table 17

Table 17: Presence of handwashing facility by selected characteristics of HH head

	Odds Ratio	df	Sig.
Age of household head			
<20	.170	1	.104
20-29	.305	1	.000
30-39	.350	1	.000
40-49	.530	1	.033
50+	1.000		
Marital status of household head			
Never Married/single	1.607	1	.396
Married/Cohabiting	3.100	1	.003
Separated/divorced	4.060	1	.003
Widowed	1.000		

SECTION FOUR

IMPACT OF GENDER MAINSTREAMING IN THE WATER AND SANITATION SUB-SECTOR

4.1 Introduction

Access to safe water and sanitation has direct benefits to men, women, girls, and boys as well as other vulnerable populations, but especially women and girls. Women and girls shoulder the biggest burden not only for water collection, but also providing care when a member of the family falls sick of watsan related diseases. Thus, in the five-years of the implementation of the WSSGS, increased availability of water and sanitation facilities was expected to affect positively the socio-economic livelihoods of women, men, girls, boys and other socio-economic groups in the country resulting from improved access and functionality of watsan facilities.

4.2 Distance to Water Source and Socio-economic Livelihoods

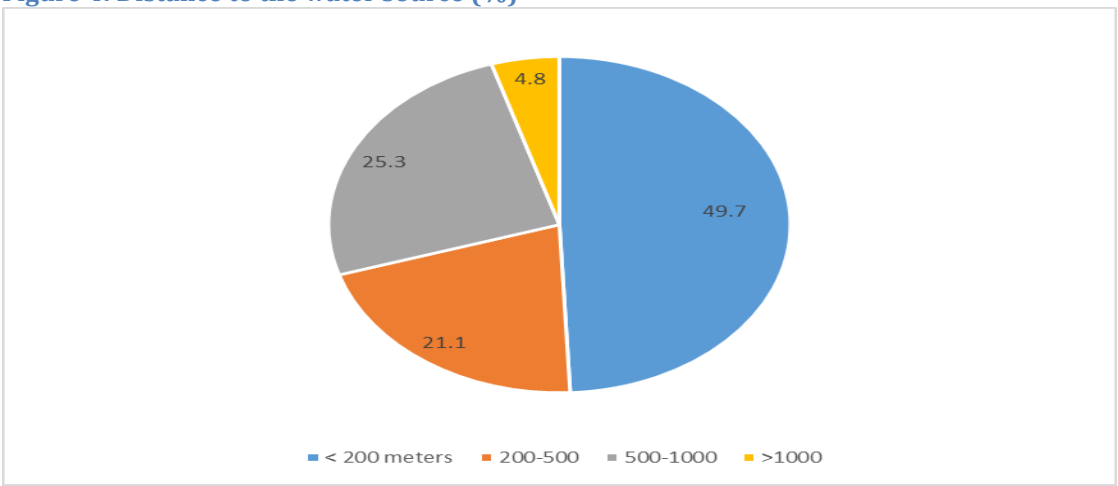
The WSSGS mandated all agencies involved in implementation of WATSAN activities to mainstreaming gender so as to contribute to improved access and utilisation of WATSAN services. This sub-section presents the study results on access to water facilities and the resultant effect on people's socio-economic livelihoods.

4.2.1 Distance and access to water points

Access to safe water refers to percentage (%) of people within 1000 meters (1 kilometer) for rural households and 200 meters (1/5 of kilometer) for urban households of an improved source. Using these parameters, this sub-section examines access to safe water by households in a sample of 10 districts. Reference is also made to the national data obtained from Water and Environment Sector Performance Report (2015).

From the sample of 10 districts, majority households (85.0%) obtained water in less than 1,000 meters compared 15.0% that accessed water in over a kilometer. Almost a half of the households (49.7%) obtained water within less than 200 meters. See Figure 2.

Figure 4: Distance to the water source (%)



The study results show that over a tenth of the households (15.0%) walked long distances to access water. Among them, a tenth (10.2%) collected water from a source which was 1-2kms away from their homes, while for 4.8%, the source was beyond 2kms. As Table 18 shows, over a quarter of the rural sample collected water in over a kilometer—i.e., 1000 meters.

Table 18: Distance to the water source by locality

Locality	Distance to water source in meters			
	< 200 %	200-500 %	500-1000 %	1000+ %
Municipality	90.9	7.3	1.8	0.0
Town Council	54.8	24.3	14.2	6.7
Rural Growth Centre	52.6	19.4	13.5	14.5
Typical Rural Community	35.5	21.0	17.0	26.4
Total	49.7	21.1	14.3	15.0

The findings of this impact study corroborate increased water coverage as documented in the Sector Performance Reports (2014, 2015). See Table 19.

Table 19: Rural and urban water access 2013/14 and 2014/15

Locality	Period and Govt target			
	2013/14	2014/15	Target for 14/15	
Urban	64%	65%	77	
Rural	73%	73%	100	

Source: MWE Water and Environment Sector Performance Report 2015

Nationally, safe water coverage for urban areas increased from 61% in 2010 to 73% by the end of 2015. Although this fell short of the target of 100%, it still demonstrated remarkable progress.

Several household respondents reported benefits of reduced distances to safe water points including decrease in household expenditure on watsan related diseases and not forfeiting expenditure on other necessities in order to treat watsan related diseases. See Tables 20 and 21.

Table 20: Household trend of expenditure on watsan diseases by access to water

Access and type	Decreasing %	Increasing %	Constant %	Can't tell %	P-value
Distance					
< 200 meters	48.0	8.8	25.6	17.6	
200-500 meters	63.0	7.4	10.9	18.7	.000
500-1000 meters	62.3	13.2	13.2	11.4	
>1000 meters	54.0	23.8	9.5	12.7	
Type of source					
Improved	58.5	7.5	16.6	17.3	.055
Unimproved	38.9	26.0	23.0	12.1	

Table 21: H/H reported forfeiting expenditure on other items to treat watsan diseases

Access and type	Yes %	No %	P-value
Distance			
< 200 meters	22.3	77.7	
200-500 meters	19.8	80.2	.000
500-1000 meters	28.5	71.5	
>1000 meters	44.1	55.9	
Type of source			
Improved	21.7	78.3	.000
Unimproved	43.0	57.0	

4.2.2 Distance and economic/ income generating activities

Reduced distances to the water points was further reported to have freed time for household members particularly women to engage in economic/income generating activities (IGAs). Households that collected water from a distance of < 200 meters and 200-500 meters were about 5 (p= .013) and 6 (p= .004) respectively more likely to engage in IGAs than those who collected water from a distance of more than 1000 meters/a kilometer. See Table 22.

Table 22: Likelihood of engaging in IGA by distance to water source

Distance	Odds ratio/Exp(B)	Df	Sig
< 200 meters	4.558	1	.013
200-500 meters	6.261	1	.004
500-1000 meters	.754	1	.761
1000+ meters	1.00		

Qualitative data corroborate quantitative data on the issue of time saved to be devoted to IGAs and other household chores by women—working in gardens, weaving baskets, mats, market vending, collecting firewood etc.

> *For me, I just want to say there is great change, boreholes are near homes, we can fetch many jerricans within a short time and save the rest of the time for other activities* (FGD with Women, Alero, Nwoya District).

> *Women have benefited, the distance is now somehow short, they are using the time to collect firewood for sale, others can now spend the evening working in their gardens* (FGD with Men, Budaka TC, Budaka).

The findings also point to a positive correlation of household levels of water consumption or usage by distance. See Table 23.

Table 23: Relationship between distance and household water usage or consumption

	Odds Ratio	Df	Sig.
Distance from water source			
1. <200 metres	1.00		
2. 200-500 metres	0.517	1	.023
3. 500-1000 metres	0.102	1	.000
4. Above 1000 metres	0.933	1	.799

4.2.3 Distance and social activities

The impact study results reveal no correlation between distance and saving time to be spent on social activities. However, a positive correlation exists between time spent on water collection and engaging in social activities. See Table 24.

Table 24: Relationship between distance/time taken and engaging in social activities

Distance and time	OR	df	Sig.
Distance			
1. <200 metres	.920	1	.832
2. 200-500 metres	.139	1	.061
3. 500-1000 metres	2.606	1	.082
4. Above 1000 metres	1.00		
Time taken to water source			
<10 Mins	8.880	1	.002
10-20 Mins	6.306	1	.008
20-30 Mins	5.521	1	.012
30-60 Mins	5.687	1	.005
>60 Mins	1.00		

4.2.4 Distance and school attendance

From the qualitative data (FGDs and KIIs), there were widespread assertions of reduction in cases of absenteeism and reporting late to school by children as a result of reduced distance and time spent on water collection. This was, however, not greatly supported by household quantitative data where only 5% of the households reported increased school attendance of children due to accessing water from reduced distance. Several FGD participants and key informants observed that children particularly girls do not only go to school in time, but also cases of absenteeism had reduced except when some girls were menstruating due to lack of appropriate sanitary facilities.

> *Boys and girls in this area are now able to go to school early because they are now collecting the water from a nearby place unlike in the past* (KI, Mugusu, Kabarole District).

In places with menstrual hygiene management (MHM) facilities on latrines reduction in shame and fear among girls in schools were reported. Designs of latrines for schools

and the public emphasize inclusion of MHM facilities, which contributes to regular attendance of school by girls. Improved safe water coverage has also yielded some social status and dignity benefits like cleanliness.

4.3 Time to Water Source and Adequacy

In terms of time, slightly over half (59.2%) reported taking about 30 minutes or less to walk to the water source, draw water and get back home. For 18%, time taken between 30-60 minutes while the rest (21.6%) took more than an hour to get water home from their main source of water. Implementing the WSSGS 2010-2015 aimed to contribute to improved access of safe water due to involvement of women in decision-making and governance of watsan facilities. Although majority households reported taking less than 30 minutes to collect water, only over a half (51.8%) of the households reported obtaining adequate water "always", while over a third (35.7%) obtained adequate water only "sometimes" and 12.5% never obtained adequate water. There were district variations and locality of households reporting on water adequacy as shown in Table 25.

Table 25: Reported adequacy of water by district and locality

District and locality	Adequacy		
	Yes, always %	Yes, sometimes %	No %
District			
Abim	36.7	48.3	15.0
Mayuge	47.3	51.8	0.9
Moyo	57.3	28.2	14.5
Mukono	59.3	30.8	9.9
Ssembabule	58.6	21.1	20.3
Isingiro	46.7	50.8	2.5
Kaabong	30.9	39.8	29.3
Budaka	54.7	28.9	16.4
Nwoya	68.6	21.5	9.9
Kabarole	51.0	42.0	7.0
Locality			
Municipality	63.6	24.5	11.8
Town Council	55.6	34.1	10.3
Rural Growth Centre	63.3	30.0	6.8
Typical Rural Community	41.9	41.3	16.8

By locality fewer households in typical rural communities reported obtaining adequate water always from their main source compared to those in municipalities, RGCs and town councils. Water adequacy is further reflected in the household consumption of the water. The number of 20 litre containers/jerricans used by a household in one day ranged between 1-5+. Households that used one (1) or (2) jerricans in a day constituted almost a quarter of the sample (17.5%) of all households visited, and over a quarter (26.4%) used over six (6) jerrycans.

Adequacy of water as well as consumption is affected by congestion at the water source and intermittent flow of water or yield especially during dry seasons. In some rural areas, the few existing safe water sources are characterised with overcrowding

and congestion, which also has a bearing on women and children that bear a big burden of water collection.

> *We have many schools here with no borehole, there are no taps in this area, the schools use the community boreholes which causes overcrowding at our source* (FGD with Men, Mukono District).

