



THE REPUBLIC OF UGANDA

MINISTRY OF WATER AND ENVIRONMENT

WATER AND SANITATION GENDER STRATEGY

2018-2022



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ACRONYMS

AIDS	Acquired Immune Deficiency Syndrome
CDO	Community Development Officer
CEDAW	The Convention on Elimination of All Forms of Discrimination Against Women
COMESA	Common Market for the Eastern and Southern Africa
CSOs	Civil Society Organizations
DEVAW,	The United Nations Declaration on Violence Against Women
DLG	District Local Government
DPs	Development Partners
DWSCG	District Water and Sanitation Conditional Grant
EAC	The East African Community
EOC	Equal Opportunities Commission
GAD	Gender And Development
GFP	Gender Focal Person
HIV	Human Immunodeficiency Virus
IGAD	Intergovernmental Authority on Development
JSR	Joint Sector Review
JTR	Joint Technical review
LG	Local Government
LLG	Lower Local Government
MGLSD	The Ministry of Gender Labour and Social Development
MWE	Ministry of Water and Environment

NDP	National Development Plan
NEPAD	New Partnerships for African Development
NPA	National Planning Authority
PFMA	Public Finance Management Act
PS	Private Sector
SPR	Sector Performance Report
UGP	Uganda Gender Policy
UWASNET	Uganda Water and Sanitation NGO Network
WASH	Water Sanitation and Hygiene
WID	Women In Development
WSC	Water and Sanitation Committee
WSGS	Water and Sanitation Gender Strategy
WSSP	Water Supply and Sanitation Programme

FOREWORD

The revised Water and Sanitation Gender Strategy (2018 - 2022), re-echoes the Water and Environment Sector's commitment towards the promotion of Gender Equality and Women Empowerment (GEWE) in the Country. It demonstrates the Sector's resolve to eliminate gender inequalities among men, women, boys, girls, and other vulnerable groups.

The decision to review the Water and Sanitation Sub-Sector Gender Strategy was informed by gender studies undertaken by the sector in 2017, which indicated that there was:

- a) Insufficient capacity of sector staff to undertake gender analysis and ineffective utilization of gender-disaggregated data to support gender-sensitive programming and implementation;
- b) There were gender imbalances in the leadership and management of the WSS Sub- Sector;
- c) Women and girls remain the major water collectors, users and promoters of household and community sanitation activities;
- d) Inadequate, deficient or inappropriate water and sanitation services affect women and girls ; and,
- e) Limited planning and budgeting for gender mainstreaming across all departments, which is critical for the promotion of gender equality.

This strategy builds on the past achievement of the 2nd Water and Sanitation Gender Strategy (2010, 2015) and raises the bar on GEWE by proposing tangible strategic actions that provide a foundation of ensuring that the water and sanitation stakeholders holistically mainstream gender into policy formulation, capacity building, management, monitoring and evaluation. This will help empower women, men and vulnerable groups by enhancing equity in access and control of resources in the Water and Sanitation sector, thus contributing to poverty reduction.

I take this opportunity to appreciate the review team, including; staff and management of Ministry of Water and Environment, Consultants, Civil society, Development Partners and Private Sector, for their efforts and support towards the review of this strategy.

It is my sincere hope that all Water and Sanitation sub-sector stakeholders adopt this strategy.

For God and My Country



Hon. Sam Cheptoris

Minister of Water and Environment



EXECUTIVE SUMMARY

Introduction

This is the 2nd time the WSGS is being reviewed (the 1st review was in 2003). The review comes at the backdrop of the persistent gender inequalities, and aims at promoting gender equality, women empowerment and to keep pace with the changing trends in the sub-sector and the country.

The revised strategy is intended to act as a reference point for gender mainstreaming for water and sanitation stakeholders. The assumption is that stakeholders will tailor implementation of gender mainstreaming initiatives on the realities of the local context and existing experience.

Goals and Objectives of the Strategy

Goal Statement

The overall goal of the WSGS III is to empower men, women, boys, girls and vulnerable groups through ensuring equity in access to and control of resources in the water and sanitation sub-sector, contributing to poverty reduction.

Strategy Objectives

The strategic objectives that will facilitate the achievement of the overall goal of the WSGS III include:-

- (i) Gender integration in policy, guidelines, plans and budgets.
- (ii) Capacity enhancement and promotion of a gender-sensitive work environment
- (iii) Economic empowerment through equitable access to and control of water resources, supply, sanitation and hygiene
- (iv) Gender documentation, reporting and monitoring
- (v) Gender coordination, partnership and networking

Strategy Implementation

The implementation of the WSGS III will adopt a multi-sectoral approach where all stakeholders in the water and sanitation sub-sector have a role to play. It employs strategic and targeted actions to change mindsets of key stakeholders in the WSS to take leadership for gender mainstreaming to improve access, control, and participation in water and sanitation service delivery which will subsequently lead to poverty reduction in the country.

Financing the Strategy

Funds for the implementation of this WSGS III will be mobilized through four ways including;

- (a) introduction of both financial and non-financial

incentives for gender mainstreaming;

- (b) increased allocation and ring fencing of software activity budgets;
- (c) promotion of gender planning and budgeting; and,
- (d) lobbying, advocacy and fundraising for gender programming.

Monitoring and evaluation of results

The WSGS III results and progress will be measured and reported through a number of ways that shall consist of:-

- (a) Sector Performance Reporting;
- (b) Gender Assessments, Compliance checks and Periodical reviews; and,
- (c) Results framework and action points development and implementation.



1. INTRODUCTION

The Government of Uganda's National Development Plan, 2015/16- 2019/20 (NDP-II) identifies the provision of adequate water supply and improved sanitation as one of the key priority areas for promoting sustainable wealth creation and inclusive growth. This was reinforced by the adoption of the SDGs (SDG 6) in the 2015. The sub-sector target over the Planning period (2015/16- 2019/20) is to increase water supply coverage in rural areas from 65 percent to 79 percent while ensuring that at least each village has a clean and safe water source. In urban areas, the Government is committed to increasing water supply from 71 percent to 95 percent (100 percent NW&SC towns) The Government also targets to improve sanitation coverage to 80% for rural and 100% for urban by 2020.

In the water and sanitation sub-sector, women and children are the most affected by lack of sanitation and inadequate safe water supply. They bear the burden of carrying water for long distances at the expense of other economic activities and education in case of the children. 1 in every 3 women risks shame, disease, harassment and attack due to lack of a safe sanitation place. Averagely women and girls spend up to 6 hours every day to fetch water, which may expose them to threats of violence and health hazards. About 4,435 million hours are spent by women and girls each year looking for a safe sanitation place (ibid) in Uganda. With about 55% of the time spent on collecting water daily, women and girls are the major water collectors, users

and managers in homes, major promoters of household and community sanitation activities. Poor sanitary facilities or lack of them puts women and children at a high risk of contracting water related diseases like diarrhea, dysentery and cholera

However, for the effective implementation of the WSGS III for the betterment of women and children, men must be brought at forefront of the process, This is because men still dominate the arena of planning, budgeting and decision making regarding water and sanitation development and women's views are often under- represented, implying that women's practical and strategic needs are not addressed.

The success and effective use of water and sanitation facilities therefore depends on the involvement of women and men, boys and girls in selecting the location and technology of such facilities, and taking responsibility for management, operation and maintenance. The role of women and children in constructing and maintaining water and sanitation facilities should not be underestimated; it can vary from fundraising, to active work on construction, preventive maintenance and repairs, to paying for water with labour.

This strategy is presented into eight sections. Section one, sets out an overview of the gender issues in the sector, which need urgent attention in relation to gender mainstreaming. The second section presents the legal and policy framework against which this strategy is anchored and the guiding

principles. The third section highlights the situational analysis for gender mainstreaming in Uganda and the Water Sector in particular. The fourth section presents the strategic goals and objectives. The fifth, sixth and seventh sections highlight the implementation arrangements, financing, monitoring and evaluation. The eighth section lays down all the reference materials and annexes.

The intended users of this strategy include; all Water, Sanitation and Hygiene stakeholders including MWE staff, Districts, Lower

Local Government (LLG) officials, politicians, Civil Society Organizations (CSOs), Umbrella Organizations, Private Sector and Development Partners.

The time frame for the WSGS III shall be five (5) years (2018-2022). A midterm evaluation of the strategy will be undertaken after three (3) years of implementation to assess progress against set objectives and targets. A final evaluation will be undertaken after five (5) years. The final evaluation will assess performance of the strategy during the overall implementation period and set the basis for developing the WSGS IV.



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2. THE POLICY AND LEGAL FRAMEWORK

2.1 National Legislation and Policy framework

2.1.1 The Constitution of the Republic of Uganda (1995) Revised

The Constitution of the Republic of Uganda (1995), advocates for gender equality and has specific provisions to address discrimination against women.

Article 21 states that “all persons are equal before the law ... a person shall not be discriminated.” Article 32 provides for affirmative action and states “the state shall take affirmative action in favor of groups marginalized on the basis of gender ... for purposes of redressing imbalances...”

Article 33 recognizes equality between women and men. Specifically, it provides for gender balance and fair representation of marginalized groups; recognizes the role of women in society, accords equal citizenship rights, freedom from discrimination, and affirmative action in favor of women. And articulates specific rights of women including outlawing customs, traditions and practices that undermine the welfare, dignity, and interests of women.

2.1.2 The Uganda Gender Policy (2007)

The Uganda Gender Policy (UGP) aims at establishing a clear framework for identification, implementation and coordination of interventions designed to achieve gender equality and women’s empowerment in Uganda. The policy requires sector ministries to translate the UGP

into sector specific strategies and activities, build capacity, monitor, evaluate and commit resources for implementing the activities among others.

The role of the Ministry of Gender, Labour and Social Development (MGLSD) under this policy is to coordinate gender mainstreaming at the different levels, provide technical support to sectors, local governments, civil society and private sector entities. Furthermore set standards, develop guidelines and monitor their operationalization, provide support to focal points, sector gender working groups and local governments for improving their effectiveness. And coordinating the monitoring and evaluation of the policy and gender responsive development in the country.

2.1.3 The Environmental Health Policy (2005)

The Environmental Health Policy is the national framework for services and programmes in the health sector. One of the guiding principles of the policy is that “Interventions should respond to the differing needs of men, women and children, while recognizing that women are the main users of water and sanitation facilities”. It further recognizes that sanitation is essential for improving “women’s dignity, and provides opportunities for women to lead”. However apart from these general statements, the policy lacks guidelines and commitments for gender mainstreaming in environmental health programmes and activities.

2.1.4 The National Environment Management Policy (1994)

One of the key principles of the Environmental Environment Policy states that “Effective involvement of women and youth in natural resource policy formulation, planning, decision making, management and program implementation is essential and should be encouraged”. The policy provides for integration of gender concerns in environmental policy planning, decision making and implementation at all levels to ensure sustainable social economic development.

2.1.5 The National Climate Change Policy [2016]

The National Climate Change policy of Uganda States that mainstreaming gender issues in climate change adaptation and mitigation approaches is of utmost importance in order to reduce the vulnerability of women and children to the impacts of climate change. The policy also recognizes the role of women and children in tackling climate change related issues.

2.1.6 The National Development Plan (2015/16 - 2019/20)

The National Development Plan (NDP), which is the overall national planning framework identifies the importance of gender mainstreaming in all interventions including policy formulation and planning, which guides public actions to eradicate poverty. It has furthermore identified gender issues; negative attitudes, mind sets, cultural practices and perception among seven key bidding constraints to development that need to be addressed to be able to achieve sustainable and equitable development. The country therefore commits itself to achieve gender equality in its NDP.

2.1.7 The Local Government Act (1997)

The Local Government Act specifies functions and services

for central government, district councils, urban councils and those to be devolved by the district council to lower local government councils. It spells out issues of gender equity through increased women representation. Local Councils must have a mandatory quota system of 30% women representation. Gender mainstreaming is now part of the minimum standards and performance measures under the annual national local government assessment. Funding to local governments is tagged to a set of criteria, including gender. Women’s participation in political activities provides an opportunity for them to become more active in the management of Environment and natural resources at grassroots, local governments and national levels.

2.2 Regional and International Commitments to Gender Equality and Women’s Rights

Uganda has also ratified a number of regional and international treaties that promote gender equality and recognize the rights of women.

2.2.1 Regional treaties that promote gender equality and recognize the rights of women

The East African Community (EAC) Treaty (2000), The Common Market for Eastern and Southern Africa (COMESA) Gender Policy (May 2002), The Protocol on the Rights of Women in Africa (July 2003), the Intergovernmental Authority on Development (IGAD) ,Gender Policy and Strategy (July 2004), The New Partnerships for African Development (NEPAD) through its programmes which is expected to enhance women’s human rights through the application of Social Development indicators and The AU Heads of State Solemn Declaration on Gender Equality (July 2004).Uganda is also signatory to the Protocol to the African Charter on Human

and People's Rights on the Rights of Women in Africa (Maputo Protocol), among others.

2.2.2 Global treaties that promote gender equality and recognize the rights of women

The Convention on Elimination of All Forms of Discrimination Against Women (CEDAW, 1979) and its Optional Protocol (adopted October 1999 entered into force December 2000), 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 International Conference on Population and Development (1994), The United Nations Declaration on Violence Against Women (DEVAW, 1993), the Convention on the Rights of the Child (CRC, 1990) and the Sustainable Development Goals officially known as Transforming our world: the 2030 Agenda for Sustainable Development.