> *Here in our community, majority of the people have taps in their compounds but they either receive water irregularly or they don't receive any water at all... just here in the neighbourhood, the last time they received water at their tap was about 3 months ago,* (FGD with Men, Moyo TC, Moyo).

4.4 Cost of Safe Water

The Strategy sought to protect especially the urban poor from being over-charged for water at public water supply facilities. Consequently, MWE put in place mechanisms for controlling water charges; there is a fully-fledged Department of Water Utility Regulation in MWE with regional teams to monitor water tariffs and other service standards. It was explained that although prices vary by area and cost of doing business, in most towns water kiosks charge between 100-200/= for a 20-litre container of water whose affordability varies from household to household depending of the economic status of respective household.

> *The water charges are affordable, we charge 100/= for a 20 litre jerrican for all people in the Town Council* (KI, Kaabong District).

> *The charges are fair and so far, there are no complaints, a 20 litre jerrican of water is charged 100/= at the public tap stands but some people who sell water at the taps in their homes charge 200/=* (KI, Anaka TC, Nwoya District).

Household survey data corroborates information from KIIs where 45.5% of the sampled households reported to pay for the water used for domestic purposes. Of those households that paid, 75.3% reported paying between UGX 100-200/= for a 20-litre container of water at the water point while 12.8% paid 300/=. Less than 10% were paying more than 300/=; mostly reported in Ssembabule, Isingiro and parts of Mukono district. More than a half of the sampled households (59.5%) reported to be paying a monthly fee to the caretaker/service provider.

4.5 Water and sanitation related diseases

4.5.1 Awareness of water and sanitation related diseases

Improvement in access to safe water and latrine coverage/use is expected to have a positive relationship with reduction in morbidity and mortality due watsan related diseases especially among children <5 years old. The mobilisation triggered by the implementation of the WSSGS contributed to increased awareness and knowledge among the populace, which would culminate into reduction of watsan diseases. Knowledge of self-reported of WATSAN related diseases in the study districts was almost universal—i.e., 91.7% of the household respondents knew a disease(s) caused by unsafe/contaminated water. See Figure 5 and Table 26.

Figure 5: Awareness of WATSAN related diseases (%)

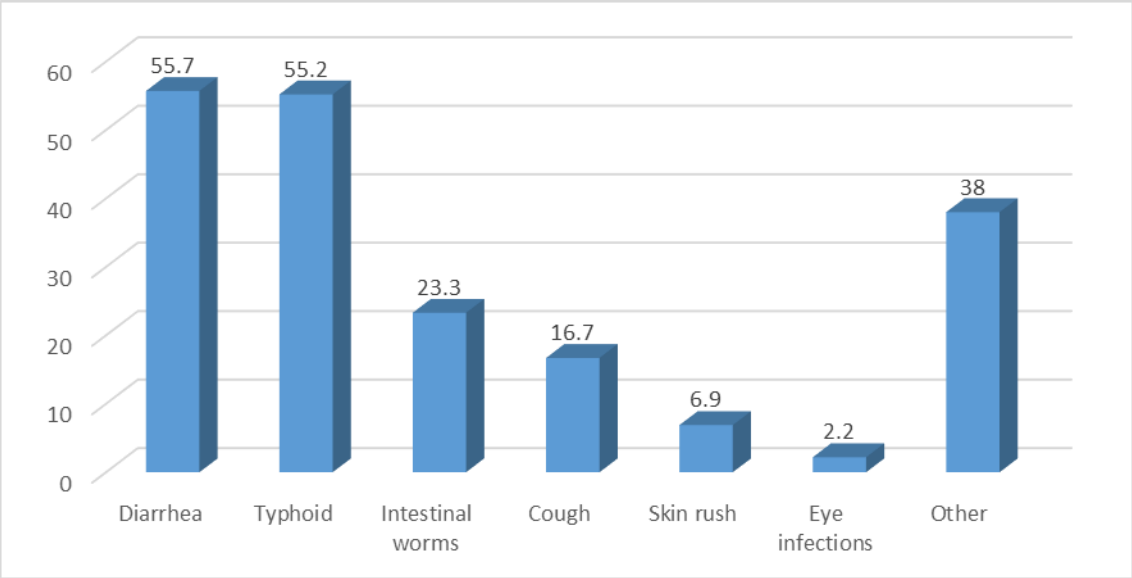


Table 26: Respondent's awareness of WATSAN related diseases by location

Locality	Awareness						
	Diarrhea %	Typhoid %	Intestinal worms %	Cough %	Skin rush %	Eye infection %	Other %
Municipality	55.6	74.1	5.6	4.6	9.3	0.9	41.7
Town Council	60.3	62.4	26.4	10.1	6.6	2.1	35.0
Rural Growth Centre	41.5	62.8	13.8	23.9	3.7	0.0	37.8
Typical Rural Community	55.8	41.2	26.6	23.5	7.8	3.3	40.4
Total	55.7	55.2	23.3	16.7	6.9	2.2	38.0

4.5.2 Prevalence of water and sanitation related diseases

In over a tenth of sampled households in the 10 studied districts, an adult, or a child below five (5) years had suffered from any of the WATSAN related diseases in the last six (6) months preceding this study—16.9% and 13.7% respectively. The study results reveal a positive correlation between distance to a water source and prevalence of watsan related diseases (p= .000). The same relationship is also noted in the prevalence of watsan related diseases and type of water source (p= .000). See Table 27.

Table 27: Reported prevalence of watsan diseases by distance and type of water source

Distance and type	Household members			P-value
	Children < years %	5> Household members %	None %	
Distance				
< 200 meters	10.8	16.0	73.2	
200-500 meters	13.4	15.4	71.1	.000
500-1000 meters	16.6	18.7	64.8	
>1000 meters	20.7	20.2	59.1	
Type of source				
Improved	12.2	14.4	73.5	.000
Unimproved	19.5	26.2	54.4	

It is important to note, however, that over a half (54.4%) of the sampled households reported a decreasing trend in prevalence of WATSAN related diseases in the past 5 years i.e., a period of the WSSGS implementation—2010-2015. Increases were reported by only 10.5% while for 18.3% the trend was the same over the past 5 years. See Table 28.

Table 28: Household reported trend of prevalence of watsan diseases

Distance and type	Can't tell %	Decreasing %	Increasing %	Constant %	P-value
Distance					
< 200 meters	18.9	47.5	8.8	18.9	
200-500 meters	17.3	65.0	5.8	17.3	.000
500-1000 meters	15.4	60.0	11.4	15.4	
>1000 meters	11.2	57.1	20.9	11.2	
Type of source					
Improved	18.5	58.1	7.2	16.2	
Unimproved	10.0	41.4	22.8	25.4	.235
Other	16.8	18.5	10.4	16.8	

Several factors can explain the incidence and prevalence of WATSAN related diseases including use of unsafe water, poor hygiene and sanitation behaviors and practices. Water quality is yet another factor of relevance in understanding the prevalence of WATSAN related diseases. The SPR 2015, is clear that water quality declined a lot; the percentage of water samples taken at the point of water collection, waste discharge point that comply with national standards (Protected Source – Rural, e. coli) reduced by 21% from 57% to 36% in 2015 against a target of 95%. It is noted that such a scenario has implications for increased disease burden at household levels and subsequently on the burden and costs of caring for the sick; a responsibility often undertaken by women.

Specific study findings are more illustrative regarding water quality. Except for Mugusu sub-county in Kabarole district, all other sub-counties visited acknowledged having communities with contaminated water sources. For instance, in Mayuge, KIIs mentioned places like Igamba, Kavule and Iwuba; in Ssembabule sub-counties with contaminated water included Lugusuulu, Ntuusi, Lwemiyaga and Kyijwara. In Mukono, they cited a report by MWE which found some safe water sources that had been contaminated. They attributed the contamination to the congestion or high population density in the Municipality. Most local governments have no water quality testing kits and trained personnel.

> *We do not carry out routine surveillance to check for water quality, but DWD carried out a study recently and found some water sources contaminated especially springs* (KI, Mukono District).

Key informants in this study and household study participants reported several benefits accruing from accessing safe water and improved sanitation facilities on the livelihoods of people. For instance, among households (83.2%) that had access to safe

water and sanitation facilities, majority (80.2%) reported improved health among their household members. In the specific case of Nwoya District, the decline in Bilharzia was associated with availability of safe water.

> *We are enjoying safe water that is why diseases like bilharzia is not very common now in this community* (FGD with Women, Alero, Nwoya District).

WATSAN related diseases such as diarrhea, typhoid, skin rush etc., were reportedly on the decrease in the 10 districts that were sampled for this study. In the study communities, no cases of cholera were reported in the last couple of years, which could be attributed to increased access to safe water and sanitation facilities.

> *If you are to visit health centres around this sub-county, water related diseases have greatly reduced* (KI, Kasawo, Mukono District).

Children under 5 years in household that suffered from any of the above diseases in the last 6 months were more likely to be found in households that paid for water than those that did not pay for water (OR = 1; p= .026)

4.6 Summary of Household Socio-economic Livelihoods

Table 29 below summarises household data as self-reported on improved socio-economic livelihood parameters.

Table 29: Self-household reports on changes in socio-economic livelihoods

Socio-economic parameters	Locality				Total	
	Municip-ality %	Town council %	RGC %	Typical rural %	%	N
Household member suffering from WATSAN diseases in last 6 months						
Yes, children below 5 yrs	2.8	11.6	13.9	17.9	13.7	191
Yes, another member above 5 yrs	17.0	14.8	20.0	17.9	16.9	236
No	80.2	73.5	65.8	64.1	69.4	968
Trend in the prevalence of WATSAN diseases in the household over last 5 years						
Decreasing	36.9	60.0	45.0	55.0	54.4	676
Increasing	7.8	4.6	16.4	15.5	10.5	131
Constant/No change	17.5	18.7	16.4	18.5	18.3	227
Can't tell	37.9	16.7	22.1	10.9	16.7	208
Trend on HH expenditure on treating WATSAN related diseases in last five years						
Decreasing	51.9	57.6	44.4	53.4	54.1	649
Increasing	7.6	5.6	21.4	15.5	11.6	139
Constant/No change	16.5	18.8	19.0	17.6	18.2	218
Can't tell	24.1	17.6	15.1	13.5	16.1	193
Forfeited expenditure on other HH items to spend on treatment of WATSAN diseases						
Yes	17.1	23.5	28.9	29.6	26.0	338
No	82.9	76.5	71.1	70.4	74.0	964
Enjoyed benefits from accessing safe water and clean sanitation facilities						
Yes	90.9	90.7	85.5	73.4	83.2	1270
No	9.1	6.6	13.5	22.0	13.7	209

Don't know	0.1	2.7	1.0	4.7	3.1	47
Type of benefits enjoyed by the HH						
Improved health	79.0	79.8	67.7	85.0	80.2	1019
Increased water usage/consumption	21.0	25.9	29.7	22.0	24.6	313
Increased HH income	19.0	11.2	9.1	7.5	10.2	130
Reduction in HH poverty	4.0	5.5	7.3	4.3	5.2	66
More time to engage in social activities	3.0	11.2	10.9	11.1	10.7	136
More time to engage in IGA	10.0	9.9	17.6	8.4	10.4	132
Increased school attendance	1.0	6.0	2.4	4.5	4.6	59
Others	14.0	2.7	10.4	6.8	6.0	76

4.7 Gender Mainstreaming and Functionality of Water Sources

The Revised WSSGS 2010 was, among others, aimed at improving governance of water sources by promoting the visibility particularly of women in key positions on the WUCs, Urban Water and Sanitation Boards (UWSBs) and WfP user committees. This visibility was envisaged to lead to improved functionality of water and sanitation facilities. In this study, of the 53 water sources that were visited during this study, majority (62.3%) were found fully functional while a fifth (20.8%) were partially functioning. Over a tenth of the sources (15.1%) were not functioning at all while a negligible 2% were reported to be only functional during the rainy seasons. See Table 30 for district variations.

Table 30: Functionality of water sources by district

District	Functionality			
	Fully functional %	Partially functioning %	Only functional in wet season %	Not functioning %
Abim	33.3	33.3	11.1	22.2
Mayuge	75.0	0.0	0.0	25.0
Mukono	25.0	75.0	0.0	0.0
Ssembabule	33.3	0.0	0.0	66.7
Isingiro	71.4	0.0	0.0	28.6
Kaabong	50.0	33.3	0.0	16.7
Budaka	81.8	18.2	0.0	0.0
Nwoya	100.0	0.0	0.0	0.0
Kabarole	80.0	20.0	0.0	0.0
Total	62.3	20.8	1.9	15.1

Dysfunctionality of water sources including partial functionality potentially worsens the burden of water collection on women and children. In the study districts, almost two-thirds (66.7%) of all water sources visited in Ssembabule were not functional. Isingiro, Mayuge, Abim and Kaabong followed suit. Most of the non-functional sources (40%) had broken down more than six (6) months preceding this study.

In general, findings of both the household survey and the SPR point to an improvement in the functionality of water sources. In the rural areas, nationally, functionality for water sources (at time of spot-check) improved from 80% to 88% while in the urban, it improved from 90% to 92% by 2015. In this study, what source functionality was estimated at 84%, which is close to the overall national functionality of water sources estimated at 88%. For WfP by 2015, functionality was 75%, but no

baseline figure. Although in all instances, i.e. rural, urban and WfP, the targets were not achieved, there was a general improvement in functionality of the sources.

Key informants at national level such as those from UWASNET noted that functionality had improved countrywide especially with sources where women hold key positions particularly that of Treasurer. MWE staff in the Department of Rural Water Supply and Sanitation shared the same view.

> *We can attribute increase in functionality of water sources to increased participation of women in the management of water sources* (KI, RWSSD, MWE).

The results of this impact study show that majority of water sources with women holding key positions were found to be functioning normally/fully functional compared to those where men occupied similar key positions. See Table 31.

Table 31: Functionality status of water facilities by key positions on WUC

Key position and sex	Functionality status			
	Fully functional %	Partially functioning %	Only functional in wet season %	Not functional %
Chairperson				
Male	54.1	27.0	2.7	16.2
Female	81.2	6.2	0.0	12.5
Vice Chairperson				
Male	57.1	17.9	3.6	21.4
Female	70.0	20.0	0.0	10.0
Secretary				
Male	50.0	30.8	3.8	15.4
Female	72.0	12.0	0.0	16.0
Treasurer				
Male	57.1	21.4	0.0	21.4
Female	62.2	21.6	2.7	13.5

Commenting on the benefits of engendering the composition of the water board, the Town Clerk of Abim district had this to say:

> *I want to think that the current composition of the board has benefited both men and women in the council because they are discussing pertinent issues that pertain to management, leadership, supervision and monitoring of this scheme but more so on the side of the women, you know when you talk about water it's women who get more affected that's why you find them in our meetings, they are strong in making discussions; sometimes when the water supply is stopped automatically they bring out their issues clearly and we try to address that situation and action starts immediately* (KII, Abim TC, Abim district).

Increased involvement of women in the management of water sources was also reported to have resulted into better management of O&M funds. Reports of good management of O&M funds were made in Moyo, Nwoya, Kaabong among others.

> *Women are performing well; there are committees of women you find with Ugshs. 800,000/= at the end of the year when that of men has only Ugshs. 200,000/=*

(KII, Kaabong District).

On most of our boreholes, the caretakers and treasurers are women, unlike men, they keep the money collected very well waiting for the day the borehole will breakdown, sources managed by women rarely breakdown (KII, Itula, Moyo District).

Overall, leaders at all levels i.e. national, district and sub-county level acknowledge that mainstreaming gender in the operation and management of water sources has greatly improved management of these water resources.

Evidently, besides the efforts to improve gender balance in governance and management of water and sanitation facilities, the WSS has also paid specific attention to the interventions that are gender responsive; taking into account the specific needs of women, men, girls, boys and other vulnerable groups such as people affected by HIV/ AIDS, Youth, people with disability, elderly, youth, children and orphans. Examples of such initiatives include construction of public sanitation facilities in towns and for the poorest households that mostly comprise women and child headed households, the elderly and PWDs; as well as emphasis on improvement of hygiene through participatory methodologies as was reported in Abim district:

We have tried our level best to mainstream gender, specifically in the areas of sanitation because then water goes in hand with sanitation. We have a group called the "Canopwonya women's group'', they are quite a number, they normally help us to pass the messages about hygiene and sanitation, they are 30 in number. Every Thursday of each month, they go around the town, telling people how to use water and also have sanitation well maintained (KI, Abim TC, Abim District).

Whilst the active involvement of the women was noted as being positive, the total absence of men or men's groups from such activities can be counterproductive and has implications for increasing women's role overload (triple burden) all in the name of participation. Other interventions include sanitation facilities for school children, ensuring that girls and boys have separate stances; as well as water kiosks.

The considerable increase in functionality of rural water supplies is attributed to two factors namely the increased investment in the rehabilitation of water facilities and presence of functional WUCs with women increasingly occupying key positions on the WUCs. Presence of women in key positions on the WSCs has ensured their continued functionality; they are quick to realize and even mobilize resources for fixing a water source. They are also quick to report to the sub-county and the district repairs which are beyond their capacity. Between 2013 and 2015, MWE and UNICEF rehabilitated 372 boreholes restoring supply to 63,300 persons (SPR 2015) partly due to the the vigilance of WUCs. Women generally appreciate better the value of regular access to safe water than men because of the burden they bear.

4.8 Income Generation and Labor Productivity

The earlier presentation of the data showed that improved access has translated into *reduced distances, time saved and consequently reduced drudgery/tiredness* associated

with fetching water from distant water points. Across the 10 districts covered, it was reported that time saved has been used for a variety of productive tasks, but principally starting IGAs including more time for women to attend to their gardens/farming. Thus, this has freed-up more people in rural households to engage in the garden work. Although, the plethora of challenges epitomized by climate change have cut back on the impact time saved would yield like improvement in household food and nutrition security.

Improved access to safe water has also led to changes in the daily activities of several rural households; for instance, women lately have time to participate in self-help group meetings, socialize, rest, engage in economic activities such as managing stalls selling merchandise in local markets, making hand-crafts while those near valley dams are venturing into vegetable farming. It has created opportunities for men, women and children – those that need education, water for irrigation, making bricks, managing water kiosks or to join economic groups can do it. Cases of women and children, especially in urban areas, who have used the time saved to socialize (*read women revolving fund groups commonly referred to as Nigiina*) and get an education respectively have been reported.

Access to safe water sources has also led to emergence of Village Savings and Loan Association commonly referred to as SACCO. In Kaabong, Moyo and Nwoya, the district leaderships have endorsed the idea of water user committee using funds collected for O&M to form SACCOs. A case for a WUC for a borehole which accumulated about 3 million from contribution of water user fees and formed a SACCO out of it is presented here below.

Box 1: A WUC in Moyo that transformed into a SACCO

There is a water user committee in Vurra Maduru, in Moyo sub-county which we are now using as a model committee. They made it compulsory for each household to contribute 1,000/= per month for the O&M of their borehole, now after a long time of collecting money, they found themselves with a lot of idle money, so in 2014, they decided to form a SACCO and started giving loans to people in the village. I visited them last month and the executive told me they have about 3 million on their account. Women now borrow the money to do business and pay back with interest; these women have been empowered financially...we have put safe water sources closer so the risk of women or girls being defiled on the way to water sources has reduced, children bathe more often, they have since forgotten about things like head-lice. In Metu sub-county, there are over 50 families and youth groups now engaged in horticulture, those nearby the water source plant vegetables even in the dry season which has improved their diet and income (KI, Moyo District).

In Itula sub-county, Moyo district, the leadership reported that they had used proceeds/money from the water kiosk to extend piped water to a nearby village about 5kms from the sub-county offices. All the above benefits were attributed to availability of safe water sources within easy reach for households. More prospects are expected. To further foster improvement in socio-economic status, MWE is piloting use of solar powered systems to reduce overcrowding at water points, time spent at the water

point. This is part of the medium-term plan of shifting from the hand pump technology to motorized systems. Water will be moved from where it is plenty to others where it is scarce. It was reported that designs are gender responsive, promoting individual taps, not entire community. The hand pump technology essentially targets a community while the taps seek to target individuals raising water coverage status.

> *Using gravity flow schemes as opposed to the boreholes is an attempt to engender our designs for water source points (KI, RWSSD, MWE).*

In effort to become more gender sensitive, WfP has adopted gender responsive designs. Lately, designs for WfP facilities provide water abstraction facilities for both livestock and human consumption. The only challenge however is the rate of compliance to the design. There are districts where contractors have complied to the designs, hence benefiting both livestock and humans. In Ssembabule, they are proud of their valley tanks.

> *We have changed from the old valley dams now we are using the valley tanks system where they construct and partition, put a pump which pumps water to taps and people collect water from taps then the animals have the troughs...we have 5 in Kawanda and 1 in Musi Parish* (KI, Lugusuulu, Ssembabule).

The impact of availability of safe water and sanitation facilities on the socio-economic status of men, women, boys and girls and other disadvantaged groups is notable. However, stagnancy in the indicator for access to improve safe water coverage in the rural areas, coupled with reversals in the general water quality, implies that the WSS still falls short of realizing real impacts on the quality of lives of women, men, boys, girls and other vulnerable groups especially as regards access and quality of water and sanitation services.

4.9 Gender-Based Domestic Violence

Cases of domestic violence in the form of verbal and physical assault of women and children by men resulting from delays at water sources were reported. Out of every 100, 3.4% female reported having been sexually assaulted on their way to or from the water source or at the water source. See Table 32.

Table 32: HH reported experience of sexual-based violence and access to water

Access and type	Yes %	No %	Don't Know %	P-value
Distance				
< 200 meters	2.1	93.6	4.3	
200-500 meters	5.0	90.6	4.4	.162
500-1000 meters	5.5	91.3	3.1	
>1000 meters	3.6	92.7	3.6	
Type of source				
Improved	2.8	5.4	3.7	.706
Unimproved	93.5	89.1	5.4	

In several FGDs held with men, they acknowledged that they used to quarrel, fight or beat their spouses and children respectively over delays at water sources, but with the increased access to water facilities such as piped water schemes in urban centres, this practice had reduced.

> *Domestic violence has decreased, many couples used to come to my office for redress, the women would cite the long distance to the water source as the cause of the misunderstanding but the men would be too angry to listen...*(KI, Mugusu, Kabarole District).

Katosi Women Development Trust (*KWDT*) presents a case of unwanted pregnancy due to long distances travelled when collecting water.

Box 2: It is not just water! ***"The untold story"***

1. **Patsy (Real names withheld for privacy): *"Un wanted Grand children! In the name of water"***

Patsy (not real names) is a member of Kulubi women's group (one of the 19 KWDT groups) and currently a local leader in the women's council and a Village Health Team member. "I got a tank in December 2010. The tank has changed my home. We used to fetch water from an open water source in a distance of 3kms. My children would return home, from the well so late. But I wouldn't punish them or be tough on them because I could understand that the distance is so long.

When my first daughter was in senior 4, I realized that she could be pregnant! She denied upon asking her. I took her to a mid-wife for a medical examination who confirmed to me that actually the girl was 4 months pregnant. I asked her who the father was. She said she did not know, but a certain man had raped her months ago. She told me that she was alone, the last to collect water at the well, it was late when she was attacked and raped. She did not tell me because she feared what I would do or say. I decided to take care of her because I had nothing to do. She had to drop out of school though because her farther could not allow her to continue with school even after giving birth.