2.2.3 Guiding principles

Implementation of this the WSGS will be based on a number of guiding principles. These include:

- a) **Accountability:** The strategy recognizes that Government is accountable to stakeholders at different levels, regarding gender actions made by decision makers.
- b) **Gender Equity:** The strategy addresses gender equality issues related to access to water, sanitation, hygiene and use of water resources and management in the country that need to be converted into specific strategic actions by all stakeholders of the subsector sector; including equal access to resources, use and equal representation in decision-making.

- c) **Quality of Life:** The strategy recognizes the important role played by men and women in the utilization and management of water resources. It promotes sustainable resource management and improved quality of life and poverty reduction, through equitable access to and control of water, sanitation, hygiene and use of water resources and management in the country. It also reduces the workload of women and girl children at household level, improve their income and health.
- d) **Empowerment:** The strategy recognizes that mainstreaming gender will accelerate the pace of transformation because of direct empowerment of women and other vulnerable groups through participation, control and access to water, sanitation, hygiene and use of water resources and management in the country.
- e) **Stakeholder Participation:** The strategy recognizes that stakeholder [Men, women, children and other vulnerable groups] participation is a key element in the sustainability of access to water, sanitation, hygiene and use of water resources and management in the country and is vital in policy formation, planning and formulation of solutions, as well as in the delivery of programmes monitoring and evaluation.



3. GENDER SITUATION ANALYSIS

3.1 National level analysis

Despite the existence of a rich legal and policy framework for gender inequalities namely:- the 2010 law on Domestic Violence and the 2011 Domestic Violence regulations, the Anti-Female Genital Mutilation Act , 2010; the anti-trafficking in Person Act, 2009; and the Equal Opportunities Commission Act, 2007. These laws have legitimized the work of gender advocates amongst parliamentarians and CSOs, in regards to demanding accountability for the elimination of gender-based discrimination in access to social and economic opportunities. However, there is still persistent gender inequality challenges that include:-

3.1.1 The policy-reality gap

Many of the existing laws like access to and control of productive resources like land, percentage share of women in wage employment in non-agricultural sectors, sexual and gender-based violence, and women's participation in household, community and national decision-making institutions, still remain only on paper and are not being implemented.

3.1.2 Lack of integral financing and monitoring frameworks for gender

Uganda has realized alignment in terms of strategic intent and the gender priorities in the NDP II. The plan prioritizes the empowerment of women and gender equality as a means to inclusive growth and social development. NDP

II makes specific reference to some sector specific gender issues that relate to particularly tourism and agriculture, but with gender omissions in the broader framework of prioritization, financing and performance monitoring.

The NDP II specifies the establishment of a special fund to support women to grow out of the informal to formal sector, alongside the creation of a gender-responsive information management system, and how to ensure the education of girls and reduction of gender-based violence as a means to human capital development. However funding for these initiatives have been slowly coming and not much have been implemented to date.

3.1.3 Limited technical and operational gender capacity

Currently, the Ministry of Gender, Labour and Social Development (MGLSD) plays the lead political and technical role in mainstreaming gender into government policy and programming, together with Gender Focal Persons and Units in different Ministries, Departments and Agencies. These efforts have been characterized by uneven sector responses to the gender issues at hand. Which include limited expertise in gender analysis of projects and programmes, scanty gender-disaggregated data, and inadequate technical and operational support on the nature of flagship programmes that could lead to lasting transformation in the lives of women, girls and other vulnerable groups.

3.1.4 Social and cultural issues

The socially constructed inequalities between men and women have continued to dictate negative cultural norms and behaviors which shape women and girls' access to property and their position in society which further reinforces inequalities. There are significant gender inequalities with regard to the right to property. Land is a critical resource for over 90% of households in Uganda, and women own only 16% of the registered land (Uganda household survey 2016). Apart from a few economically advantaged, the majority of women have only user rights determined by the nature of the relationship they have with a male land owner - father, husband or brother. A large part of women's contribution at household level tends to be non-monetary and hence does not directly go into what is generally understood as property.

The Land Act 2004 stipulates that spousal consent be provided for disposal of registered land on which the family depends for its livelihood. However ownership and management rights over agricultural land are most times customarily guaranteed through a male spouse or relative. Therefore decisions related to what to plant, what inputs to use, when and how much to harvest, what the gains from the harvest will be used for, and how to distribute the incomes generated are largely made by men. Meaning that women have lesser ability to negotiate a fairer deal for themselves.

The social, cultural, legal and traditional frameworks continue to disproportionately affect women and other vulnerable groups' ability to take advantage of economic opportunities through labour force participation or entrepreneurship. The Participatory Poverty Assessment (2016) reveals that

women's inadequate control over livelihood assets such as land, labour, skills and information, networks, technology, and financial capital remains one of the root causes of poverty. For instance although 83% of women are engaged in agricultural production, only 25.5% control the land they cultivate (UHS, 2014). This scenario creates enormous challenges for the women as they are increasingly taking on the burden of family provisioning, thus undermining the sustainability of the household livelihoods.

Therefore, gender inequality is a key area that has to be tackled through systemic removal of the constraints to women and men's livelihoods.

3.2 Gender equality in the Water and Sanitation sub-sector

Significant strides have been made in the sector to integrate gender in all operations of the sector. Key achievements have been recorded in four key areas including; policy integration, reporting and documentation and budgeting and financing. Achievement notwithstanding there are still challenges limiting full enjoyment of the benefits gained so far.

3.2.1 Policy and the legal framework

The policy and legal framework in the Sector is one of the most developed and comprehensive in the country. The National Water Policy (1999) provides for participation of women by specifying that women and men should have equal opportunity to participate fully in all aspects of community based management. The policy also emphasizes that under the Community Based Maintenance System, a Water and

Sanitation Committee (WSC) should have at least 50% women representatives. A number of strategies and guidelines developed by the sector have specific actions to reduce gender gaps in the sector and these include the following among others:

- a) Rural Water Supply and Sanitation Handbook for Extension Workers, (2016 2nd edition)
- b) Rural Water Supply and Sanitation Community Resource Book(2016 2nd edition)
- c) National framework for Operation and Maintenance of Rural Water Supplies
- d) UWSSD Design Manual and design guidelines- 2nd Edition (2013)
- e) Urban Sanitation Implementation Manual(2015a)
- f) Guidelines for Community Contribution -reviewed in 2014;

Whilst these policy and legal frameworks and guidelines give gender due recognition, there is a need to strengthen planning, budgeting, implementation and monitoring of gender activities across board. Focus is mainly put on representation of women in key leadership and governance positions with limited attention to tangible action plans, right financing and human resources to operationalize their plans.

3.2.2 Gender reporting and language

One of the targets of WSGS II was to strengthen the M&E system to collect and analyze gender- disaggregated data at all levels of implementation. MWE designed a Monitoring Tool called “Form 4” in 2009, and it is being used to capture data on gender by the districts on a quarterly basis and the data generated is analyzed in the MWE database. Similarly, the

Software Guide 2012 has a software reporting format which captures software data including gender at the district level on a quarterly basis.

The information generated from Form 4 and the Software Guide Form feeds into the annual Water and Environment Sector Performance Report. The SPR captures gender under the Chapter on “crosscutting issues” and the golden indicator of “percentage of WSCs / Boards with at least one woman holding a key position”. Owing to its importance, there is need to mainstream gender analysis into all the chapters for effective impact analysis.

3.2.3 Financing and budgeting for the Sector

There is a commendable improvement on gender responsive budgeting in the ministry as regard to the extent to which the Budget Framework Papers and Ministerial Policy Statements have taken care of Gender and Equity issues [inclusion of women, youth, people with disabilities, ethnic minorities and older persons] in line with Public Finance Management Act, 2015. The ministry gender score on gender mainstreaming, gender equity budgeting and planning by EOC however remains below 60%.

The allocation to the Sector has been increasing over the last 5 years in real terms (absolute figures), however the percentage share to the National Budget has been dwindling so is the software budget from 3% to 2.8% between 2011 and 2016. By 2009, the software allocation was about 15% of the District Water and Sanitation Conditional Grant (DWSCG) later reduced to 13 % in 2010 and currently about 6% of the DWSCG allocation. The continued reduction in software allocation budget greatly affects implementation of gender mainstreaming activities in

the sector hence the need to increase and ring fencing of the software budget allocation to avoid further slippage.

3.2.4 Staffing and staffing structure

Female professional staff members remain minority at all levels. A gender analysis of the staffing structure at the MWE indicates that 34% (115) staff is female and 66% (221) are male. A further analysis by level of management shows that there is 35 staff at top management with 14% (5) female and 86% (30) male. At middle management level, there is 101 staff with 21% (21) female and 79% (80) male. There are 98 staff employed at operational level, with 47% (46) female and 53% (52) male, while there are 102 support staff of which 39% (40) are female and 61% (62) male [SPR 2016]. The scenario is even worse in the Local Governments and Civil Society Organizations⁴.

The appointment of Sociologists in each department of the MWE to oversee software elements, including gender is an important development in Uganda's WSS Sector.

The appointment of Gender Focal Persons (GFPs) up to Local Government level is also a noteworthy development. These Officers have a background in social sciences/humanities, which enables them to understand community and gender dynamics.

At community level, the golden indicator for gender mainstreaming in rural water interventions is "the percentage of Water and Sanitation Committees with at least one woman holding a key position". Data from MWE water supply database from 111 districts indicates that 86% of water sources have women occupying key positions including chairperson, vice chairperson, and secretary in the WSC. Therefore showing an

improvement from the 84% reported in the FY 2015/2016.

3.2.5 Capacity building for gender in the Sector

The Water and Sanitation Gender Strategy (2010) had a target of training 80% of MWE and District Water Office staff in gender mainstreaming by the end of FY 2014/15. By the end of that planning period 41% (138) of the MWE staff had been trained of which 52% were female. The training focused on the thematic areas of: Gender and Equity budgeting, Gender and Economic Policy Management, Gender mainstreaming in Integrated Water Resources management, and Gender Analysis. Capacity building in gender mainstreaming in water and sanitation sub sector targeted Economists, Planners, sociologists, engineers and Hydrologists. Officers who participated in the training revealed that as a result they understood the linkages between gender issues and water supply and management, and could ably integrate gender and equity in the budgeting process.

However few or none of the upper echelon managers have ever got training in gender and gender mainstreaming which presents a barrier to full gender mainstreaming in the sector and widens the gap in gender sensitivity among engineers and hydro geologists who are key decision makers in the departments.

⁴MWE Sector Performance Report 2016



4. STRATEGIC DIRECTIONS FOR WSGS [2018-2022]

4.1 Vision

The Vision of the Strategy is: “An environment where men, women and vulnerable groups are empowered to access and manage water resources in an integrated, equitable and sustainable manner”

This is in line with the vision of the African Ministers’ Council on Water (AMCOW) whose gender vision states, “An Africa where men, women and vulnerable groups are empowered to access and manage water resources in an integrated, equitable and sustainable manner”.

4.2 Goal

The overall goal of the WSGS III is to empower men, women, boys, girls and vulnerable groups through ensuring equity in access to and control of resources in the water and sanitation sub-sector, leading to poverty reduction.

The strategy will broaden opportunities for women, men, boys, girls and other vulnerable groups to participate equally in, and benefit from the creation of wealth in the water and sanitation sub-sector there by contributing to poverty reduction.

4.3 Strategic objectives

The strategic objectives are anchored on the, Uganda Gender Policy (2007), the National Development Plan

II (2015/16- 2019/20) and the Uganda Vision 2040, and in response to key implementation challenges presented above.

The strategic objectives include the following:

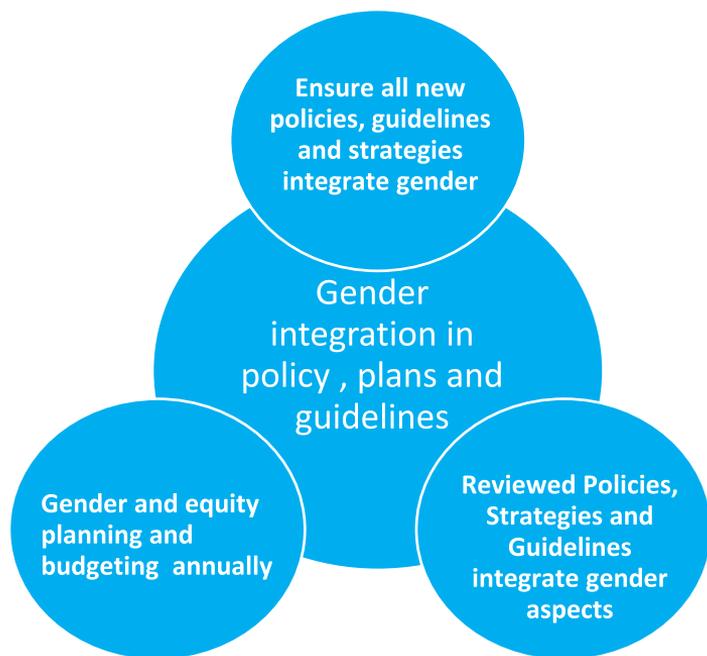
- (i) Gender integration in policy, guidelines, plans and budgets.
- (ii) Capacity enhancement and promotion of a gender-sensitive work environment
- (iii) Economic empowerment through equitable access to and control of water resources, supply, sanitation and hygiene
- (iv) Gender documentation, reporting and monitoring
- (v) Gender coordination, partnership and networking

4.3.1 Gender integration in policies, plans and guidelines

Under this strategy, the Ministry will undertake three key actions:

- a) Ensure all new policies, guidelines and strategies integrate gender;
- b) Ensure all existing policies, strategies and guidelines for review integrate gender aspects; and,
- c) Ensure gender and equity planning and budgeting is undertaken on an annual basis in line with Public Finance Management Act (2015)

Figure 1: Engendering MWE policies, plans and guidelines



4.3.2 Capacity enhancement and promotion of a gender-sensitive work environment

The WSGS III will equip both the MWE employees and stakeholders with the skills and capacities in gender mainstreaming. The key actions for achieving this objective across all departments include;

(a) Capacity building and knowledge sharing

- (i) Institute mandatory tailor made training on gender equality for all new staff, graduate trainees and interns

to ensure that staff have the required knowledge and understanding of gender issues.