When we got a water tank in 2010, it was such a relief and I have never imagined of having such a problem again. None of my children has gone to fetch water in the night, except during the day when they are at school. When they return from school, they do chores at home and after attend to their studies. In fact, their performance is much better since then. One is now in S.6 and the other one in S.4. Sometimes I sell water and I am able to pay for my resources that I get from the group such as loans. I now have a cow because I can afford to take care of it. Cows require 40 litres of a water to produce adequate milk and I have the water at home now. In addition, I have recently started chicken rearing. I have over 3000 poultry birds and I can do all this because: I have the water, making it easy to feed them, but also helping me and my children to have sufficient time to attend to the cow and to the chicken. In fact, I am planning to apply for a second tank. When I get a second tank, I plan to double the number of poultry birds that I keep.

Compiled by KWDT field staff in 2016

Reduced distances to water sources have not benefited women and children only but also men, giving them opportunity to engage in money generating activities. In Mayuge

and several other districts, youths have taken to water vending to earn an income. The text boxes below highlight some of the economic activities performed by men and women due to improvement in coverage for safe water.

Box 3: Benefits of having good access to safe water in Kabarole

Some years back, we used to have only one well with a lot of congestion, we would waste a lot of time there which we would have used in other gainful activities, like now most of us are weaving baskets to earn some money...water consumption in our homes has increased, those days even getting water for bathing was a problem...our men are now engaged in activities that bring money like brick making, others are growing cabbage, tomatoes and onions, they used to suffer with water...for the bricks, they used to wait for the rain season, but now they can make bricks anytime because the water is available unlike in the past (FGD with women, Rubona TC, Kabarole).

Statements and expressions denoting a positive impact created by availability and improved coverage of safe water sources were made nearly in every district visited.

> *The situation has changed a bit, in the past we would make long lines on the borehole but now you find nobody, we used to fetch water as far as 2 miles but now someone can't walk half a kilometre before finding a water source...expenditure on water reduced, in the past, during the dry season a jerrican of water would cost between 700-1,000/= but now it is just 100/=* (FGD with Men, Matete TC, Ssembabule).

SECTION FIVE

CHALLENGES IN THE IMPLEMENTATION OF THE GENDER STRATEGY

5.1 Introduction

Since the RUWASA implementation period, the MWE with support from Development Partners such as the AfDB has focused much level attention on gender mainstreaming in the sector. This is in line with the operationalisation of the National Gender Policy 1997 (Revised in 2007). The Development and launching of the Water Sector Gender Strategy in 2003-2008)—WSG 1 and later the Revised Water Sector Gender Strategy in 2010 epitomise efforts to mainstream gender in sector planning, budgets, and operations. This effort, however, has been faced with challenges, which is the focus of this Section.

5.2 Conceptual Understanding of the Concept "Gender"

The Concept of "Gender" in general, and "Gender Mainstreaming" is understood and interpreted differently depending on the circumstances. The differing interpretation and meaning impacted on the implementation of the Strategy, and particularly, where its dissemination was also bedevilled with challenges. As part of undertaking this Impact Study, a half-day workshop was held with the Gender and Governance Group under UWASNET, and excerpts from a few participants on the meaning/definition of gender demonstrate the varied understanding. See Box 4.

Box 4: Understanding gender by workshop participants

- Gender means both men and women.
- Gender refers to constructed norms and morals of a given society.
- Gender refers to all different categories of people in society men/women/poor/rich, disabled, able etc.
- Gender is being male or female and their social relations in responsibility and how the different genders influence society.
- Gender means women, children, orphans, boys and girls.
- Gender refers to the different roles in society it has also been expanded to include the youths.
- Gender is the understanding of one's role as male, female, girl, boy and making the most of it, these roles must be defined but not imposed by society.
- Gender refers to the state of affair that seeks to incorporate the difference diversity of mankind female, female.
- Gender is the social construction or definition of being male or female, it refers to different roles, responsibilities as assigned to men and women as well as privilege, gender changes some times and varies across different communities.
- Gender is the power relations that cuts between man and woman and how it impacts on their livelihoods.
- Gender refers to male and female and the social roles attributed to them by society.
- Gender simply means sex characteristic of male or female, gender brings out the distribution of female and male perform in decision making planning implementation and management /maintenance in an area.

Although the above excerpts demonstrate the understanding of gender by the various players at the national level, there are remarkable differences in the definitions with some being more "sophisticated". Translating this understanding to the lower level actor—sub-county and even district can pose a daunting challenge.

5.3 Inadequate Funding

One of the challenges in implementing the Gender Strategy has been the limited financial resources, not only to fund the Strategy, but also the water and sanitation sector generally. Where the funding in the sector stagnates, or reduces, allocations to cross-cutting issues such as gender mainstreaming tend to get hit the most. The World Bank Study that evaluated the implementation of Uganda's Water and Sanitation Pro-poor Strategy (Mutono, et al, 2015), declining resources to the sector were noted. It was, for instance, noted that the central grants i.e., District Water and Sanitation Conditional Grants (DWSCGs), which are key in increasing rural coverage and to maintaining the quality of rural water services, had dipped below the 2002/03 level by the year 2012. The subsequent MWE SPRs consistently highlight this funding constraint. Similarly, all staff in the DWOs across the 10 districts visited noted with concern the decline in the water and sanitation conditional grant, now referred to as the rural water grant.

> *For the last 4 financial years, we have been receiving 673 million but it reduced in the 2015/16 financial year to 588 million* (KI, District Water Office, Isingiro).

> *We used to get about 672 million annually but we are now getting 593 million* (KI, DWO, Ssembabule).

The biggest cut in the water and sanitation grant was reported in Abim District; i.e., 613 million to 260 million this financial year (2016/17). Sub-counties in turn receive around 20 million per year, released on a quarterly basis (i.e. 5 million), based on work plans approved by MWE.

> *Last financial year we received 25 million for drilling boreholes and 51 million for rehabilitation of the broken ones...but not all the funds we request for are given to us, the district receives limited funds so they have to prioritize* (KI, Itula, Moyo).

Whereas most of the funds are allocated to construction of new boreholes in underserved communities, the proportion for gender mainstreaming is small. In the allocation, software gets 8%, 13% for rehabilitation of boreholes, 5% for planning and monitoring, 3% on sanitation hardware and the biggest portion (71%) is allocated to water supply hardware which is mostly construction of boreholes. The conditional grant is mostly used for safe water and to a limited scale, construction of public latrines. MWE acknowledges that funding has been a big constraint and attributed the inability to meet most targets set in the Strategy to the inadequacy of funds.

> *There are persistent challenges in access...our target was aspirational, our vision was to 100% coverage for safe water, but funding constrained supply of water in urban areas* (KII, UWSSD, MWE).

It was also revealed during interviews with Ministry officials that gender specific activities such as capacity building is not adequately budgeted for. Money for gender is released but it is too little to organize routine trainings for staff; WESLD gets less than what was stipulated in the plan.

Similar situations were reported in some districts. In Mugusu sub-county, Kabarole, extension workers noted that whereas their development plans and the budget have gender reflected, in reality, support to gender activities is minimal. In Rubona sub-county, also in Kabarole, the actual amount that gender gets is around 200,000/=a year, expected to be used to train staff in gender mainstreaming, mobilize and sensitize communities on gender mainstreaming. In a Consultative Workshop on the gender impact assessment with UWASNET (October, 2016) participants identified, among others, limited funding allocated to gender mainstreaming.

5.4 Policy, Institutional and Technical Constraints

The 2012 UBOS Report on gender statistics in MWE indicated that whilst there is adequate policy, legal and institutional framework for mainstreaming gender in the sector, the production of gender statistics in the sector remains a challenge because of limited technical capacity. Specifically, the report identifies capacity gaps related to generation and use of Gender Statistics in the Ministry as including:

1. Limited awareness of the need or usefulness of Gender Statistics in decision making.
2. Limited ability to identify the data contributing to the compilation of gender statistics.
3. Inadequate identification of gender indicators to measure progress and prediction from a gender perspective.

Limited capacity among the workforce also constrains gender mainstreaming. Largely, the capacity for gender mainstreaming in both Local and Central Governments needs to be strengthened and skills improved in gender analysis, planning, budgeting, and monitoring. Very few people have been trained in gender mainstreaming at the district level.

> *The person who was trained never trained other people at the district but came back with manuals which were distributed to the top leadership and other departments since there was no specific program of training that was arranged. Unfortunately, the person who was trained was also transferred to Kasese and we now have no person at the district that was trained during that training* (DWO, Mayuge).

TSUs undertake routine training of extension staff during extension workers' meetings that are held quarterly across districts. Even where districts have received some training and sensitization, it does appear that they barely put the acquired knowledge into practice in the day to day operations within the water and sanitation sector. Departments (Rural Water, Urban Water, WfP and WRM) at MWE do plan for gender related software activities for community mobilization as well as for participatory engagement of communities. Although planning for gender is undertaken, gender disaggregation of the plans as well as budgets, and inadequate capacity still remain

major challenges. The inadequate capacity to engender plans, interventions, monitoring and evaluation was reiterated by KIs at the Ministry:

> *Engendering is still a challenge. Awareness has risen but not practice. People tend to think that it should be accompanied by some resources. If I am making my activity plan, I should be able to indicate for example that a planned source is going to benefit this number of women, men, PWDs so that gender can be seen in plans, and this can inform reporting (KI, Policy, and Planning, MWE).*

Within the departments at the centre (HQs) exposure and utilization of the strategy varied mostly utilized by the sociologists. It was common to find staff who have not read the strategy although they were aware of its existence and believed their activities were in-line with the strategy. This situation was also found to exist in quite several districts, with respondents mostly referring to the MGLSD guidelines but not necessarily the WSS strategy:

> *I am only aware of the contents of the strategy and they encourage women to take key positions on the water user committee* (CDO, Rubona Town Council, Kabarole district).

As is evident from the above quotation, the limited dissemination of the strategy results in gaps in awareness, with gender issues skewed towards representation on committees. Some staff at MWE Offices as well as in most districts could not recall whether an internal training for staff on gender mainstreaming had been organized. In a workshop organized for UWASNET members to assess the performance of the strategy, they concluded that dissemination of the strategy was not vigorous, funding was also limited which partly explains why a mid-term evaluation of its performance was not conducted. Overall, the capacity of MWE to rollout the Gender Mainstreaming was limited; both in terms of funds and personnel.

5.5 Social Constraints

The unequal power relations at household level is advanced in literature as a factor limiting women's meaningful participation in the management of water and sanitation facilities. Other challenges identified from the literature on the water and sanitation sector in Uganda include: Low participation of women in planning especially regarding technology choice, location and selection of O&M systems; women's limited skills in technical aspects such as hand pump repair and maintenance, as well as limited confidence and exposure to enable them take up management positions. Others include: Cultural prejudices that hinder/limit the participation of women in the development and management of water and environment resources; Inadequate funding for gender skills enhancement and livelihood improvement activities; and Low appreciation of gender mainstreaming by some of the sector stakeholders (MWE, 2015). These constraints notwithstanding, it has also been observed that no extensive study has been done to provide a more in-depth analysis of the gender issues that affect both men and women's participation (National framework for Operation and Maintenance of rural water supplies in Uganda, MWE, 2011a).

5.6 Challenges Identified by the Gender and Governance Working Group

In the Consultative Workshop with the Technical Working Group (TWG) on gender and governance several challenges/constraints that affected the implementation of the Strategy were identified. These challenges and those identified in the preceding sub-sections provide a starting point for developing a new Strategy. These challenges were categorised under two broad levels, namely, national level/policy and programme level.

5.6.1 National/ Policy Level

- Lack of effective dissemination of the Strategy especially at sub-county as well as its utilisation
- Limited or lack of funding to implement the Strategy, which could have arisen due to the cross-cutting nature of gender.
- Mid-term Review of the Strategy was not done to identify the challenges, and re-strategize in case of need.
- Limited allocation of funding to software activities, which include gender mainstreaming.
- Limited coordination and supervision of gender related staff with some departments e.g. WfP, water authority, not having a senior sociologists at a senior rank.

5.6.2 Constraints at Program level

- Weak alignment at the district level between the DWO and District Community Development Department
- Lack of harmonized understanding of gender and its implementation at the district level
- Limited capacity to mainstream gender at District level.
- Lack of specific interventions to specific vulnerable groups i.e., leadership training for the women leaders at the WUC level

SECTION SIX

CONCLUSION AND RECOMMENDATIONS

6.1 Introduction

This Section draws the conclusions and recommendations based on the impact study findings that were generated from both secondary and primary data sources. It is envisaged that the challenges faced in the implementation of the Strategy and the recommendations made will provide vital input into the development of the New Water and Sanitation Sub-sector Gender Strategy.

6.2 Conclusion

This Gender Impact Study of the Water and Sanitation Sub-sector was implemented with the overall purpose of assessing the status of implementation of the WSSGS (2010-2015) in terms of achieving its strategic objectives and set targets. The reaslisation of the strategic objectives and set targets was envisaged to impact positively on the participation of men, women, boys, girls and other vulnerable groups in the management of water and sanitation facilities. Further, improved access to water and sanitation services together with functionality as a result of gender mainstreaming were anticipated to resultant into improved socioeconomic livelihoods. The period of implementation of the Strategy—2010-15 witnessed increased awareness and responsiveness regarding gender mainstreaming in the sector policies, plans and guidelines.

Study results show that the Strategy achieved most of its strategic objectives and set targets. Notable achievements were registered in increasing and ensuring women's participation in the WSC, UWSBs and WfP user committees. Thus, the target of increasing the number of women in key positions was fully achieved for urban water and WfP, but not for rural water. On all the water committees, women dominate the position of Treasurer while that of Chair and Vice Chair are dominated by men. However, majority ordinary committee members are largely women.

The five years of Strategy implementation witnessed the adoption of better water supply technologies like piped water schemes and solar powered pumps as opposed to hand pump systems. These are associated with the attendant effect of reducing the drudgery suffered by women and children when collecting water. Transformation is also evident in the staff attitudes at different levels—there is more awareness and appreciation of the role of women and men about gender equality has increased threefold. At community level, women are no longer laid back on issues of water, they are very active in mobilization of capital contributions, management of water sources and mobilization of funds for the routine O&M.

It is evident from the sample of policies and guidelines developed, terms of references for consultancies and designs of water source technologies that gender is recognized and accorded status as a cross-cutting issue, the extent of mainstreaming in the sub-sector's planning, programming and reporting notwithstanding. As much as awareness has been increased among different players in government and non-government, plans have not been fully engendered.

The progress registered in the implementation of the Strategy has also culminated into noticeable impact. The increased participation of women and men in leadership and management of watsan facilities is contributing to improved accessibility to water sources and functionality. Improved accessibility and functionality are no doubt contributing to improved livelihoods especially for women and children that bear the greater burden of collecting water. For women, reduction in the prevalence of watsan related diseases does not only save family resources, but also being the principal caregivers, it frees their time. Time saved as results have shown is devoted to IGAs including garden attending/farming.

6.3 Recommendations

Study findings revealed that although the concept "gender mainstreaming" in the water and sanitation sub-sector was well entrenched, several study participants especially at district and sub-county, either did not have the WSSGS or had not seen it in the five years of implementation. The effect this can have on gender mainstreaming cannot be understated. This is exacerbated by the high turnover at district and sub-county level, where office bearers leave the few copies in their possession. Dissemination and distribution of copies of the WSSGS 2010-2015 was reportedly done to all DWOs and CDOs in the country once, but copies were "personalized". It is recommended that efforts geared towards mainstreaming WSS sub-sector by MWE should prioritise Strategy dissemination and distribution of adequate copies not once but at least three times during the five-year period of the Strategy. TSUs are well positioned to perform this role, monitor the application of the Strategy, and replenish copies where they get old, get lost or simply taken away by office occupants. Sharing soft-copies can also go a long away in reducing on the cost of print paper.

Although the study findings have revealed that the Strategy achieved most of its strategic objectives and set targets, gender mainstreaming is not a one-off event, but rather a continuous systematic effort. For this to be implemented, the capacity in both the local governments and the centre needs to be strengthened and skills improved in gender analysis, planning, budgeting and monitoring. Capacity building activities need to be planned, budgeted for, implemented, and evaluated. This will help stakeholders move beyond interpretation of gender in terms of number of women in key positions to the other practical aspects of ensuring that the analysis, planning, implementation, monitoring and reporting within the water and sanitation sector is gender sensitive and responsive. Training in gender mainstreaming especially at central need to target mid and top level management to ensure better appropriation of resources both financial and human towards mainstreaming gender.

At the level of MWE specifically, there is need to elevate some positions and more human resource at a higher level to effectively coordinate software activities in the sector including gender mainstreaming. Additionally, the mandate of WESLD was expanded to include environment without a corresponding increase in human resource. Related to this, is a challenge of coordination of software activities and staff across the board that number about 80 with one Principal and two Seniors currently appointed. All 80 Sociologists report to one Principal and two Seniors, which poses co-ordination challenges. To enhance co-ordination and mainstreaming activities all departments would need Principals and Seniors co-ordinated under a Division led by

an Assistant Commissioner in the WESLD. The mandate of O&M, gender mainstreaming, capacity building of technical staff at district level who are in fact at a higher rank, development of policies and guidelines to facilitate community mobilization for sustainable management of water and environment resources, demand for a well-organized and coordinated division.

Another key recommendation is to allocate a budget line to implementing gender specific activities as much as gender is a crosscutting issue. Aspects such as training, advocacy, and IEC materials, monitoring and evaluation need to be budgeted for rather than subsumed in general budget items. There is also need for more funding for economic empowerment activities targeting women and vulnerable groups.

Regarding monitoring and reporting, UBOS (2012) recommends that in order to fully integrate a gender perspective, access to water and sanitation needs to move beyond the number of water points, distance travelled and time taken to access the improved water source to keeping track of, and providing gender disaggregated data on the number of men and women who access the different water technologies. In relation to urban water supply, the report recommends monitoring and documentation/ data on affordability of water by male and female headed households; poor and rich households as well as the PWDs.

Community sensitization needs to be strengthened and conducted on an ongoing basis in order to keep gender and especially the participation of both women and men in the planning and management of water and natural resources for sustainable use. The issues that constrain women's participation need to be carefully considered through research and strategies designed to address them.

- Study results have shown that access to water facilities by mostly women is translating into improved economic livelihoods because of the time saved, and family resources that would otherwise be spent on treating watsan related diseases. Cases of women participating in village savings credit schemes have been presented. Youths are also increasingly participating in IGAs that are water related—brick laying, car/motor cycle washing etc., (KI, Water Aid). These two groups, however, tend to lack basic management skills in running economic enterprises. In order to stimulate economic empowerment and skills development, the new WSSGS should have an objective on skills enhancement and economic empowerment of women in WSS related activities providing for the following:
    i. Design vocational, entrepreneur, managerial and numeracy skills training programmes targeting especially women and youth. The curricula should be flexible to fit rural men and women's needs.
    ii. Consider skills training in gardening, block making, sewing and weaving.
    iii. Provide post-training services such as access to credit or savings programmes, business development services, training in marketing etc.
    iv. Design and promote micro lending programmes
    v. Promote formation of savings and credit groups – cooperatives

Lastly, implementation of future similar strategies should be preceded with a Baseline survey. MWE should budget and conduct baseline at the start of a new strategy.

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Appendix I: Structured Household Questionnaire

A GENDER IMPACT STUDY OF THE WATER AND SANITATION SUB SECTOR

Good Morning/Afternoon, my name is _____I am here to talk with you about issues of men and women and their access to safe water and sanitation. I'm here on behalf of the Directorate for Water development (DWD) of the Ministry of Water and Environment (MWE), which has commissioned this study to assess the impact of the Gender Mainstreaming Strategy 2010/11-2014/15. The Strategy is intended to lead to better socio-economic status of the community, among others through reducing morbidity and mortality through water and sanitation related diseases. The results of this study will help us determine in what was achieved, what was not, document lessons and draw recommendations on how to best to involve men and women in increasing access to safe water and sanitation. With your permission, I would like to ask you some questions concerning conditions of living in your household and community and especially about access to safe water and sanitation. You are free to decline participation in this interview. However, if you choose to be interviewed, your answers to the questions will be kept strictly confidential. Your name will not appear on the questionnaire and subsequently in the report. With your consent, we shall proceed with the interview. I thank you very much in advance.

1.0 IDENTIFICATION AND RESULT OF THE INTERVIEW

Identification and Result of the Interview			
Qn. No	**Question and Filter**	**Response and Codes**	**Skip**
100	Interviewer's name		
101	Date of the interview		
102	District		
103	Sub-county/ Division		
104	Parish/Ward		
105	Village		
106	Administrative Identification	1. Municipality 2. Town Council 3. Rural Growth Centre 4. Rural Community	
2.0	**BASIC INDIVIDUAL HOUSEHOLD DATA**		
200.	Sex of the respondent	1. Male 2. Female	
201.	How old are you in complete years?	Age----------	
202.	What is your marital status?	1. Never Married/single 2. Married/Cohabiting 3. Separated/divorced 4. Widowed	
203.	What is the highest educational level you attained?	1. None/never gone to school 2. Primary 3. Secondary—O'level 4. Secondary—A'level 5. Post-secondary 6. Vocational training 7. Adult learner	
204.	What is your main occupation?	1. Peasant farmer 2. Salaried worker 3. Business/commercial 4. Casual worker 5. Market vendor 6. Water vendor 7. Bar Operator	

Identification and Result of the Interview			
Qn. No	**Question and Filter**	**Response and Codes**	**Skip**
		8. Student 9. Others (specify)	
205.	What is your status in this household?	1. Head, male 2. Head, female 3. Spouse 4. Daughter/son 5. Other relative 6. Others (specify)	
206.	How many people live in your household?	1. 1 2. 2 3. 3 4. 4 5. 5 6. 6 7. 7+	

3.0 ACCESSIBILITY TO WATER AND SANITATION FACILITIES

Qn.	QUESTION AND FILTER	RESPONSE AND CODES	SKIP
300.	What is the <u>main source</u> of water for domestic use in your household?	1. Borehole 2. Protected spring 3. Piped water in own compound 4. Piped water outside own compound 5. Gravity flow scheme 6. Rainwater tank 7. Unprotected source (open well/spring, lake, river/stream, pond, swamp, valley dam) 8. Others (specify)……	
301.	How far is your residence to the water source?	1- Inside the dwelling unit 2- 0-49 Meters 3- 50-99 Meters 4- 100-199 Meters 5- 200-399 Meters 6- 400M-0.5Kms 7- 0.5-1.0 Kms 8- 1-2.0 kms 9- > 2.0 kms	
302.	How long does it take you or your household member to fetch water for your household use from to this water source; this time include going, fetching and coming back home? ***If water is inside house circle code 6***	1- < 10 Mins 2- 10-20 Mins 3- 20-30 Mins 4- 30-60 Mins 5- > 60 Mins 6- Not Applicable →	→304
303.	What do you think of this time taken to and from the main source, including that spent at the source waiting to fetch water?	1. Much 2. Fair 3. Short time 4. Can't tell/don't know	
304.	Looking back in the last 12 months, do you think you or members of your household are spending much or less time on collecting water?	1. Much time 2. Fair/moderate time 3. No change 4. Less /short time 5. Can't tell/ don't know	1,2,3, 5 got to Q306