- (ii) Ensure all existing staff undertake gender mainstreaming training.
- (iii) Ensure that through UWASNET, the capacity of NGOs to mainstream gender is enhanced
- (iv) Ensure all water and sanitation committees, water management boards and zones committee trainings at district and community level, integrate gender using participatory methodologies.

(b) Staffing and staff recruitment

Human resources department will;

- (i) Ensure that all job adverts to be filled, include a statement that “Ministry of Water and Environment is an equal opportunity employer”
- (ii) Ensure that all job interviews for new staff include questions on gender awareness and appreciation.
- (iii) Enforce Public Service Code of Conduct, including dressing, employee relations and management of sexual harassment at work place.
- (iv) Promote gender-responsive work environment to attract and retain staff.
- (v) Promote family-friendly policies such as job sharing to help women returning to work after maternity leave, and both men and women who have responsibility for caring for children or elderly/disabled relatives.
- (vi) Make special considerations for breastfeeding mothers especially providing assistance to those traveling with maids for work off duty stations like provision of bigger accommodation rooms.

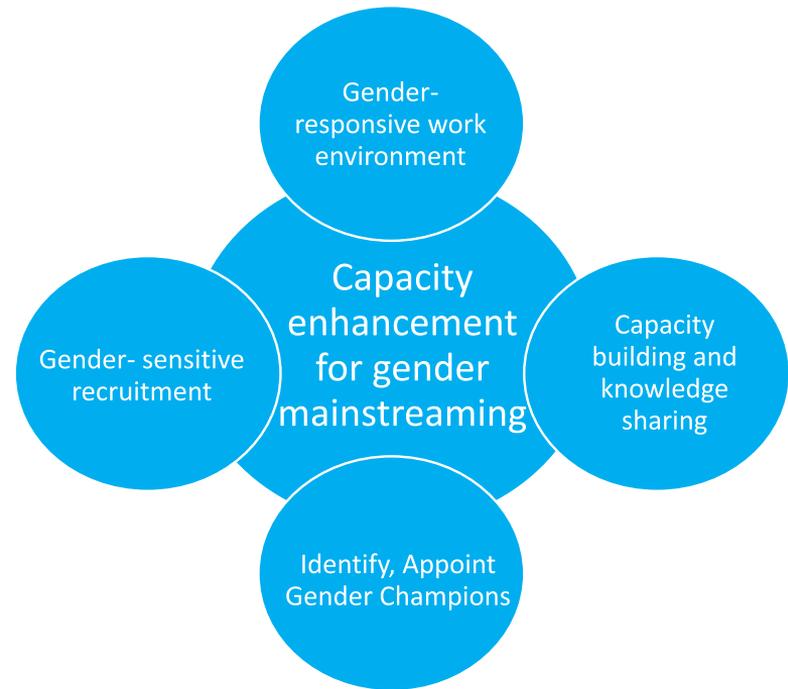
- (vii) Raise awareness and encourage fathers to take paternity leave immediately
- (viii) Create a gender-sensitive environment by making available such amenities like nursing rooms, breastfeeding rooms, menstrual hygiene pad bins, and baby daycare centers.
- (ix) Ensure that all new and old office facilities have convenience rooms [toilets and urinals] well labeled for men, women and access for persons with disabilities and elderly.

(c) **Identify, Appoint and Train Gender Champions**

- (i) In consultation with department heads, the sector shall identify and appoint Gender Champions to advocate for the promotion of gender equality in the MWE. These will preferably be officers at Assistant Commissioner Level or higher, with interest in gender and clout in the sub-sector to attract behavior change.

The role of the champions will be to increase appreciation of gender and promote gender agenda in the ministry.

Figure 2: capacity enhancement for gender mainstreaming



4.3.3 Economic empowerment through equitable access to water resources, water supply, sanitation and hygiene

The actions under this strategy include the following:-

4.3.3.1 Water supply and sanitation technology and infrastructure

A number of interventions will be adopted in an effort to enhance equitable access to safe water and sanitation facilities as listed below:-

a) **Rural Water Supply and Sanitation Department (RWSSD);**

- (i) Rehabilitate and build new facilities to increase access to safe water and decent sanitation
- (ii) Shift focus from point water sources [boreholes] to reticulation schemes such as, solar pumps, gravity flow schemes and piped water supply schemes to reduce distance and time spent by women and children while collecting water;
- (iii) Provide access for the PWDS with a platform and access ramp on the water source apron;
- (iv) Phase out Galvanized Iron pipes and replace with stainless steel and PVC pipes for improved water quality, functionality, and reduced O&M fees to be invested in development activities;
- (v) Make deliberate attempts on all water supply and sanitation contracts to include a clause on sensitization of the beneficiary community about HIV/AIDS, sexual and reproductive health, gender and sexual exploitation;
- (vi) Ensure that all facilities are gender segregated and cater for the persons with disabilities; and,
- (vii) Ensure that in washrooms for girls, menstrual pad bins are promoted to take care of the menstrual hygiene concerns.

b) **Urban Water Supply and Sewerage Department (UWSSD);**

- (i) Rehabilitate and build new facilities to increase access to safe water and decent sanitation.
- (ii) Provide access to water, sanitation and sewerage services to the urban poor using pro- poor tariff.
- (iii) Make deliberate attempts on all water supply and

sanitation contracts to include a clause on sensitization of the beneficiary community about HIV/AIDS, sexual and reproductive health, gender and sexual exploitation.

- (iv) Ensure that all facilities constructed have provisions for the persons with disabilities.
- (v) In schools, ensure that washrooms for girls are promoted to take care of the menstrual hygiene concerns.

c) **Water for Production Department**

- (i) Rehabilitate and build new valley dams, tanks and mini solar powered irrigation schemes to increase farmers' production.
- (ii) Introduce Water troughs on all valley dams/ tanks and irrigation schemes designs in the cattle corridor for small scale livestock farmer.
- (iii) Make deliberate attempts on all water supply and sanitation contracts to include a clause on sensitization of the beneficiary community about HIV/AIDS, sexual and reproductive health, gender and sexual exploitation

d) **Procurement Unit**

- (i) Ensure that specifications for hand pumps which are easy to repair, pump and operate by both children and women, are included in all procurement documents.
- (ii) Ensure that specifications which provide access for the PWDS with a platform and access ramp on the water source apron are included in the procurement documents.
- (iii) Ensure that specifications on Water troughs on all

water source designs in the cattle corridor for small scale livestock farmer and irrigation are included in the procurement documents

- (iv) Ensure that a clause on sensitization of the beneficiary community about HIV/AIDS, sexual and reproductive health, gender and sexual exploitation are included in procurement documents.
- (v) Ensure that all specification for construction of facilities is gender segregated and have provisions for the persons with disabilities.
- (vi) Ensure that specifications for school latrines have washrooms for girls to take care of the menstrual hygiene concerns

4.3.3.2 Local Government and Non- Government Organizations

In order to realize the objectives of expanding access and equity to safe water and sanitation facilities the Local Governments and NGOs Sector will adapt a number of interventions that involve:-

a) **Water supply and sanitation technology and infrastructure**

- (i) Rehabilitate and build new facilities to increase access to safe water and decent sanitation.
- (ii) Shift focus from point water sources [boreholes] to reticulation schemes such as, solar pumps, gravity flow schemes and piped water supply schemes to reduce distance, time and increased volumes for women, children and youth to engage in productive activities.
- (iii) Install hand pumps which are easy to repair, pump and operate by both children and women.

- (iv) Provide access for the PWDS with a platform and access ramp on the water source apron.
- (v) Phase out phase-out Galvanized Iron pipes and replace with HDPE and PVC pipes for improved water quality, functionality and reduced O&M fees to be invested in elopement activities.
- (vi) Introduce Water troughs on all water sources designs in the cattle corridor for small scale livestock farmer and irrigation.
- (vii) Ensure that all water supply and sanitation contracts include a clause on sensitization of the beneficiary community about HIV/AIDS, sexual and reproductive health, gender and sexual exploitation
- (viii) Ensure that all facilities constructed are gender segregated and have provisions for the persons with disabilities.
- (ix) In schools, ensure that washrooms for girls are promoted to take care of the menstrual hygiene concerns.
- (x) Build capacity of the Primary School Girl Child to make re-usable sanitary pads.

(b) **Access to credit and financial services**

- (i) Rural water department should integrate financial literacy training in all WSC trainings using the VSLA model, cooperatives and water boards.
- (ii) The water for production department should integrate financial literacy training during all Valley tank and Valley dams committee trainings using the VSLA model, cooperatives and water boards.
- (iii) The procurement unit should ensure that specification

for works and services integrate financial literacy training during implementation of the service contract

(c) **Water Supply and Sanitation Employment Creation/ Entrepreneurship**

To ensure employment generation and entrepreneurship, the WSGS III will promote local content in line with Buy Uganda Build Uganda Policy (BUBU 2014) on all water supply and sanitation works. Key actions will include to:

- (i) Ensure that 20% of all works and services contracts are undertaken by Ugandan indigenous firms
- (ii) Ensure that at least 5% of all local resources and materials are utilized in the works and services contracts.
- (iii) Ensure that at least 30% of the non-technical labour such as potters, excavators, cooks and local masons are women
- (iv) Ensure that all works and services contracts have at least one Gender Specialist on the technical team.
- (v) Encourage both youth and women to engage in income generating activities related to water supply, access and sanitation such as making briquettes, bricks, soap, hand washing facilities and sanitation promotion products like san-plats.
- (vi) Ensure that all water and sanitation committees have at least a woman in a leadership position.
- (vii) Encourage women, youth and People with Disabilities to take up management of water kiosks, public sanitation facilities especially in rural growth centers for income generation.

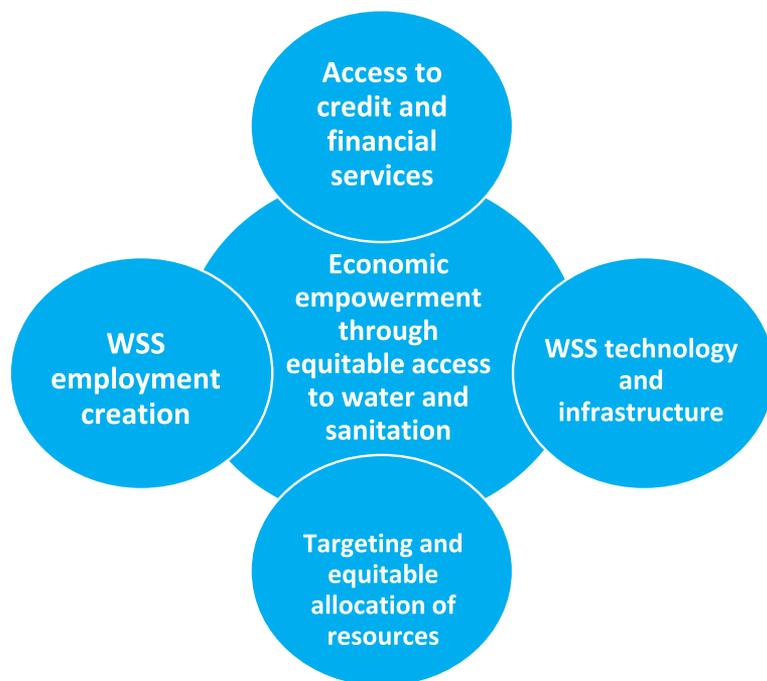
- (viii) Encourage women, men, youth and People With Disabilities who are caretakers of water kiosks to vend other items alongside water to maximize utilization of the water kiosk space
- (ix) Encourage both youth and women to engage in income generating activities related to water supply, such as making tree nurseries, tree planting, and water catchment protection etc.
- (x) Ensure that all valley tanks and dam committees have at least a woman in a leadership position.
- (xi) Ensure that formation of all water catchment management committees have at least 30% of women in leadership positions and representation of all other vulnerable groups like youth and PWDs.
- (xii) Ensure that at least 30% of gauge readers are women and other vulnerable groups

(d) **Targeting and equitable allocation of resources**

- (i) Ensure that sub- sector budgets are allocated equitably between rural and urban water, sanitation and hygiene against population served.
- (ii) Operationalize the Presidential Directive of at least one water source per village to increase access to water for the rural population.
- (iii) Encourage communities benefiting from water supply to improve household sanitation to at least 30% before construction and subsequently improve to 100% by the time of project completion and handover.
- (iv) Operationalize Government target of 100% water coverage in urban by 2020, and control water, sanitation, hygiene and resources.

- (v) Ensure that the sub- sector budgets are allocated equitably between communities needing water for production.
- (vi) Encourage communities benefiting from water supply construction to make some capital contributions towards their tank/ dam for sustainability purposes.
- (vii) Ensure that adequate financial resources are allocated towards water catchment management and protection.