Qn.	QUESTION AND FILTER	RESPONSE AND CODES	SKIP
305.	If less time, what do you or members of your household spend the time saved on fetching water?	1. On income generating activities 2. Leisure activities 3. Other household activities 4. Nothing 5. Can't tell 6. Others _____	
306.	Do you pay for the water your household uses for domestic purposes?	1. Yes 2. No	2, go to Q309
307.	At what point do you pay for the water your household uses?	1. Pay per jerry can at the source 2. Weekly fee to the care taker 3. Monthly fee to the caretaker/service provider 4. Any other (Specify)_____	2,3,4 go to Q309
308.	If paid at the source, how much do you pay per container/jerry can of 20 liters	1. < 50/= 2. 100/= 3. 200/= 4. 300/= 5. 400/= 6. 500/= 7. More than 500/= (specify----------)	
309.	How many jerry cans of water do you think you use in your household per day?	1. 1 2. 2 3. 3 4. 4 5. 5 6. More than 5	
310.	Who mainly fetches water for your household?	1. Adult females 2. Adult males 3. Female children 4. Male children 5. Laborers/vendors 6. Has in-house running water 7. Others **(Specify)**……	
311.	Do you get adequate water for your household needs from the main source you mentioned?	1. Yes, always 2. Yes, sometimes 3. No	1 go to 313
312.	If sometimes or no, what are the reasons?	1. Costs a lot to buy/have 2. Long distance to the source 3. Source failure 4. Poor yield/Intermittent flow 5. Congestion/too many users at source 6. Poor quality water 7. Others (specify……	
313.	How big is the problem of access to safe water for your household? ***If water is inside house circle code 7***	1. Very big 2. Big 3. Fairly big/moderate 4. Small → 5. Not a problem at all → 6. Don't know 7. Not applicable →	315 400

Qn.	QUESTION AND FILTER	RESPONSE AND CODES	SKIP
314.	**<u>If very big/big</u>**, in what ways does this impact on you or your household?	1. Spend a lot of money on water 2. Spend a lot of time on water 3. Lost school/ reading time for school going children 4. Fell ill/sickness due to use of un safe water 5. Leads to poor hygiene & sanitation (infrequent bathing, washing of clothes, etc) 6. Water scarcity related violence 7. Others specify……	
315.	If female respondent, have you or any female member of your household ever been sexually assaulted on her way to or from the water source or while at the water source? [CHECK Q200]	1. Yes 2. No 3. Don't know	2, go to Q400
316.	When did this sexual assault happen? Was it ….	1. Within the last 6 months 2. 6 months to 1 year 3. 1 to 5 years 4. More than 5 years ago	

4.0 SANITATION AND HYGIENE ISSUES

400.	Do you have a latrine/toilet in this household?	1. Yes, own 2. Uses public toilet 3. No ⟶	410
401.	What type of latrine/toilet does this household own/use?	1. Flush Toilet 2. VIP Latrine 3. Covered Pit Latrine No Slab 4. Covered Pit Latrine W/ Slab 5. Uncovered Pit Latrine No Slab 6. Uncovered Pit Latrine W/ Slab 7. No Facility/Bush/Field 8. ECOSAN	
402.	Is the toilet/latrine used by your household accessible at all times i.e. all day & night?	1. Yes all the time 2. Not all the time	
403.	Do all people in your household use the latrine/toilet?	1. Yes 2. No	1→405
404.	What are the reasons that some people do not use the latrine?	1. Too young/old 2. During menstruation 3. During pregnancy 4. Other cultural beliefs 5. Others (Specify)……	
405.	Do you share this toilet facility with other households?	1. Yes 2. No	2→409
406.	How many households use this toilet facility	1. One 2. Two 3. More than two	All →407
407.	***If uses public toilet/latrine***; how much is a person charged to use the toilet/latrine?	UGx_____ 1. Free	
408.	Do you find the amount charged for using the toilet/latrine too high for you?	1. Yes, very high 2. Yes, high 3. No	
409.	Does this toilet have any facility for washing hands after use?	1. Yes 2. No	All→411

410.	What are the reasons that you do not have a latrine in your household? (circle all that apply)	1. Too expensive to construct 2. Not necessary 3. Cultural beliefs 4. Lack of manpower 5. Others (Specify)……..	
411.	When do you wash your hands? (**MULTIPLE RESPONSE POSSIBLE**)	1. Before preparing food 2. Before eating food 3. After eating 4. After using the toilet/latrine 5. After gardening 6. When they look dirty 7. Before feeding children 8. After changing nappies 9. Other specify ……..	
412.	What do you wash your hands with most of the time?	1. Soap and water 2. Water only 3. Ash/sand and water 4. Herbs and water 5. Other (specify)……	
413.	Are there people in this community who were trained and are mobilizing people on hygiene and sanitation?	1. Yes 2. No 3. Don't know	
414.	Have you or a member of your household in the past five years ever been trained/sensitised on water, hygiene and sanitation	1. Yes 2. No 3. Don't know	

5.0. SOCIO-ECONOMIC STATUS AND LIVELIHOODS

No.	Questions	Answer Options	Skip
500.	Do you know any of the diseases caused by drinking unsafe/contaminated water?	1. Yes 2. No	2→507
501.	What are these diseases? **[MULTIPLE RESPONSES ALLOWED]**	1. Diarrhea 2. Typhoid 3. Cough 4. Eye infections 5. Skin rush 6. Worms 7. Other (specify)……	
502.	Has anybody in this household suffered from any of the above diseases in the last 6 months? (Record the no. in the space provided)	1. Yes, children below 5 yrs…….. 2. Yes, other members above 5 yrs…….. 3. No……	
503.	What has been the trend in prevalence of the above diseases in this household over the last 5 years? Would you say:	1. Decreasing 2. Increasing 3. Steady/constant 4. Can't tell 5. Not Applicable→	
504.	What has been the trend of expenditure on treating the disease(s) mentioned above in the last five years?	1. Decreasing 2. Increasing 3. Steady/constant 4. Can't tell	
505.	Have you had to forfeit expenditure on other household items in order to spend on treating the above diseases?	1. Yes 2. No	2→507
506.	On what household items have you forfeited expenditure? **[MULTIPLE RESPONSES ALLOWED]**	1. Food 2. Clothing 3. Housing 4. Education 5. Closed/stopped business/IGA	

No.	Questions	Answer Options	Skip
		6. Others (Specify)……..	
507.	Are there benefits that your household has enjoyed from having access to safe water and clean sanitation facilities?	1. Yes 2. No 3. Don't know	2, 3→ 600
508.	What are the benefits gained?	1. Improved health 2. Increased water usage or consumption 3. Increased household income 4. Reduction of household poverty 5. Has more time to engage in social activities 6. Has more time to engage in business/ IGA 7. Increased school attendance/retention/reading time 8. Others **(Specify**……..	

8.0 EMPOWERMENT, FUNCTIONALITY, O&M OF WATER SOURCES

No.	Questions	Answer Options	Skip
600.	Do you have a water user committee (WUC) for your main source of water for use at your household?	1. Yes, functional 2. Yes, inactive 3. No 4. Don't know	3, 4→606
601.	What is the composition of this WUC; are they?	1. Men only 2. Women only 3. Both men and women 4. Don't know	
602.	When was this WUC formed?	1. Less than 1 yr 2. 1-2 years ago 3. 3-4 years ago 4. 5+ years ago	
603.	How was this WUC formed?	1. Elected by community members 2. Appointed by leaders 3. Appointed by local Water Office/Authority 4. Just emerged 5. Don't know	
604.	Does the WUC hold meetings with all water source users?	1. Yes 2. No	2→606
605.	Have you ever attended any of these meetings?	1. Yes 2. No	
606.	Does your household contribute towards the operation and maintenance of your main source of water? ***If water inside house/uses water kiosk circle code 4***	1. Yes 2. No 3. Don't know 4. Not Applicable ⟶	2→608 610
607.	Who decides on the contribution to be made for operation and maintenance of this water source?	1. WUC 2. Community 3. LCs 4. Others_____ 5. Don't know	
608.	Are there categories of community members that are exempted from making the contribution?	1. Yes 2. No 3. Don't know	2,3→610
609.	What categories are exempted from	1. The very poor	

No.	Questions	Answer Options	Skip
	contributing for O&M?	2. Persons with disability 3. The elderly 4. Widows 5. Women 6. Child headed households 7. Local leaders 8. Other	
610.	In the last 5 years has this community ever been sensitised about safe water and sanitation improvement activities?	1. Yes 2. No	
611.	How are women in this community involved in the operation and maintenance of this water source?	1. As members of the WUC 2. As water source Caretaker 3. As handpump mechanic 4. Other specify…… 5. Not involved at all	

THANK YOU VERY MUCH FOR YOUR TIME AND CO-OPERATION

HOUSEHOLD OBSERVATION CHECKLIST

1. Presence of latrine
   Yes.....1
   No.....2

2. Type of latrine used by household
   1. VIP Latrine
   2. Covered Pit Latrine No Slab
   3. Covered Pit Latrine W/ Slab
   4. Uncovered Pit Latrine No Slab
   5. Uncovered Pit Latrine W/ Slab
   6. ECOSAN

3. Distance of the latrine(s) from the house
   1. < 10 metres
   2. 10 meters+

4. Latrine condition:

Condition	Observation	
	Yes	No
Offers privacy		
Has door/shutter		
Adequate size of square/rectangle hole		
Adequate stance space		
Offers protection from rain		
Anal Cleaning materials		
Full		
Fouled		
Accessible for PWDs		
Large entry –for wheel chairs		

5. Presence of hand washing facility next to the latrine:
   1. Yes
   2. No

6. Presence of water in the hand washing facility:
    1. Yes
    2. No

7. Presence of soap/ash at the hand washing facility:
    1. Yes
    2. No

8. Presence of utensils drying rack
    1. Yes
    2. No

9. General cleanliness of the homestead/compound

    1. Very clean
    2. Clean
    3. Dirty
    4. Very dirty

10. Cleanliness of water collection containers:
    1. Very clean
    2. Clean
    3. Dirty
    4. Very dirty

Appendix 2: Interview Schedule for WUCs

Name of Interviewer **Date:**

Qn	*Question*	*Codes*	*Skip*
SECTION 1.0: IDENTIFICATION AND WATER SOURCE DESCRIPTION			
100	District		
101	Sub-county		
102	Village		
103	Source Name		
104	Water source Description		
	Type 1. Deep borehole 2. Shallow Well 3. Protected Spring 4. Gravity Flow Scheme 5. Rain water tank **6.** Others (Specify)……	**Year of construction** _____	**Source Provider** 1. Central Govt/DWD 3. District/SC 4. NGO…… 5. Community/Users 6. Others ……..	
SECTION 2.0: EXISTENCE, COMPOSITION, TRAINING AND ROLES OF WUC			
200	Who manages this Water Source?	1. WSC 2. LC officials 3. Caretaker 4. Ordinary community member 5. Health unit administration 6. Sub-county administration 7. All users 8. None 9. Other (Specify) ……	
201	Fill the Table on the Current membership of the WSC		

Position	Male (1)	Female (2)	Active (1)	Not Active (2)	
Chairman					
V/Chairman					
Secretary					
Treasurer					
Committee Member					

202	When was the current committee formed/elected?	Year:……..	
203	How was this current committee formed	1. Through elections by community members 2. Appointed 3. Self-appointed 4. Don't know	
204	Was the committee trained?	1. Yes 2. No_____	
205	When was the committee trained?	Year: ……	
206	Who conducted the training?	1. Sub-county officials 2. District officials 3. Project/NGO officials 4. Other (Specify) ……	

Qn	*Question*	*Codes*	*Skip*
207	Has the current committee ever had sensitization about gender mainstreaming in water and sanitation provision?	1. Yes 2. No	
208	Who provided this sensitization?	1. Sub-county officials 2. District officials 3. Project/NGO officials 4. Other (Specify) ……	
209	When was this sensitization carried out?	1. With the last 12 months 2. 1 to 2 years ago 3. 2 to five years ago 4. More than five years ago	
210	What is the role of this WSC? ***(Interviewer circle all mentioned, do not read out)***	1. Holds regular meetings 2. Collects O&M Funds 3. Services the sources regularly and carries out minor repairs 4. Mobilize community for O&M of the source 5. Engages Hand pump mechanics or Plumbers/Masons 6. Pays for Repairs 7. Selects Source Caretaker 8. Enforcing bye-laws 9. Report problems to Sub-county	
211	How do the rest of the users participate in the affairs of the water source? ***(Interviewer circle all mentioned, do not read out)***	1. Plan & make decisions for water source 2. Elect WSC 3. Cleaning the source 4. Paying for O&M 5. Enact bye-laws	
SECTION 3.0: EXISTENCE AND PERFORMANCE OF CARETAKERS			
300	Does the water source have caretakers/a caretaker?	1. Yes female only 2. Yes male only 3. Yes male and female 4. None	
301	What do the Caretaker(s) actually do? ***(Interviewer circle all mentioned, do not read out)***	1. Organize community for orderly use of water source 2. Clean source surroundings 3. Undertake minor repairs 4. Undertake preventive services 5. Others……	
302	Were the Caretakers trained?	1. Yes 2. No 3. Don't know	

Qn	*Question*	*Codes*	*Skip*
303	Who conducted the training?	1. HPM 2. Sub-county officials 3. District officials 4. Project/NGO officials 5. Other……..	
SECTION 4: APPROACH FOR WATER SOURCE PROVISIONING, O&M PRACTICES AND PLANNING			
400	Who initiated the idea to construct a water source in this Community?	1. Users/community 2. Village leaders/LC1 3. Sub-County/district LC3/5 4. Government/UNICEF 5. Project/NGO 6. Other (specify) ……	
401	Did the community participate in making a choice of water source technology?	1. Yes 2. No 3. Don't know	
402	Were there specific attempts to involve women in deciding the choice of water source technology?	1. Yes 2. No	
403	Were women involved decision making for the siting/location of this water source?	1. Yes 2. No	
404	Who made the final decision for the source technology?	1. Community members 2. Community leaders 3. Sub-county officials 4. District officials 5. Project/NGO staff 6. Other……	
405	Did households contribute towards source construction?	1. Yes 2. No 3. Don't know	
406	Were there categories of community members that were exempted from making the contribution?	1. Yes 2. No 3. Don't know	
407	Who were these	1. The very poor 2. Persons with disability 3. The aged 4. Women headed households 5. Widows 6. Child headed households 7. Local leaders 8. Other	
408	Was the community sensitised about the water improvement activities and their roles before/during the contribution of the water source?	1. Yes 2. No	
409	Who is the owner of this water source?	1. Community 2. Sub-county 3. District 4. Local Politician 5. Government 6. Other……..	
SECTION 5.0: WATER SOURCE FUNCTIONALITY			
500	Is the water source currently functioning i.e., bringing water? (***Interviewer observe***)	1. Yes, functioning normally 2. Partly functioning (has faults but brings water) 3. Not functioning (Doesn't bring water) 4. Functioning, but not in a dry season	

Qn	*Question*	*Codes*	*Skip*
501	If not function, for how long has the source not been functioning?	1. Less than 2 weeks 2. >2 weeks – 1 months 3. >1 month – 6 months 4. >6 months – 1 year 5. >1 year – 2 years 6. >2 years	
502	What are the reasons that the water source is not functioning?	…… ……	
503	Has the source ever broken down in the last 12 months?	1. Yes 2. No_____	
504	How long did it take for the water source to break down for the first time after construction?	1. Never_____ 2. Less than 1 month 3. 1-3 months 4. 3-6 months 5. 6-12 months 6. Over a year	
505	On average, how long does it take to repair the water source when it breaks down?	1. Less than a day 2. 2-3 days 3. 4-5 days 4. More than a week, but less than 2 weeks 5. More than 2 weeks, but less than a month 6. More than a month	
SECTION 6.0: REPAIR ISSUES, HPMs			
600	Is there a trained HPM who is supposed to work on your water source?	1. Yes, Male 2. Yes, Female 3. No	
601	Do you get this person when the water source has a problem?	1. Yes, always 2. Yes, sometimes 3. No	
602	How much does the hand-pump mechanic charge for repairs?	1. Labour for major repairs …… 2. Labour for minor repairs …… 3. Transport ……	
SECTION 7.0: WSC MEETINGS			
700	Does the committee hold meetings?	1. Yes, regularly 2. Yes, sometimes 3. No	
701	Do you hold general meetings with the users?	1. Yes, regularly 2. Yes, sometimes 3. No	

THANK YOU VERY MUCH FOR YOUR TIME

Appendix 3: Interview Guides for District and Sub-County Key Informants

Introductory Remarks

Good Morning/Afternoon, my name is _____I am here to talk with you about issues of men and women and their access to safe water and sanitation. I'm here on behalf of the Directorate for Water development (DWD) of the Ministry of Water and Environment (MWE), which has commissioned this study to assess the impact of the Gender Mainstreaming Strategy 2010/11-2014/15. The Strategy is intended to lead to better socio-economic status of the community, among others through reducing morbidity and mortality through water and sanitation related diseases. The results of this study will help us determine in what was achieved, what was not, document lessons and draw recommendations on how to best to involve men and women in increasing access to safe water and sanitation. With your permission, I would like to ask you some questions concerning conditions of living in your household and community and especially about access to safe water and sanitation.

Notes to Interviewer:

- Record date of interview
- Name of District/Sub-county
- Name and Position of Respondent(s)

QUESTIONS FOR DWO/ADWO-MOBILIZATION

1. Have you seen the Water and Sanitation sub-sector Gender Strategy 2010-2015? If yes, have you used it? In what ways have you used the strategy? Do you have a functional Gender Desk?
2. Have you received guidelines to operationalize the Gender strategy 2010-2015?
3. What has been your major focus as the water department for the past 5 years?
4. What are your achievements as far as rural and urban water supply is concerned? If increased access to safe water, how many safe water sources have been constructed in the past 5 years?
5. Has your district benefited from the water & sanitation conditional grant? If yes, how much did your district get? How was it allocated? Which sub-counties benefited from that grant?
6. Do you have any communities in this district with contaminated water sources? If yes, how big is the problem of contaminated water sources? How old is this problem?
7. What is the prevalence of water borne diseases in this district? Which sub-counties are mostly affected? When was the last time people in that sub-county suffered water borne diseases?
8. Have you benefited from any training on gender mainstreaming into water and sanitation? Who organized the training? How have you put to use the knowledge and skills gained from that training?
9. Do you have any operational tools for water resource management? If yes, in which year were they developed? Do they incorporate gender?
10. To what extent is the composition of WUC gender sensitive? In what ways have you reduced the dominance of men in the operation and management of water resources?
11. How much attention & emphasis is placed on the issue of gender equality in your district plans? Is there a vote in the budget for gender mainstreaming?
12. Do you collect gender disaggregated data? How has this data helped you as the water dept.?
13. What is the level of coordination between the water and the sanitation department? Any lessons learned?
14. How would you generally describe the socio-economic status of men, women, boys and girls in this district? Have you observed any positive change in the past 5 years? What do you attribute the changes in socio-economic status on?

QUESTIONS FOR DHI

1. Have you seen the Water and Sanitation sub-sector Gender Strategy 2010-2015? If yes, have you used it? In what ways have you used the strategy?
2. What has been your major focus as the sanitation department for the past 5 years?
3. What are your achievements as far as hygiene & sanitation is concerned? What is the

trend in availability of sanitation facilities over the past 5 years?

4. Has your district benefited from the water & sanitation conditional grant? If yes, how much did your district get? How was it allocated? Which sub-counties benefited from that grant?
5. What is the prevalence of hygiene & sanitation related diseases in this district? Which sub-counties are mostly affected? When was the last time people in that sub-county suffered from hygiene & sanitation related diseases?
6. Have you benefited from any training on gender mainstreaming into water and sanitation? Who organized the training? How have you put to use the knowledge and skills gained from that training?
7. What is the level of coordination between the water and the sanitation department? Any lessons learned?
8. How would you generally describe the socio-economic status of men, women, boys and girls in this district? Have you observed any positive change in the past 5 years? What do you attribute the changes in socio-economic status on?

QUESTIONS FOR SUB-COUNTY STAFF – CDO/HA/SUBCOUNTY CHIEF

1. Did your sub-county/Town Council receive a copy of the Water and Sanitation sub-sector Gender Strategy 2010-2015? If yes, have you used it? In what ways have you used the strategy? Do you have a functional Gender Desk?
2. What has been your major focus as a sub-county/TC as far as water & sanitation is concerned for the past 5 years? What are your achievements?
3. Has your sub-county benefited from the water & sanitation conditional grant from the district? If yes, how much did you get? How did you use it?
4. Do you have any communities in this sub-county with contaminated water sources? If yes, how big is the problem of contaminated water sources? What is being done to solve the problem?
5. Have you benefited from any training on gender mainstreaming into water and sanitation? Who organized the training? How have you put to use the knowledge and skills gained from that training?
6. To what extent is the composition of WUC gender sensitive? In what ways have you reduced the dominance of men in the operation and management of water resources?
7. How much attention & emphasis is placed on the issue of gender equality in your sub-county plans? Is there a vote in the budget for gender mainstreaming?
8. How would you generally describe the socio-economic status of men, women, boys and girls in this sub-county? Have you observed any positive change in the past 5 years? What do you attribute the changes in socio-economic status on?

QUESTIONS FOR THE WATER BOARD ----IN TOWN COUNCILS

1. What is the current composition of the urban water supply and sanitation board? Why was the board set up the way it is?
2. As the water board in this TC, do you have gender guidelines?
3. Have you mainstreamed gender in the operation and management of water resources in this Town Council? In what ways have you mainstreamed gender?
4. Have members of the water board attended any training on gender mainstreaming in the past 5 years? How about training on community participation in water and sanitation issues? Who organized the training? How has the training helped especially women on the board on issues of leadership and management?
5. In what ways has the current composition of the water board benefited both men and women in this TC?
6. In you view, is there equal participation of both men and women in the management and utilization of water resources?
7. Do you have any public tap stands in this Town Council? How are they managed?
8. What are the trends in water charges for public tap stands? Are the charges levied affordable to all people in this Town Council?

Appendix 4: Interview Guide for MWE and other Key Ministries

Introductory Remarks
Good Morning/Afternoon, my name is ___I am here to talk with you about the Gender Mainstreaming Strategy 2010/11-2014/15, we would like to determine and document the achievements, lessons and recommendations on how to best to involve men and women in increasing access to safe water and sanitation.