Figure 3: Economic empowerment through equitable access to water and sanitation



4.3.4 Gender documentation, reporting and monitoring

Under this WSGS III, the WESLD in consultation with other departments will undertake clear and strategic activities to ensure that gender information is disaggregated, gender-sensitive, reporting format developed and gender-neutral languages used in all the sector reports.

(a) Review and engender all WASH golden indicators

As a priority, all WASH NGOs shall be encouraged and supported to engender all WASH golden indicators to include; how many women and men, boys, girls, elderly and other special interest groups have access to WASH services, and report accordingly to the Annual Joint Sector Review for learning purposes.

(b) Develop gender- disaggregated data collection formats and template

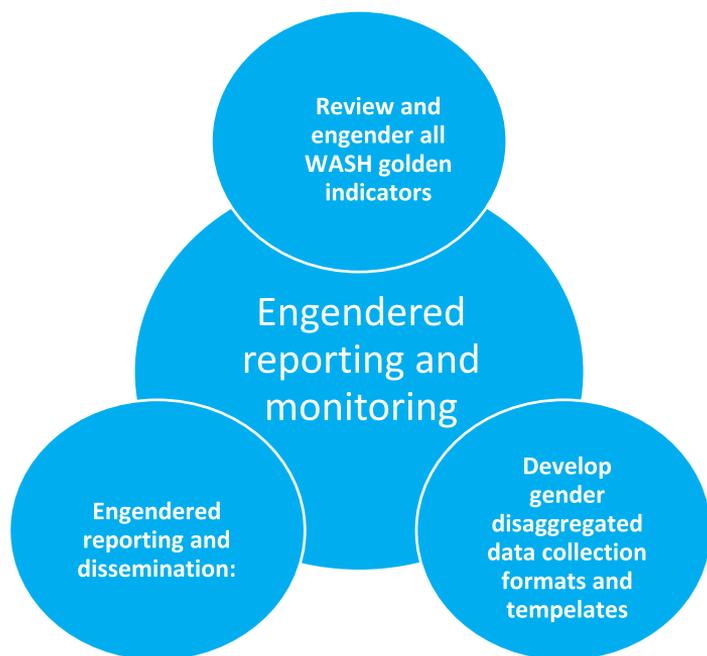
As priority, all WASH NGOs shall be encouraged and supported to develop gender-disaggregated reporting formats and data collection template such as O&M, functionality. This will be used to while update the Water Atlas.

(c) Engendered reporting and dissemination

- (i) Collect gender-disaggregated data by using engendered data collection formats.
- (ii) Encourage District and Lower Local Governments and CSOs to adhere to the engendered data collection templates.
- (iii) Review the key sub-sector documents and report such as SPR and other relevant documents to ensure gender

- compliance and use of gender- neutral language.
- (iv) Ensure that all MWE activity attendance lists capture the sex of the participants in addition to other credentials.
- (v) Share sub-sector gender documentation with CSOs, PSFU, District and Lower local Government Gender Focal Persons for wider circulation and adoption.

Figure 4: Gender data collection, reporting and dissemination



4.3.5 Gender Coordination, Partnership and Networking

To leverage both financial and human resources, the implementation of the WSGS III will require developing and nurturing networks and partnerships to move forward the gender agenda within the Sub-sector, Line Ministries, Civil Society, districts and Local Governments. This will be through:-

a) **Building partnership with civil society and private sector**

Work with UWASNET Gender Working Group to coordinate, harmonize, disseminate and build capacity of the CSO members on gender issues and harmonize approaches to WASH service delivery.

The network will also be a channel through which all the engendered data collection formats; gender policy, strategy and guidelines will be disseminated to NGOs/CBOs throughout the country.

b) **Consider forming a gender Sub- Committee under the Software Working Group to discuss and coordinate gender mainstreaming efforts.**

The Gender Sub Committee will be responsible for the following:

Ensuring that all Working Group meetings have an engendered Agenda in their meetings.

- (i) Coordinate with the Equal Opportunities Commission and MoGLSD for capacity building purposes and best practices on gender mainstreaming
- (ii) Ensure that plans, budgets and reports are engendered.

In the long run due to the prominence of gender and community management function, a proposal for the elevation of the gender unit to a Division should be considered for further coordination of gender mainstreaming and other social issues in the sub- sector.

c) Networking, lobbying, advocacy and influencing

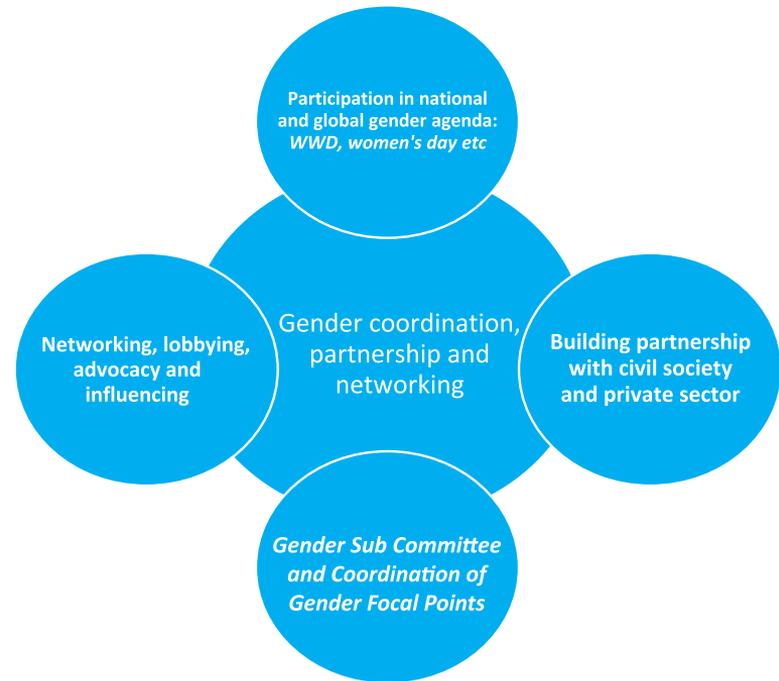
The MWE will continue to lobby the development agencies to allocate and fund gender priorities in the sub-sector. Key priorities will relate to availing funding to the implementation of the gender strategy, which among others will include capacity building and dissemination of the WSGS III.

d) Participation in national and global gender agenda

MWE and partners actively participate in all National and internationally recognized days and events geared towards gender emancipation, reduction of gender inequality in the society and elimination of all forms of discrimination against women.

Such days will include; the Women’s Day; World Water Day; World Toilet Day; the Day of the African Child; and, 16 days of Women Activism Against Gender Based Violence among others. During such days, gender mainstreaming information will be shared with relevant stakeholders to create awareness in the community, lobby and advocate for gender and other vulnerable groups on equity and inclusion for service delivery including water and sanitation as reflected in figure 1 below.

Figure 5: Gender coordination, partnership and networking

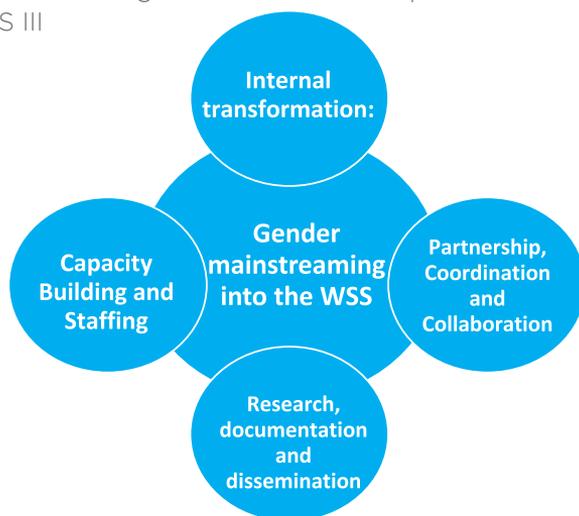


5. IMPLEMENTING THE STRATEGY

The implementation of the WSGS III will adopt a multi-sectoral approach, involving all sector stakeholders. It will require strategic and targeted actions to change mindsets of key stakeholders in the water and sanitation sub-sector, to take leadership for gender mainstreaming in order to improve access, control, and participation in water and sanitation service delivery and subsequently contribute to poverty reduction in the country.

The implementation approaches are founded on four (4) key strategic activities as revealed in figure 6 below.

Figure 6: Strategic activities in the implementation of WSGS III



5.1 Internal transformation

The MWE will continue to develop and revise already existing policy and legal documents, guidelines and plans for inclusion of gender perspectives to guide and mainstream gender into service delivery leading to poverty reduction.

The reviewed policy, guideline and plans will form operational procedures to guide and establish a common framework for ensuring gender mainstreaming and expected outcomes, for a unified approach to promoting gender equality through the Ministry. Other internal mechanism will include improving the working environment to attract and retain staff.

5.2 Research, documentation and dissemination

The WESLD will spearhead periodic gender assessments to guide policy and guidelines review and development. The information generated from such assessments will be vital in identifying pertinent gender performance indicators; establish realistic targets and baseline information on which monitoring of gender indicators will be based.

Providing gender- disaggregated data and information will not only improve gender programming in the sub-sector but also clearly address gender issues, offer solutions and include gender equity indicators and targets. The involvement of the gender perspectives at all stages of

programme development will also improve on gender results and provide opportunities for fine-tuning project/programme design during implementation and to identify and develop follow on gender initiatives.

5.3 Capacity building and staffing

Continued capacity building of staff will improve ownership of the gender initiatives and appreciation of gender in development and service delivery. The Ministry will continue to build the capacity of both new and existing staff in gender mainstreaming to drive forward the gender agenda and create a positive attitude towards a gender agenda. The recruitment of sociologists in different departments, district and lower local government and ultimately forming a Gender Sub Committee will enhance gender coordination, collaboration, harmonization and monitoring of gender indicators, report and monitoring of targets across the sector.

5.4 Partnership, coordination and collaboration

The overall coordination and leadership of the WSGS III will be undertaken by the WESLD with the different departments, district and civil society organizations and the private sector directly implementing gender mainstreaming activities. The gender focal persons/sociologist in different departments; and, Local Governments will enhance effectiveness on the ground, increase knowledge on gender equality and scale up best practices for improved results.

These gender focal persons and sociologists at the different departments will also strengthen gender analysis for better results, better design, and for closer supervision. Coordination

with UWASNET, private sector foundation, ministries and development partners will on the other hand facilitate policy dialogue, enhance lobbying and advocacy for resources, harmonize approaches and encourage sharing of experiences on gender integration and equality.

In addition, the Gender Sub- committee will increase coordination and appreciation of gender issues in the sub-sector and across the ministries and departments such as ministry of gender, UBOS, health, education and EOC to mention.

5.5 Roles and responsibilities of stakeholders in the implementation of the WSGS III

The implementation of the WSSGS III will be supported at various levels of MWE, namely: - at policy level; departmental level; and, in the decentralized local governments, through operational arrangements and mechanisms intended to provide advice and coordination. However, it is also important that other stakeholders also play their respective roles for effective and efficient implementation of the strategy. The WSS stakeholders have different roles to play in the implementation of this strategy, as presented below.

STAKEHOLDER**ROLES AND RESPONSIBILITY****National level committees and working groups
Coordination Committees:**

The Water Policy Committee (WPC) and the Water and Environment Sector Working Group (WESWG); will provide policy, technical and budget framework guidance for gender mainstreaming in the sector. The WESWG will be responsible for ensuring that the sector plans and budgets for gender and that the strategy is implemented within the SWAP framework. The committees will also continue to monitor implementation of the gender strategy and its contribution to the government's poverty reduction strategy.

Working groups: The Software Working Group (SWG) will provide technical guidance to the sub-sectors and other stakeholders including NGOs and private practitioners, on implementation of the strategy.

Line Ministries

- (i) **Ministry of Gender, Labour and Social Development (MGLSD):** will provide gender policy direction and technical advisory services to MWE and local governments. It will delegate a permanent representative to the WSS to facilitate continuity of support. The Ministry will also support MWE in building the capacity of the sector stakeholders; reviewing plans, budgets and the M&E system for gender responsiveness; and conducting impact studies of gender mainstreaming in the sector.
- (ii) **Ministry of Health:** is responsible for promotion of improved sanitation and hygienic behavior in households and schools and maintenance of sanitation facilities, as well as ensuring that national hygiene and sanitation standards are adhered to in order to reduce the national disease burden. It will be responsible for ensuring that both men and women are involved in design, construction and maintenance of household sanitation facilities, enforcing hygiene standards for household, public and institutional sanitation to reduce the disease burden in communities.
- (iii) **Ministry of Agriculture, Animal Industry and Fisheries (MAAIF):** is responsible for determining demand for WfP facilities, guiding farmers in the economic use of water for production facilities and guiding them in the operation and maintenance of on-farm WfP facilities. It will be responsible for ensuring that poor men and women utilize appropriate water for production technologies to increase their production.
- (iv) **Ministry of Education and Sports (MoES):** is responsible for ensuring adequate sanitation facilities for boys and girls in primary schools, as well as enforcing school sanitation and hygiene standards in primary schools. It will also ensure that data on the pupil to stance ratio for boys and girls is collected annually from all primary schools.
- (v) **Ministry of Finance, Planning and Economic Development (MoFPED):** will ensure that the water and sanitation sector plans and budgets are gender responsive. It will also ensure that financial resources are allocated especially to areas of low water access and for the sector's stand-alone gender activities like training, evaluation studies and review of guidelines.