Notes to Interviewer:
- Name and Position of Respondent(s)
- Name of Department

Questions for Rural Water Supply and Sanitation Department (RWSSD)

15. The Water and Sanitation Sub-sector Gender Strategy 2010-2015 highlighted several challenges in RWSS that needed to be address; to what extent have you as a department addressed these challenges?
    a. Increasing access to safe water, go beyond 68%?
    b. Increase participation of women in management of water resources – women in key positions on WUC raised to 90% by 2015?
    c. Increasing sanitation coverage, hand washing hence reducing disease prevalence?
    d. Did you have any campaign specially targeted to improving women & girls' sanitation needs?

16. What have you done to ensure that there is mainstreaming of gender in all RWSS programmes and activities at all levels?
    a. Do you have any guidelines that you have developed or reviewed in the past 5 years to incorporate gender? Which ones?
    b. Is your staff trained in gender mainstreaming? When was the training? Who trained them?
    c. Do you have a Sociologist in this department? What role has she/he played to ensure success of the Strategy? [*budgeting for stand-alone gender activities, identify gender champions, train other staff, ensure guidelines are developed*]
    d. What support have you extended to districts and sub-counties for gender mainstreaming?
    e. To what extent have you disseminated sector guidelines to especially districts & sub-counties? What was the form of dissemination, workshop or district working visits?
    f. Which sector guidelines have you disseminated mostly? [*extension workers' handbook, community resource book, gender resource book*]-
    g. How useful have the TSUs been in implementation of the WSSGS 2010-2015?

17. How satisfied are you with efforts to increase access to safe water and sanitation in the past 5 years?
    a. Were financial resources made available by Ministry of Finance?
    b. Were under-served and hard to reach sub-counties prioritized in the allocation of water points?
    c. What is the intensity of water quality monitoring to reduce disease burden?

18. Has your M&E system been revised to make it more gender responsive? Do you collect gender disaggregated data? How has this data helped you as a department?
19. Lastly, in what specific ways, has the WSSG Strategy 2010-2015 achieved its goal of improving the socio-economic status of men, women, boys and girls? Any lessons learned?

Questions for Urban Water Supply and Sanitation Department (UWSSD)

1. The WSSG Strategy 2010-2015 highlighted some challenges in UWSS that needed to be address; to what extent have you as a department addressed these challenges?
    a. Increasing access to safe water from 61%? Has it improved? Increasing tap stands?
    b. Increasing number of women in key positions on UWSS Boards to 50% by 2015?
    c. Reducing water charges on public tap stands, especially in Northern Uganda

2. What have you done to ensure that there is mainstreaming of gender in all UWSS programmes and activities at all levels?
    a. Do you have any guidelines that you have developed or reviewed in the past 5 years to incorporate gender? Which ones?
    b. Is your staff trained in gender mainstreaming? When was the training? Who trained them?
    c. How is your staff using the knowledge and skills attained? [*budgeting for stand-alone gender activities, supporting Town Boards*]

3. What support have you extended to NWSC with regard to gender mainstreaming?
    a. Have you trained its staff in gender mainstreaming?
    b. Have you supported NWSC to review their monitoring indicators to make them gender responsive? If yes, which indicators?

4. What support have you extended to UWSS Boards with regard to gender mainstreaming?
    a. Was an employment policy for water boards developed? Does it include gender guidelines?
    b. What has been the result of this policy in terms of achieving gender balance in human resources at different levels?
    c. Has any training been offered to private water supply operators in gender mainstreaming?
    d. Organize & participate in events like world water day, sanitation week etc?

5. How satisfied are you with efforts to increase access to safe water and sanitation in the past 5 years?
    a. Were financial resources made available by Ministry of Finance?
    b. Have you secured any donors to provide resources for gender mainstreaming?
    c. What is the intensity of water quality monitoring to reduce disease burden?

6. Has your M&E system been revised to make it more gender responsive?
    a. How much support have you received from the Monitoring and Assessment Dept.?
    b. Do you collect gender disaggregated data?
    c. How has this data helped you as a department?

7. Lastly, in what specific ways, has the WSSG Strategy 2010-2015 achieved its goal of improving the socio-economic status of men, women, boys and girls? Any lessons learned?

Questions for Water for Production Department (WfP)

1. The WSSG Strategy 2010-2015 highlighted some challenges in WfP that needed to be address; to what extent have you as a department addressed these challenges?
    a. Do you collect data on the number of women in key positions on the WfP WUCs?
    b. Have you attained the target of at least one woman in key positions on WfP WUCs set at 45% by 2015?

2. What have you done to ensure that there is mainstreaming of gender in all WfP programmes and activities at all levels?
    a. Do you have guidelines for integrating gender in WfP programmes and activities?
    b. Is your staff trained in gender mainstreaming? When was the training? Who trained them?
    c. How is your staff using the knowledge and skills attained?
    d. Have you developed or adapted any IEC materials with messages on gender in WfP?
    e. What has been the impact of these IEC materials in mainstreaming gender in WfP

sector
   f. Do you have gender responsive indicators? Which ones?

3. Lastly, in what specific ways, has the WSSG Strategy 2010-2015 achieved its goal of improving the socio-economic status of men, women, boys and girls?
   a. To what extent have opportunities for men & women to use and manage WfP facilities improved in the past 5 years?
   b. Does the design for WfP facilities provide water abstraction facilities for both livestock and human consumption?
   c. What is the level of compliance to the designs?
   d. What is the level of functionality of the abstraction facilities?
   e. Any lessons learned?

Questions for Water and Environment Sector Liaison Division (WESLD)

1. The WSSG Strategy 2010-2015 designated specific responsibilities to your Division as part of efforts to ensure effective mainstreaming of gender in the WSS sub-sector; to what extent have you as a department performed those tasks?
   a. Have you supported all departments in MWE to mainstream gender in all policies and guidelines?
   b. Which policies and guidelines have been developed or reviewed in the past 5 years?
   c. Have the issues of hygiene and sanitation been incorporated in these new policies and guidelines?
   d. Do we have an employment policy for water boards? When was it developed?
   e. Has the water sector's Gender Resource Book been completed & disseminated?
   f. Have you participated in the review of the sector's golden indicators?

2. What steps have you taken to enhance visibility of gender issues in the Ministry?
   a. How frequently does your department organize trainings on gender mainstreaming for MWE staff?
   b. Which department have participated in these trainings within the past 5 years?
   c. Are there gender champions in MWE? Are they senior or junior staff?
   d. What have the gender championing been doing to promote gender mainstreaming?

3. Have you developed the gender and equity budgeting guide for the sector to guide all sub-sectors and district local governments during planning and budgeting?
   a. When was the guide completed?
   b. Who is currently using this guide?
   c. Do sector and sub-sector plans and budget reflect use of this gender and equity budgeting guide?
   d. Have we achieved the target of equitable allocation of sub-sector budgets?

4. Do we have an active Software Working Group for the water supply and sanitation sub-sector?
   a. Who are the members of the Software Working Group?
   b. How often do they hold meetings?
   c. What have been the results or contribution from this Group towards gender mainstreaming?

Questions for the Policy and Planning Division

1. The WSSG Strategy 2010-2015 designated specific responsibilities to your Division as part of efforts to ensure effective mainstreaming of gender in the WSS sub-sector; to what extent have you as a department performed those tasks?
    a. Have you reviewed the sector's golden indicators to make them gender responsive?
    b. Which indicators have been reviewed to make them gender responsive?

2. What measures have you taken to ensure the M&E systems are gender responsive?
    a. Have you revised the sector's reporting formats to enable collection of gender disaggregated data at all levels of implementation?
    b. Has there been any capacity building for staff in gender planning, monitoring and evaluation?
    c. Which lessons have you documented to help improve implementation of the strategy?

3. How is gender mainstreaming reflected in the way staff are chosen for training?
4. How about recruitment of Contract staff, does it reflect gender mainstreaming?

Appendix 5: Workshop Participants

SN	Name	Organization	Organization Profile/Focus *(based on individual participant's words in self introduction)*
1	David Okello	PAD (Planning and Development) Kumi	Capacity building
2	Babra Nakabubi	NAWAD (National Action for Women in Development)	Gender auditing and gender main streaming and building the capacity of women
3	Adeline Muheebu	Association of Uganda Professional Women	We advocate for gender and development and we are supported by UWASNET.
4	Anna Odur	Association of Uganda Professional Women	
5	Jackie Namiya	ACF	WASH
6	Raymond Tumuhaire	UWASNET	
7	Ritch Namuddu	UWASNET	
8	Annet Ahimbisibwe	HETTA Uganda	Environmental sustainability, improving livelihoods promotion of use of biogas
9	Jacinta Nekesa	Water Aid	"We're in WASH. Gender is dear to our heart, we do WASH in schools, integrate gender in advocacy, in WASH." We have singled out women and girls as very critical in the water sub sector; they're the least served
10	Peter Kiwumulo	Uganda Association for Socioeconomic Progress	WASH project for better access of safe clan water for the girl children
11	Peruth Atukwatse	NAPE	Food security, ensuring women wellbeing, advocacy and sustainability of natural resources; on gender—works with the grassroots women
12	Emmanuel Ssegawa	Concern WorldWide	Health-Watsan, Food security, in Northern Uganda and Karamoja
13	Lydia Kagoya	AFIRD	Focuses on Water for Production: Agriculture and environment—promote agricultural production and sustainable development
14	Lawrence Byansi	MUMYO (Mukono Multipurpose Organization)	Hardware of water sources; promote gender, by working with WUCs on violation of gender issues. We monitor cleanups and identifying gender based issues.
15	Claudias N Lorika	CARITAS Moroto	Emergencies mainly food security, has WASH projects and has been mainstreaming gender. Area of focus is Moroto
16	Constance Bwire	CARE International	"Gender is our number one priority"
17	Peter S Sokuma	NETWAS Uganda	Capacity building in WASH
18	Isaac Wamalwa	NAWAD	NAWAD is promoting a new paradigm on gender, which is social inclusion, and a departure from gender mainstreaming In undertaking the Gender Audit, we focus on how organizations implement gender mainstreaming within their own organizations
19	Berna Twanza	World Vision	I work with World Vision Uganda. we do relief development in different sectors

			that include health education, infrastructure and WASH, access to clean water-for livelihoods and in schools, boreholes and other water sources, providing reusable sanitary towels for the girl children in schools, ensuring safe water in terms of practices inclusive of WASH. We ensure integration of gender—menstrual management for school girls, changing rooms for girls, reusable pads, promoting safe water and sanitation practices; also promote inclusive infrastructure designs and devices for people with disability—making facilities accessible—e.g., toilets
20	Francis Owino	KSRC (Knowledge Support and Research Centre)	We're a development organization and focus on livelihoods, health and research, capacity building for access and control water resources
21	Esther Amidong	Kumi Human Rights Initiative	Bukedea
22	Willy Kawanguzi	ARUWE	Women social economic strengthening, education of both boys and girls, climatic change adaption, WASH in school s and households
23	Spera Atuhairwe	Water Aid	I work with WaterAid Uganda. Gender is one of the critical things we look at, capacity building and delivering health services to the people. Our strategy is amplifying the voice of the girls and women for the next five years of defining what could be done, this can be done through working with different organizations that are concerned
24	Brenda Aciro		
25	Rehema Aanyu	UWASNET	
26	Stanley Kitimbo	SEDC Ltd	
27	Christopher Muhoozi	SEDC Ltd	
28	Ritah Nakuya	SEDC Ltd	
29	Khasifa Nantaba	SEDC Ltd	

Other Persons interviewed

Mr. Julius Bakashaba – CDS TSU 1- Arua
Ms. Catherine Muhumuza – CDS TSU 3 – Soroti
Mr. Francis Edimu – PHS TSU 3 – Soroti
Mr. Joseph Okerenyang CDS TSU 4 – Mbale
Mr. David Ssemwanga PHS TSU 4 – Mbale
Mr. Waiswa Nelson Sociologist – DWRM Entebbe