MWE

- (i) **MWE Policy makers:** Policy makers are responsible for ensuring that sector policies reflect gender and that studies are carried out every two years to assess the impact of gender and other interventions in the sector.
- (ii) **MWE Departments:** Each Head of Department, Division or Unit is responsible for mainstreaming gender into the work of the department. The Heads of Department will ensure that sociologists who handle software activities are equipped with gender mainstreaming skills. The sociologists will liaise with the Sector Gender Anchor to ensure that sector guidelines are developed and or reviewed for inclusion of gender. It will be the responsibility of the sociologists in the departments to guide technical staff on effective mainstreaming of gender. Each department will be responsible for budgeting for standalone gender related activities. In addition, each department will ensure that its technical staff acquires knowledge and skills for mainstreaming gender in their daily activities. The departments will also identify gender champions to promote gender among stakeholders.
- (iii) **Water and Environment Sector Liaison Department:** The WESLD has the mandate of policy and capacity development and the gender focal point is part of this division. The division will be responsible for ensuring that all the sector directorates and departments have mainstreamed gender in any policies being developed and or reviewed. WESLD will facilitate coordination of other stakeholders including NGOs and private sector players. The Division will ensure that all sector gender activities are budgeted for, implemented, monitored and evaluated and reported on in the sector performance report. It will also spearhead annual monitoring of gender activities and gender impact studies every two years.
- (iv) **TSUs:** TSUs will support district and lower local governments in planning, monitoring and evaluation, to ensure that gender criteria are addressed. They will also support the heads of department at district level to conduct training for DWSCCs, District Tender Boards and District Service Committees.
- (v) **National Water and Sewerage Corporation (NWSC) :**
NWSC, which is responsible for provision of water and sewerage services in large towns will start deliberate activities to mainstream gender in NW&SC activities by appointing a gender focal person, developing a corporate gender strategy, developing staff capacity and guidelines, in line with this strategy

Local governments

- (i) **All Local Governments** will, be responsible for provision of water and sanitation services at operational level will ensure that gender is mainstreamed into the district and sub-county activities. This will be done with the support of the TSUs and the respective departments at the centre. The district local governments which are also responsible for coordination of the sector stakeholders within their respective districts will oversee the implementation of the sector gender strategy by NGOs, CBOs and private sector service providers. The district local councils will ensure that priority is given to sub-counties with low water access during allocation of resources.
- (ii) **The DWSCCs** will, be responsible for coordinating the sector stakeholders and ensuring that NGOs and private sector work in harmony with the district authorities. They will also ensure that gender issues are brought to the attention of the district council for incorporation into the water and sanitation sector activities.
- (iii) **The sub-county/ urban local government** will, ensure that communities are mobilized for participation in planning for and implementing water and sanitation projects in their communities, and also train WUCs to manage water and sanitation facilities in a sustainable manner. They will also use participatory methodologies to ensure that both men and women participate in project decision making like technology choice, community contribution and operation and maintenance arrangements. Where possible ensure that consultation of men and women separately. They will also ensure that women receive additional training in leadership and organization, as appropriate.
- (iv) **The District Water Officer (DWO):** The DWO is responsible for planning, implementation and monitoring of all water and sanitation activities in the district. They will be responsible for ensuring that the District Community Development Office (DCDO) and or Gender Office (GO) are part of the DWSCCs and facilitate them to participate in the sector software activities, including planning, implementation, monitoring and evaluation.
- (v) **The District Community Development Office (DCDO)/ Gender Office (GO):** The DCDOs and where GOs exists have responsibility for mainstreaming gender in all district activities. They will support the DWO to identify gender issues for consideration during project design, build the capacity of sub-county extension workers in gender mainstreaming skills and provide support supervision to extension workers during community software activities and WUC training. They will also ensure that gender progress is tracked during sector project monitoring.

Beneficiaries	<ul style="list-style-type: none"> (i) Water and Sanitation Communities (WSC) will, be responsible for ensuring that they elect both men and women on WUCs and that women take up at least 50% of the positions on these committees. (ii) WSCs will, be responsible for ensuring functionality of water and sanitation facilities in order to promote improved access by men and women. They will also promote good hygiene and sanitation practices around the water source and in households in order to reduce incidences of disease, e.g. clean water containers, having a latrine etc.
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Civil Society	<p>Sector NGOs, through their umbrella body UWASNET, will adopt the strategies presented in this document for a coordinated approach to gender mainstreaming in the sector. UWASNET will ensure that all its member organizations have access to the sector software guidelines and that they plan jointly with the local governments where they operate. UWASNET will also work with the WSLD to disseminate and share information on gender issues.</p>
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Private Sector	<p>The Private Sector will, work with MWE to ensure that their competencies for gender mainstreaming are developed, with support from MGLSD.</p>
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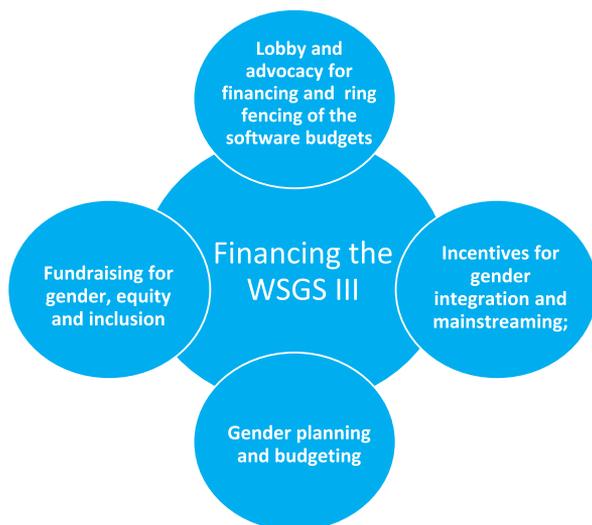
Development Partners	<p>Sector Development Partners will, support networking in the sector so as to share regional and international best practice. They will also commit resources to supplement Government of Uganda resources for ensuring that this strategy is implemented. They will, through their gender working group, continue to influence gender related policy changes whenever circumstances warrant it.</p>
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6. FINANCING THE WSGS STRATEGY 2018-2022

The implementation of the WSGS III will require substantial financial resources to improve gender mainstreaming in the sub-sector. The commitment of the MWE to implement this gender strategy will be measured by the adequacy and availability of financial resources it allocates to gender related activities.

Funds for implementation of this WSGS III will be mobilized through four (4) initiatives as indicated in figure 7 below.

Figure 7: Showing the four (4) initiatives that will be adapted to finance the strategy



6.1 Incentives for gender integration and mainstreaming

The MWE through all her WSS service contracts will operationalize the Buy Uganda Build Uganda Policy (BUBU 2014) to encourage contactors to mainstream gender in performance of services contracts.

To encourage this, gender mainstreaming and integration incentives will be introduced at all bidding and contracting processes such as encouragement of local companies, employment of national and use of local materials and supplies .

To further legitimize this incentive, all terms of reference will clearly specify the need for gender integration and inclusion, and a clause will be inserted in all terms of reference stating “those who clearly show and demonstrate how gender will be integrated have an added advantage”.

Through these incentives, gender activities will be mainstreamed and implemented with leveraged resources. It is estimated that all incentivized activities will raise leveraged resources worth of activities in the sector.

6.2 Gender planning and budgeting

The Sector will ensure that all resources allocated are distributed in a gender and equitable manner. Special consideration shall be provided to the needs of Women, Children, people with disabilities and youth. The Planning Department will liaise with the EOC to ensure that all

programs, projects and plans are gender compliant before they are approved and submitted for funding

6.3 Lobby and advocacy for financing and ring-fencing of the software budgets

Under this WSGS III, an effort through the WESLD will be made to advocate for an increase in the software budget allocation and also ring fence the funds to avoid misuse and unnecessary re- allocation.

In addition, new models of financing O&M services including Saving and Lending Schemes, interest gained on O&M fees, and dividends on shares from water cooperatives, Umbrella

organizations and private operators will also be other sources of funds to finance both gender and software activities under this strategy.

6.4 Fundraising for gender, equity and inclusion activities

The MWE will continue to lobby and fundraise for implementation of gender activities from both development partners and agencies. The MWE will use the WSGS III as a fundraising tool to direct attention of the donor agencies to fund gender as one of the key priorities for the sub-sector.

7. MONITORING AND EVALUATION OF RESULTS

Monitoring and evaluation of the gender mainstreaming results and progress will be the responsibility of WESLD with support from the delegated staff, gender focal persons at different departments, local governments and CSOs.

The WSGS III results and progress will be measured and reported through a number of formats that include:-

- a) Sector Performance Reporting;
- b) Gender assessments, reviews and compliance checks; and,
- c) Results frameworks

Figure 8: Monitoring and evaluation of the strategy



7.1 Sector performance reporting [SPR], JTR and JSR meetings

Annually the SPR will, provide a unique opportunity to track progress made in the WSS sub-sector with results reported on all golden indicators and priorities in the sector. The JTR and JSR meeting will also provide an opportunity to report progress on gender assessments, compliance checks and studies conducted to improve gender integration and mainstreaming as well as innovations in the sub-sector.

The WSGS III will continue to monitor progress on gender mainstreaming through the engendered WASH golden indicators and report progress on those indicators annually. The report will also provide an opportunity to capture contribution of the CSOs and the private sector through the NGO sector reporting. The revised data collection templates will provide a basis for collection of gender- disaggregated data and feed into the national MWE databases including the water atlas.

7.2 Results frameworks

As part of the WSGS III, result frameworks for all strategic targets as outlined in the strategy, have been included and monitoring indicators developed. The respective departments and division have also developed specific actions for their implementation during this strategy implementation period. The results framework will also

provide a basis for measuring progress on the strategic targets with clear responsibility persons and time frames for their achievements identified. This results framework will be reviewed twice during the strategy implementation period that is mid-term and at the end of strategy implementation period.

7.3 Gender Periodic Reviews, Assessments and Compliance Checks

At the beginning of this strategic period, two critical gender analysis and reviews have been undertaken, a) Gender Impact Study (2016) which sought to assess the achievement of the gender strategy towards the set objectives and targets, b) the Gender Mapping Study (2016) which set out to undertake a situation analysis of gender in the MWE. These two studies have provided gender baseline information on which the new targets in the WSGS III have been based.

Additionally, gender monitoring and review of progress, periodic assessments will be made to measure progress of the strategy at both mid-term and end of term. The purpose of the reviews will be to measure progress of the gender strategy against the set objectives and targets.

This will be carried out through the WESLD, departments, sociologists, gender focal persons and, champions at the ministry, Local governments, CSOs and the private sector. They will review and subject all reports, documents, proposal, policies, plans and guidelines to gender compliance review and checks before approval and dissemination.



8. ANNEXES

Annex 1: Results framework

OBJECTIVES	RESULT AREAS	MEASURING INDICATORS	TARGET	RESPONSIBILITY
<i>Strategic Objective 1: Gender integration in policies, plans, and guidelines,</i>	Ensure that new and revised policies, guidelines and strategies integrate gender	(i) Number of new and revised policies, guidelines and strategies that integrate gender	(i) All new policies, guidelines, and strategies integrate gender	Heads of Departments
	Ensure annual budgets and plans integrate gender and equity issues.	(i) The ministry budget framework papers are gender and equity compliant as per Public Finance Management Act (2015)	(i) The Annual Ministry Budget Framework Paper is gender and Equity Compliant.	(i) Head Planning and Policy Department (ii) Heads of Departments
	Formation of a Gender Sub-Committee to ensure the harmonization, monitoring and coordination of gender activities in the sector	(i) Existence of Gender Sub-committees	(i) Existence of a Gender Sub-committee by November 2018	(i) Chairperson Software Working Group and Principal Sociologist

Strategic Objective 2: Capacity enhancement and promotion of gender-sensitive work environment	Capacity building and knowledge sharing	<ul style="list-style-type: none"> (i) Number of ministry staff (new, old interns) trained in gender mainstreaming and integration (ii) Number of districts Water office staff trained in gender mainstreaming and integration (iii) Water and sanitation gender strategy III Popular versions developed and copies disseminated 	<ul style="list-style-type: none"> (i) At least 70% of all ministry staff undertaking a gender mainstreaming training by the end of 5 years. (ii) All newly recruited ministry staff trained in gender mainstreaming across all departments within 6 months of reporting. (iii) All district water office staff trained in gender mainstreaming and integration by the end of 5 years. (iv) One water and sanitation gender strategy III popular version developed by end of FY 2019/20. (v) At least 4,000 copies of the WSGS III printed and circulated by July 2018 	<ul style="list-style-type: none"> (i) All MWE departments (ii) District gender focal persons (iii) District water officers (iv) Office of the Principal sociologist (v) Departmental sociologists/ gender focal persons
	Staffing and staff recruitment	<ul style="list-style-type: none"> (i) % increase in number of female staff employed at the ministry. (ii) Number of affirmative action measures undertaken to increase employment opportunities for women and other vulnerable groups 	<ul style="list-style-type: none"> (i) All job interview adverts have a statement “Ministry of Water and Environment is an Equal Opportunity Employer.” 	<ul style="list-style-type: none"> (i) Human resources department

Gender-responsive work environment	<ul style="list-style-type: none"> (i) Number of gender responsive and friendly policies enforced at the workplace (ii) Number of family-friendly and gender services encouraged at workplaces 	<ul style="list-style-type: none"> (i) Establish baby care and feeding center at the workplace by the end of FY 2019/20. (ii) Enforce the sexual harassment and abuse policy at the workplace with immediate effect. (iii) Encourage flexible working and travel arrangements for breastfeeding mothers 	(i) Human resources department
Establishment of gender champions	(i) Number of senior staff appointed as gender champions	<ul style="list-style-type: none"> (i) At least one gender champion identified and appointed at each department by November 2018. (ii) All appointed gender champions at the ministry are trained in gender mainstreaming, policy, advocacy and lobbying for gender mainstreaming and integration by the end of FY2019/2020 	<ul style="list-style-type: none"> (i) Department Heads (ii) Principal Sociologist

Strategic objective 3: Economic empowerment through equitable access to water and sanitation	Water supply and sanitation technology and infrastructure	<ul style="list-style-type: none"> (i) Number of water reticulation systems installed. (ii) Number of inclusive water supply and sanitation technologies adopted (iii) Number of water supply and sanitation projects with social inclusion measures on PWDs, HIV/AIDS, sexual exploitation; abuse and violence; sexually transmitted diseases 	<ul style="list-style-type: none"> (i) Water supply reticulation systems installed to reduce distance and time spent on water collection. (ii) At least three water supply and sanitation technologies adopted [shift from GI to SS/PVC, inclusive boreholes and inclusive sanitation technologies] (iii) Water supply and sanitation projects with social inclusion measures on PWDs, HIV/AIDS, sexual exploitation; abuse and violence; sexually transmitted diseases 	<ul style="list-style-type: none"> (i) Urban water supply department (ii) Rural water supply department (iii) Water quality department (iv) District water office (v) CSOs in water supply and sanitation promotion
	Access to credit and financial services	<ul style="list-style-type: none"> (i) Number of Water and Sanitation Committee trainings with a session on financial management and business enterprises. (ii) Number of water and sanitation committees formulated into borehole saving and loan association (BSLA)/ water cooperatives 	<ul style="list-style-type: none"> (i) At least 30% of all new WSC and 10% of old WSC trained with a session on business enterprising. (ii) At least 5% of all new and old water sources committees adopting a BSLA/ water cooperative approach 	<ul style="list-style-type: none"> (i) District water office (ii) CSOs in water supply, sanitation and hygiene promotion (iii) Rural water supply department (iv) Urban water supply department

	Water supply and sanitation employment creation/ entrepreneurship	<ul style="list-style-type: none"> (i) Number of water supply and sanitation service contracts with a clause on local content (ii) Number of water kiosks and tap stands on new water supply systems managed by women (iii) Number of water source caretakers who are women 	<ul style="list-style-type: none"> (i) At least 20% of all service contracts are by Ugandan Firms. (ii) At least 30% of all non-technical staff hired are women on new water supply and sanitation projects. (iii) At least 30% of all water kiosk and tap stands on new water supply and sanitation projects are managed by women, youth or people with disabilities. (iv) At least one Gender Expert hired by all new water supply and sanitation service projects 	<ul style="list-style-type: none"> (i) Urban water supply department (ii) Rural water supply department (iii) District water office (iv) CSOs in water supply and sanitation promotion (v) Principal sociologist
	Targeting and equitable access and allocation of resources	<ul style="list-style-type: none"> (i) Ensure one water source per village policy (ii) Ensure involvement of women and other interest groups in management and control of water resources 	<ul style="list-style-type: none"> (i) At least a 2% increment on the number of water sources committees with women occupying at least 50% of key leadership positions. (ii) At least two equitable water supply technologies (rainwater harvesting) promoted in geographically challenged areas to increase access 	<ul style="list-style-type: none"> (i) Urban water supply department (ii) Rural water supply department (iii) District water office (iv) CSOs in water supply and sanitation promotion

Strategic objective 4: Engendered reporting and dissemination	Review and engender all WASH golden indicators	(i) Number of WASH golden indicators reviewed and gender perspective included	(i) 10 WASH golden indicators reviewed with a gender perspective (ii) 10 WASH golden indicators are reported with a gender perspective	(i) Urban water supply department (ii) Rural water supply department (iii) District water office (iv) CSOs in water supply and sanitation promotion (v) Principal sociologist
	Develop gender-disaggregated data collection formats and template	(i) Number of data collection templates are reviewed with a gender perspective (ii) Number of reporting template are reviewed with a gender perspective	(i) WASH NGOs review and pilot at least two golden indicators to include how many women and men, boys, girls, elderly and other special interest groups have access to WASH services, and report accordingly to the Annual Joint Sector Review for learning purposes every FY. (ii) WASH NGOs develop and pilot to develop gender-disaggregated reporting formats and data collection template such O&M, functionality to be used as a test for the eventual use while updating the Water Atlas.	(i) Urban water supply department (ii) Rural water supply department (iii) Water quality department (iv) District water office (v) CSOs in water supply and sanitation promotion (vi) Office of the Principal sociologist (vii) UWASNET

	Engendered reporting and dissemination	<ul style="list-style-type: none"> (i) Number of ministry and district local government reports and plans report gender segregated data (ii) Number of ministry, DLGs and CSO reports use gender-neutral languages. (iii) Number of copies of the gender key documents are disseminated. (iv) Giving of gender a dedicated chapter in ministry, local government and CSOs reporting formats 	<ul style="list-style-type: none"> (i) At least 50% of ministry, Local Governments and CSO reports and plans report gender segregated data on an annual basis (ii) At least 50% of ministry, Local Governments and CSO reports and plans use gender- neutral languages. 	<ul style="list-style-type: none"> (i) Urban water supply department (ii) Rural water supply department (iii) Water quality department (iv) District water office (v) CSOs in water supply and sanitation promotion (vi) Office of the Principle Sociologist
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strategic objective 5: Partnerships and networking	Civil society engagement	<ul style="list-style-type: none"> (i) Number of copies of the gender strategy disseminated through UWASNET (<i>Gender Working Group</i>). (ii) Number of CSOs staff trained on gender mainstreaming through UWASNET. (iii) Number of gender issues raised and discussed through UWASNET and reported in the JSR 	<ul style="list-style-type: none"> (i) At least 200 copies of the gender strategy disseminated through UWASNET by FY 2019/20. (ii) At least 200 CSO staff undertaking training on gender mainstreaming and integration by FY 2020/21. (iii) At least one gender issue raised, discussed and reported through the JSR for recommendation each FY 	<ul style="list-style-type: none"> (i) UWASNET
	Networking and partnerships with development agencies	<ul style="list-style-type: none"> (i) Number of gender- focused advocacy and development activities conducted in partnership with development partners and CSOs. 	<ul style="list-style-type: none"> (i) At least two learning forums conducted on gender by FY 2020/21 	<ul style="list-style-type: none"> (i) Development partners (ii) All departments (iii) Office of the principal sociologist (iv) CSOs in WASH sector (v) UWASNET
	Participation in national and global gender agenda	<ul style="list-style-type: none"> (i) Participation in National Women's Days. (ii) Number of copies of gender-focused information disseminated on international days and events 	<ul style="list-style-type: none"> (i) Sector participates in annual National events related to children , women, youth and people with disability and push the WASH gender agenda 	<ul style="list-style-type: none"> (i) All departments (ii) Principal Sociologist (iii) CSOs in WASH sector (iv) UWASNET

Annex 2: SPECIFIC DEPARTMENTS/ DIVISIONS ACTION RESULTS

a) Water and Environment Sector Liaison department

STRATEGIC OBJECTIVES	RESULT AREAS	MEASURING INDICATORS	TARGET	RESPONSIBILITY
<i>Gender integration [policies, plans, guidelines, monitoring and evaluation]</i>	Ensure that new and revised policies, guidelines and strategies integrate gender	(i) Number of new and revised department guidelines and strategies that integrate gender	(i) All revised polices and guidelines integrate gender	Head of Department
	Ensure annual budgets and plans integrate gender and equity issues.	(i) The ministry Budget Framework Paper is gender and equity compliant as per Public Finance Management Act (2015)	(i) Department Annual Plan and Budget is gender and Equity Compliant	Head of Department and Department Economist
<i>Capacity enhancement and Promotion of gender- sensitive work place.</i>	Capacity building and knowledge sharing	(i) Percentage of ministry staff trained in gender mainstreaming (ii) Percentage of District Water Office staff trained in gender mainstreaming and integration (iii) Number of Water and sanitation gender strategy III Popular versions developed	(i) 70% of staff trained in gender mainstreaming by FY 2020/21 (ii) 100% of District Water Officer Staff trained in gender mainstreaming by FY 2020/21 (iii) Two popular versions of the Water and Sanitation Gender Strategy developed for the Urban Department and Water Resources Management Directorate by FY 2019/20	Liaison office
	Gender champions	(i) Number of senior ministry staff appointed as gender champions	(i) At least one gender champion appointed across departments by Nov 2018	

Gender. Documentation, reporting and dissemination	Develop gender-disaggregated data collection formats and template	(ii) Data collection templates are reviewed with a gender perspective	(ii) All data collection templates in line with the WASH golden indicators reviewed with a gender perspective by July 2019	Liaison office
	Engendered reporting and dissemination	(i) Number of ministry reports and plans engendered.	(i) At least 80% of ministry, reports and plans are engendered	Liaison office
Partnerships and networking	Collaboration and partnership with CSOs, private sector and DPs	(i) Number of CSOs staff trained on gender mainstreaming through UWASNET. (ii) Number of gender issues raised and discussed through UWASNET and reported in the SPR	(i) At least 200 CSO staff undertaking training on gender mainstreaming and integration by FY 2020/21 (ii) At least two gender issues presented in the JSR, or JTR on annual basis	Liaison office
	Participation in national and global gender agenda	(i) Number of international gender-focused events participation (ii) Number of copies of gender-focused information disseminated on international days and events	(i) At least two international days and events participated in for gender equality promotion annually (ii) At least 500 copies of gender-focused material in the sector disseminated annually	Liaison office

b) Urban Water Supply and Sewerage Department

STRATEGIC OBJECTIVES	RESULT AREAS	MEASURING INDICATORS	TARGET	RESPONSIBILITY
<i>Gender integration in policies, Plans and Guidelines</i>	Ensure that new and revised policies, guidelines and strategies integrate gender	(i) Number of new and revised department guidelines and strategies that integrate gender	(i) All new or revised manuals, guidelines, and strategies integrate gender	Head of Department Senior Sociologist
	Ensure annual budgets and plans integrate gender and equity issues.	(i) Departmental annual work plans and budgets address gender and Equity issues	(i) Annual Department work plan and budget address gender and equity issues	Head of Department, Monitoring and Evaluation Specialist and Economist
<i>Capacity enhancement for gender mainstreaming</i>	Capacity building and strengthening	(i) Number of urban staff trained in gender mainstreaming and integration	(i) About 70% of urban staff trained in gender mainstreaming training	Senior Sociologist
	Gender champions	(i) A gender champion identified, appointed and trained in gender mainstreaming and integration in the urban department	(i) At least 1 gender champion appointed by November 2018	Senior Sociologist

Economic empowerment through equitable access to water and sanitation	Access to credit and financial services	(i) Number of management committees trained in income generating activities such as tree nurseries, making crafts, briquettes etc.	(i) Number of BSLA formed and trained	Senior sociologist at the department
	Water supply and sanitation employment creation/ entrepreneurship	<ul style="list-style-type: none"> (i) Number of tap stands, kiosks managed by women and youth. (ii) Number of consultants encouraged to hire local people especially women in WSS service contracts in urban and RGCs. (iii) Number of consultancy services with a gender focal person/ specialist on their consultancy teams. (iv) Number of women occupying key positions on Water and Sanitation Boards (v) Number of water kiosk caretakers encouraged to start vending/ retail. business of household items and goods in the water kiosk spaces 	<ul style="list-style-type: none"> (i) At least 40% of tap stands, kiosks and prepaid meters managed by women and youth in small towns and RGCs. (ii) All new consultancy assignment with a precondition to hire at least 30% of local non-technical labour especially the causal laborers [<i>youth and women</i>]. (iii) All new consultancy assignments have a gender specialist (iv) At least 80% of Water and Sanitation Boards have women occupying key positions. (v) At least 50% all kiosk takers vending other items in the water kiosk alongside water 	Senior sociologist at the department

Engendered reporting and dissemination	Develop gender-disaggregated data collection formats and template	<ul style="list-style-type: none"> (i) Number of data collection templates with a gender perspective (ii) Number of reporting template with a gender perspective 	<ul style="list-style-type: none"> (i) All data collection templates in line with the WASH golden indicators reviewed with a gender perspective. (ii) All reporting templates in line with the WASH golden indicators reviewed with a gender perspective 	Senior Sociologist
	Engendered reporting and dissemination	<ul style="list-style-type: none"> • Number of department reports and plans engendered 	(i) At least 70 % of the department reports and plans are engendered.	Senior Sociologist

c) Rural water supply and sanitation department

STRATEGIC OBJECTIVES	RESULT AREAS	MEASURING INDICATORS	TARGET	RESPONSIBILITY
Gender integration [policies, plans, guidelines, monitoring and evaluation]	Ensure that new and revised policies, guidelines and strategies integrate gender	(i) Number of new and revised department guidelines that are gender -sensitive	(i) All new or revised manuals, guidelines, and strategies integrate gender	Head of Department Senior Sociologist
	Ensure annual budgets and plans integrate gender and equity issues.	(i) Departmental annual work plans and budgets integrate gender and Equity issues	(i) Annual Department work plan and budget integrate gender and equity issues	Head of Department Economist

Capacity enhancement for gender mainstreaming	Capacity building and strengthening	(i) Number of rural department staff trained in gender mainstreaming and integration	(i) 70% of rural department staff trained in gender mainstreaming training by FY 2020/21	Senior Sociologist
	Gender champions	(i) A gender champion identified, appointed and trained in gender mainstreaming and integration in the urban department	(i) At least 1 gender champion appointed	Senior Sociologist
	Access to credit and financial services	(i) Percentage of Water and Sanitation committees trained in income generating activities such as tree nurseries, making crafts, briquettes etc.	(i) 30% of new water and sanitation committees trained in income generating activities by FY 2019/20	Senior sociologist at the department
		(i) Number of WSC trained in saving and credit associations	(i) Number of BSLA formed and trained	Senior sociologist at the department

<p>Economic empowerment through equitable access to water and sanitation</p>	<p>Water supply and sanitation employment creation/ entrepreneurship</p>	<ul style="list-style-type: none"> (i) Number of women and youth encouraged to manage water supply schemes. (ii) Number of consultants encouraged to hire local people especially women in WSS service contracts (iii) Number of consultancy services with a gender focal person/ specialist on their consultancy teams (iv) Percentage of women on WSS committees in key positions of leadership (v) Number of water kiosk caretakers encouraged to start vending/ retail business of household items and goods in the water kiosk spaces 	<ul style="list-style-type: none"> (i) At least 20% of youth and women taking up management of WSS schemes (ii) All new consultancy assignment with a precondition to hire at least 30% of local labour especially the causal laborers [<i>youth and women</i>) (iii) All new consultancy assignments have a gender/ social specialist on their teams. (iv) At least 30% of the members in the committees are women in key positions. (v) At least 50% all kiosk takers vending other items in the water kiosk alongside water 	<p>Senior sociologist at the department</p>
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Engendered reporting and dissemination	Develop gender-disaggregated data collection formats and templates	<ul style="list-style-type: none"> (i) Number of data collection templates are reviewed with a gender perspective (ii) Number of reporting templates reviewed with a gender perspective 	<ul style="list-style-type: none"> (i) All Data collection templates in line with the WASH golden indicators reviewed with a gender perspective (ii) All reporting templates in line with the WASH golden indicators reviewed with a gender perspective 	Senior Sociologist
	Engendered reporting and dissemination	<ul style="list-style-type: none"> (i) Number of department reports and plans engendered. (ii) A section on gender created in the ministry, local government and CSOs reporting formats and SPR. 	<ul style="list-style-type: none"> (i) All department reports and plans are engendered (ii) A section on gender in the department reporting formats developed and operationalized 	Senior Sociologist
	Collaboration and partnership with CSOs, private sector and DPs	<ul style="list-style-type: none"> (i) Number of gender issues raised and discussed through software working group and reported in the SPR 	<ul style="list-style-type: none"> (i) At least two gender issues presented in the JSR, JTR or SPR from the software working group 	Senior Sociologist

<i>Partnerships and networking</i>	Participation in national and global gender agenda	(i) Number of international gender-focused events participation	(i) At least one joint press statement released on international days and events annually	Senior Sociologist
		(ii) Number of copies of gender-focused information disseminated on international days and events	(ii) At least one international days and events participated in for gender equality promotion annually	
			(iii) At least 100 copies of gender-focused material in the sector disseminated annually	

d) **Water for Production Department**

STRATEGIC OBJECTIVES	RESULT AREAS	MEASURING INDICATORS	TARGET	RESPONSIBILITY
<i>Gender integration [policies, plans, guidelines, monitoring and evaluation]</i>	Ensure that new and revised policies, guidelines and strategies integrate gender	(i) Number of new and revised department, guidelines and strategies that integrate gender	(i) All new or revised manuals, guidelines, and strategies integrate gender	Senior Sociologist
	Ensure annual budgets and plans integrate gender and equity issues.	(i) Departmental annual work plans and budgets integrate gender and equity issues	(i) Annual Department work plan and budget integrate gender and equity issues	Senior Sociologist and Economist

<i>Capacity enhancement for gender mainstreaming</i>	Capacity building and strengthening	(i) Percentage of staff trained in gender mainstreaming and integration	(i) 70% of water for production staff trained in gender mainstreaming training	Senior Sociologist
	Gender champions	(i) A gender champion identified, appointed and trained in gender mainstreaming and integration in the urban department	(i) At least 1 gender champions identified and trained	Senior Sociologist
	Access to credit and financial services	(i) Number of private operators and VTC/ VDC and management committees trained in income generating activities such as tree nurseries, making crafts, briquettes etc.	(i) All new and old VTs and VDs committees trained in income generating activities around the sources	Senior sociologist at the department
		(i) Number of VTC and VD committees trained and initiated to saving and credit associations	(i) At least 20% of the old and new VTS/ VD committees trained and initiated to saving and lending associations	Senior sociologist at the department

<p>Economic empowerment through equitable access to water and sanitation</p>	<p>Water supply and sanitation employment creation/ entrepreneurship</p>	<ul style="list-style-type: none"> (i) Number of consultants encouraged to hire local people especially women in valley tanks and valley dams and solar powered mini irrigation schemes service contracts (ii) Percentage of consultancy services with a gender focal person/ specialist on their consultancy teams. (iii) Number of women on WSS committees in key positions of leadership 	<ul style="list-style-type: none"> (i) All new consultancy assignments with a precondition to hire at least 30% of local labour especially the causal laborers [<i>youth and women</i>] (ii) All new consultancy assignments have a gender specialist as a pre-condition for work on their teams (iii) At least 30% of the members in the committees are women in key positions 	<p>Senior sociologist at the department</p>
<p>Engendered reporting and dissemination</p>	<p>Develop gender-disaggregated data collection formats and templates</p>	<ul style="list-style-type: none"> (i) Number of data collection templates is reviewed with a gender perspective. (ii) Number of reporting template reviewed with a gender perspective 	<ul style="list-style-type: none"> (i) All data collection templates in line with the WASH golden indicators reviewed with a gender perspective (ii) At least 2 reporting templates in line with the WASH golden indicators reviewed with a gender perspective 	<p>Senior Sociologist</p>
	<p>Engendered reporting and dissemination</p>	<ul style="list-style-type: none"> (i) Number of department reports and plans engendered. (ii) A section on gender created in the department reporting formats 	<ul style="list-style-type: none"> (i) At least 70 % of the department reports and plans are engendered. (ii) A section on gender in the department reporting formats developed and operationalized 	<p>Senior Sociologist</p>

e) Procurement and Disposal Unit

STRATEGIC OBJECTIVES	RESULT AREAS	MEASURING INDICATORS	TARGET	RESPONSIBILITY
<i>Gender integration [policies, plans, guidelines, monitoring and evaluation]</i>	Review procurement requests and ToRs to ensure gender integration	(i) Number of procurement requests and ToRs submitted for circulation to service providers and consultants with gender integrated	(i) All procurement requests and ToRs for expression of interests and solicitation of consultants, works , goods and services integrate gender	Head procurement
<i>Capacity enhancement for gender mainstreaming</i>	Gender champions	(i) Gender champions identified, appointed and trained in gender mainstreaming and integration in the department	(i) At least 1 gender champions appointed	Head procurement

f) Human Resources Department

STRATEGIC OBJECTIVES	RESULT AREAS	MEASURING INDICATORS	TARGET	RESPONSIBILITY
<i>Gender integration [policies, plans, guidelines, monitoring and evaluation]</i>	Review staff recruitment advertisement format and staff job descriptions to include gender aspects	(i) Number of job advertisements with a statement that Ministry of Water is an equal opportunities employer. (ii) Number of key staff job descriptions reviewed to include gender roles and activities	(i) All new staff advertisements made by the ministry for vacant positions (ii) At least 30% of old staff and 100% of all new job descriptions reviewed for gender integration by end of FY 2019/2020	Head of Human resources and administration department

Capacity enhancement for gender mainstreaming	Capacity building and Strengthening	(i) Number of ministry old and new staff trained in gender mainstreaming and integration during induction including the leadership code, employ code of conduct and employ rights and obligations including; paternity and maternity leave, sensation on the sexual harassment handling procedures to mention.	(i) At least 70 % of all ministry staff trained and sensitized on gender issues, employee conduct and rights and obligations including handling of sexual harassment at work by end of FY 2020/2021	
	Staffing and staff recruitment	(i) Number of affirmative action measures undertaken to increase employment opportunities for women and other vulnerable groups	(i) Number of job interview adverts with a statement “Ministry of Water and Environment is an equal opportunity employer” (ii) Number of job interviews with gender related questions and integration.	Head of Human Resources and Administration Department

	Gender-responsive work environment	(i) Number of gender responsive and friendly incentives promoted at work place	<ul style="list-style-type: none"> (i) At least 70% staff sensitized on paternity and maternity leave arrangements to ensure global standards and encourage staff to follow guidelines (ii) Establishment of baby care and feeding center at the work place (iii) Enforce a sexually harassment and abuse policy at the work place (iv) Ensuring marking and labeling of all common facilities and segregation for men, women and other vulnerable groups By end of FY 2018/19 (v) Ensure that all toilet and latrine facilities have condom dispensing boxes (vi) Ensure all female latrine have menstrual pads bins 	Human resources department
	Gender champions	(i) Gender champions identified, appointed and trained in gender mainstreaming and integration in the department	(i) At least 1 gender champion identified and trained	Head of Human resources and administration unit

g) Planning department

STRATEGIC OBJECTIVES	RESULT AREAS	MEASURING INDICATORS	TARGET	RESPONSIBILITY
<i>Gender integration [policies, plans, guidelines, monitoring and evaluation]</i>	Ensure that all policy reviews integrate gender aspects	(i) Number of new and revised department, guidelines and strategies that integrate gender	(i) All new and revised guidelines integrate gender	Head of department
	Ensure that all programs, plans and budgets integrate gender	(i) No of development, plans, programs and projects that are gender-sensitive	(i) All development plans, programs projects are gender-sensitive as per Public Financial Management on an annual basis.	Head of department
	Ensure annual budgets and plans integrate gender and equity issues.	(ii) Departmental annual work plans and budgets integrate gender and Equity issues	(ii) All development work plans and budgets are gender and equity sensitive as per public Financial Management Act (2016) on an annual basis	
	Establishment of gender champions	(i) Existence of a department gender champion	(i) A gender champion is identified and appointed at the department (ii) The gender champion is trained in gender mainstreaming policy, advocacy and lobbying for gender mainstreaming and integration	Head of department

	Engendered reporting and dissemination	<p>(i) Number of department/ division reports and plans report subjected to gender compliance checks [gender segregated data, gender-neutral language, budgeting and planning]</p> <p>(ii) Gender and other cross cutting issues given a dedicated chapter in the division/ department reporting format.</p>	<p>(i) All of department/ division reports and plans subjected to gender compliance checks [gender segregated data, gender- neutral language, budgeting and planning]</p> <p>(ii) All department / division reports have gender and other cross cutting issues in a dedicated chapter</p>	Head of department
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h) Water Resources, Planning and Regulation department

STRATEGIC OBJECTIVES	RESULT AREAS	MEASURING INDICATORS	TARGET	RESPONSIBILITY
<i>Gender integration in Policies, Plans and Guidelines</i>	Ensure that new and revised policies, guidelines and strategies integrate gender	(i) Number of new and revised department, guidelines and strategies that integrate gender	(i) All new or revised manuals, guidelines, and strategies integrate gender	Senior Sociologist
	Ensure gender budgeting and planning for all new department programs and projects	(i) Number of development programs and plans assessed for gender and including compliance as per Public Financial Management Act.	(i) All development programs and plans assessed for gender and including compliance as per Public Financial Management Act per year	Senior Sociologist at the department

Capacity enhancement for gender mainstreaming	Capacity building and knowledge sharing;	<ul style="list-style-type: none"> (i) Number of department old and new staff trained in gender mainstreaming and integration (ii) Number of copies of the gender staff and action tasks disseminated to department staff 	<ul style="list-style-type: none"> (i) All department old and new staff undertaking a gender mainstreaming training (ii) At least an equal number of staff copies of the WSGS III and action points circulated to staff 	Senior sociologist at the department
	Establishment of gender champions	<ul style="list-style-type: none"> (i) Existence of a department gender champion 	<ul style="list-style-type: none"> (i) A gender champion is identified and appointed at the department (ii) The gender champion is trained in gender mainstreaming policy, advocacy and lobbying for gender mainstreaming and integration 	Head of department
Economic empowerment through equitable access to water and sanitation	Access to credit and financial services	<ul style="list-style-type: none"> (i) Number of water catchment management zone committees trained in income generating activities such as tree nurseries, making crafts, briquettes etc. 	<ul style="list-style-type: none"> (i) At least 2 catchment zones management committees trained in income generating activities 	Senior sociologist at the department

	Water supply and sanitation employment creation/ entrepreneurship	<ul style="list-style-type: none"> (i) Number of consultancy services with a gender focal person/ specialist on their consultancy teams (ii) Number of water catchment management zones committee members and leaders who are women 	<ul style="list-style-type: none"> (i) All new consultancy assignments have a gender specialist as a pre-condition for work on their teams (ii) At least 30% of the members on water catchment management committee are women (iii) At least 30% of the gauge readers are women 	Senior sociologist at the department
Engendered reporting and dissemination	Develop gender-disaggregated data collection formats and templates	<ul style="list-style-type: none"> (i) Number of data collection templates reviewed with a gender perspective in the department (ii) Number of reporting templates reviewed with a gender perspective in the department 	<ul style="list-style-type: none"> (i) All data collection templates in line with the WASH golden indicators reviewed with a gender perspective [these will include, application forms for water permits both surface and underground water resources] (ii) All reporting templates in line with the WASH golden indicators reviewed with a gender perspective 	Senior sociologist at the department

	Engendered reporting and dissemination	<ul style="list-style-type: none"> (i) Gender and other cross cutting issues given a dedicated chapter in the division/ department reporting format. 	<ul style="list-style-type: none"> (i) All of department/ division reports and plans subjected to gender compliance checks [gender segregated data, gender- neutral language, budgeting and planning] (ii) All department / division reports have gender and other cross cutting issues in a dedicated chapter 	Senior sociologist at the department
<i>Partnerships and networking</i>	Civil society engagement, lobbying, advocacy and influencing	<ul style="list-style-type: none"> (i) Number of gender related water regulations shared with CSOs (ii) Number of CSOs trained on gender related water regulations (iii) Number of gender related water regulation case studies documented by CSOs 	<ul style="list-style-type: none"> (i) At least two gender related water regulations shared with CSOs (ii) At least 50 CSOs trained on gender related water regulations (iii) At least 5 gender related water regulation case studies documented by CSOs 	Senior sociologist at the department

i) **Water Monitoring and Assessment Department**

STRATEGIC OBJECTIVES	RESULT AREAS	MEASURING INDICATORS	TARGET	RESPONSIBILITY
<i>Gender integration [policies, plans, guidelines, monitoring and evaluation]</i>	Ensure that new and revised policies, guidelines and strategies integrate gender	(i) Number of new and revised department, guidelines and strategies that integrate gender	(i) All new or revised manuals, guidelines, and strategies integrate gender	Senior Sociologist
	Ensure gender budgeting and planning for all new ministry programs and projects	(i) All development plans and budgets are gender and equity sensitive as per Public Financial Management Act (2016)	(i) Annual work plans and budgets are gender and equity sensitive	Senior Sociologist at the department
<i>Capacity enhancement for gender mainstreaming</i>	Capacity building and knowledge sharing	<p>(i) Number of department old and new staff trained in gender mainstreaming and integration</p> <p>(ii) Department gender action points / tasks extracted and disseminated to all department staff</p> <p>(iii) Number of copies of the gender staff and action tasks disseminated to department staff</p>	<p>(i) All department old and new staff undertaking a gender mainstreaming training</p> <p>(ii) One water and sanitation gender strategy III department action points developed and shared</p> <p>(iii) At least an equal number of staff copies of the WSGS III and action points circulated to staff</p>	Senior sociologist at the department

	Establishment of gender champions	(i) Existence of a department gender champion	(i) A gender champion is identified and appointed at the department (ii) The gender champion is trained in gender mainstreaming policy, advocacy and lobbying for gender mainstreaming and integration	Head of department
<i>Engendered reporting and dissemination</i>	Develop gender-disaggregated data collection formats and template	(i) Number of data collection templates reviewed with a gender perspective in the department (ii) Number of reporting templates reviewed with a gender perspective in the department	(i) All data collection templates in line with the WASH golden indicators reviewed with a gender perspective (ii) All reporting templates in line with the WASH golden indicators reviewed with a gender perspective	Senior sociologist at the department
	Engendered reporting and dissemination	(i) Gender and other cross cutting issues given a dedicated chapter in the division/ department reporting format.	(i) All department / division reports have gender and other cross cutting issues in a dedicated chapter	Senior sociologist at the department

j) Water Quality Department

STRATEGIC OBJECTIVES	RESULT AREAS	MEASURING INDICATORS	TARGET	RESPONSIBILITY
<i>Gender integration [policies, plans, guidelines, monitoring and evaluation]</i>	Ensure that new and revised policies, guidelines and strategies integrate gender	(i) Number of new and revised department, guidelines and strategies that integrate gender	(i) All new or revised manuals, guidelines, and strategies integrate gender	Senior Sociologist
	Ensure gender budgeting and planning for all new ministry programs and projects	(i) All development plans and budgets are gender and equity sensitive as per public Financial Management Act (2016)	(i) Annual work plans and budgets are gender and equity sensitive	Senior Sociologist at the department
<i>Capacity enhancement for gender mainstreaming</i>	Capacity building and knowledge sharing;	<p>(i) Number of department old and new staff trained in gender mainstreaming and integration</p> <p>(ii) Department gender action points / tasks extracted and disseminated to all department staff</p> <p>(iii) Number of copies of the gender staff and action tasks disseminated to department staff</p>	<p>(i) All department old and new staff undertaking a gender mainstreaming training</p> <p>(ii) One water and sanitation gender strategy III department action points developed and shared</p> <p>(iii) At least an equal number of staff copies of the WSGS III and action points circulated to staff</p>	Senior sociologist at the department

	Establishment of gender champions	(i) Existence of a department gender champion	(i) A gender champion is identified and appointed at the department (ii) The gender champion is trained in gender mainstreaming policy, advocacy and lobbying for gender mainstreaming and integration	Head of department
	Engendered reporting and dissemination	(i) Gender and other cross cutting issues given a dedicated chapter in the division/ department reporting format.	(i) All department / division reports have gender and other cross cutting issues in a dedicated chapter	Senior sociologist at the department

k) Trans-boundary Water Resources Department

STRATEGIC OBJECTIVES	RESULT AREAS	MEASURING INDICATORS	TARGET	RESPONSIBILITY
<i>Gender integration [policies, plans, guidelines, monitoring and evaluation]</i>	Ensure that new and revised policies, guidelines and strategies integrate gender	(i) Number of new and revised department, guidelines and strategies that integrate gender	(i) All new or revised manuals, guidelines, and strategies integrate gender	Senior Sociologist
	Undertake gender analysis to inform new programmes and projects	(i) Number of gender analysis studies undertaken to inform new programmes	(i) Gender analysis study undertaken to inform new programmes	Senior sociologist at the department
	Ensure gender budgeting and planning for all new ministry programs and projects	(i) All development plans and budgets are gender and equity sensitive as per Public Financial Management Act (2016)	(i) Annual work plans and budgets are gender and equity sensitive	Senior Sociologist at the department

Capacity enhancement for gender mainstreaming	Capacity building and knowledge sharing;	<ul style="list-style-type: none"> (i) Number of department old and new staff trained in gender mainstreaming and integration (ii) Department gender action points / tasks extracted and disseminated to all department staff (iii) Number of copies of the gender staff action tasks disseminated to department staff 	<ul style="list-style-type: none"> (i) All department old and new staff undertaking a gender mainstreaming training (ii) One water and sanitation gender strategy III department action points developed and shared (iii) At least an equal number of staff copies of the WSGS III and action points circulated to staff 	Senior sociologist at the department
	Establishment of gender champions	<ul style="list-style-type: none"> (i) Existence of a department gender champion 	<ul style="list-style-type: none"> (i) A gender champion is identified and appointed at the department (ii) The gender champion is trained in gender mainstreaming policy, advocacy and lobbying for gender mainstreaming and integration 	Head of department
Engendered reporting and dissemination	Develop gender-disaggregated data collection formats and templates	<ul style="list-style-type: none"> (i) Number of data collection templates are reviewed with a gender perspective in the department (ii) Number of reporting templates reviewed with a gender perspective in the department 	<ul style="list-style-type: none"> (i) All data collection templates in line with the WASH golden indicators reviewed with a gender perspective (ii) All reporting templates in line with the WASH golden indicators reviewed with a gender perspective 	Senior sociologist at the department
	Engendered reporting and dissemination	<ul style="list-style-type: none"> (i) Gender and other cross cutting issues given a dedicated chapter in the division/ department reporting format. 	<ul style="list-style-type: none"> (i) All department / division reports have gender and other cross cutting issues in a dedicated chapter 	Senior sociologist at the department

1) NGOs/CSOs

STRATEGIC OBJECTIVES	RESULT AREAS	MEASURING INDICATORS	TARGET	RESPONSIBILITY
<i>Gender integration [policies, plans, guidelines, monitoring and evaluation]</i>	Ensure that new and revised operational guidelines integrate gender	(i) Number of new and revised operational, guidelines and strategies that integrate gender	(i) All new or revised manuals, guidelines, and strategies integrate gender	Senior Sociologist
	Ensure gender budgeting and planning for all new CSO/NGO programs and projects	(i) Number of development programs, projects developed integrating gender.	(i) All development programs, projects and plans developed integrate and mainstream gender aspects.	Gender focal person at the NGO/CSO
<i>Capacity enhancement for gender mainstreaming</i>	Capacity building and knowledge sharing	(i) Number of NGO/CSO staff old and new trained in gender mainstreaming and integration (ii) Gender action points / tasks extracted and disseminated to all NGO/ CSO staff (iii) Number of copies of the NGO/CSO gender policy disseminated to staff	(i) All NGO/CSO old and new staff undertaking a gender mainstreaming training (ii) At least an equal number of staff copies of the WSGS III and action points circulated to staff	Gender focal person at the NGO/CSO
	Establishment of gender champions	(i) Number of staff volunteered to work as gender champions (ii) Number of gender champions trained in gender mainstreaming, advocacy, lobbying and counseling services	(i) At least one gender champion identified and appointed in an NGO/CSO (ii) At least one champions and 1 gender focal person at the NGO is trained in gender mainstreaming policy, advocacy and lobbying for gender mainstreaming and integration	Gender focal person at the NGO/CSO

Engendered reporting and dissemination	Develop gender- disaggregated data collection formats and templates	<p>(i) Number of data collection templates reviewed with a gender perspective at the NGO</p> <p>(ii) Number of reporting templates reviewed with a gender perspective in the NGO</p>	<p>(i) All data collection templates in line with the WASH golden indicators reviewed with a gender perspective</p> <p>(ii) All reporting templates in line with the WASH golden indicators reviewed with a gender perspective</p>	Gender focal person at the NGO/CSO
	Engendered reporting and dissemination	<p>(i) Number of NGO reports and plans subjected to gender compliance checks1 [gender segregated data, gender-neutral language, budgeting and planning]</p> <p>(ii) Gender and other cross cutting issues given a dedicated chapter in the NGO reporting format.</p>	<p>(i) All of NGO reports and plans subjected to gender compliance checks [gender segregated data, gender-neutral language, budgeting and planning]</p> <p>(ii) All NGO reports have gender and other cross cutting issues in a dedicated chapter</p>	Gender focal person at the NGO/CSO
Partnerships and networking	Networking and partnerships with development agencies	(i) Number of gender related activities undertaken under the UWASNET umbrella	(i) At least two gender related activities undertaken under UWASNET Umbrella	Gender focal person at the NGO/CSO
	Participation in national and global gender agenda	(i) Number of international gender-focused events participation	(i) At least two international gender- focused events participation with a press statement and distribution of materials	Gender focal person at the NGO/CSO

m) District Local Governments

PILLARS	RESULT AREAS	MEASURING INDICATORS	TARGET	RESPONSIBILITY
<i>Gender integration [policies, plans, guidelines, monitoring and evaluation]</i>	Ensure that all districts water and sanitation by-laws and ordinances integrate gender aspects	(i) Number of new and revised ordinances and byelaws that integrate gender	(i) All reviewed ordinances and byelaws integrate gender	District gender focal point person
	Ensure gender budgeting and planning for District Water Office programs and projects	(ii) Number of development programs, projects developed to integrate gender.	(ii) All development programs, projects and plans developed integrate and mainstream gender aspects.	Gender focal person in DWO
<i>Capacity enhancement for gender mainstreaming</i>	Capacity building and knowledge sharing;	(i) Number of district water office staff trained in gender mainstreaming and integration (ii) District Water Office gender action points / tasks extracted and disseminated to all District Water Office staff and extension staff	(i) All district old and new staff undertaking a gender mainstreaming training (ii) A gender action plan for the District Water Office developed and shared	District gender focal point person
	Gender Focal Point Officer	(i) Gender Focal Point Officer appointed and trained in gender mainstreaming by end of FY 2018/19	(i) A gender Focal Point Officer in place and trained	District Water Officer and Chief Administrative Officer

Economic empowerment through equitable access to water and sanitation	Access to credit and financial services	(i) Number of private operators and management committees trained in income generating activities such as tree nurseries, making crafts, briquettes etc.	(i) All new and old water source or scheme operators trained in income generating activities	District gender focal point person
		(ii) Number of WSC trained and initiated to saving and leading associations	(i) At least 5% of new WSC are trained and initiated to saving and lending associations	District gender focal point person
	Water supply and sanitation employment creation/ entrepreneurship	(i) Number of consultants encouraged to hire local people especially women in WSS service contracts (ii) Number of women on WSS committees in key positions of leadership	(i) All new consultancy assignment with a precondition to hire at least 30% of local labour especially the causal laborers [youth and women] (ii) At least 90% of committees have women in key positions	District gender focal point person
Engendered reporting and dissemination	Engendered reporting and dissemination	(i) Number of district reports and plans subjected to gender compliance checks [gender segregated data, gender-neutral language, budgeting and planning] (ii) Gender and other cross cutting issues given a dedicated chapter in the district reporting format.	(i) All of district reports and plans subjected to gender compliance checks [gender segregated data, gender-neutral language, budgeting and planning] (ii) All district reports have gender and other cross cutting issues in a dedicated chapter	District gender focal point person

Partnerships and Networking	Civil society engagement, lobbying, advocacy and influencing	(i) Number gender related guidelines shared with CSOs	(i) At least two gender related water guidelines shared with CSOs	District gender focal point person
	Networking and partnerships with development agencies	(i) Number of gender related activities undertaken in partnership with CSOs, DP	(i) At least five gender related activities undertaken in partnership with CSOs, DP	District gender focal point person
	Participation in national and global gender agenda	(i) Number of international gender-focused events participation	(i) At least five international gender-focused events participation with a press statement and distribution of materials	District gender focal point person

Annex 2: References

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22. Rural Water Supply and Sanitation Extension Workers Handbook
23. The anti-Female Genital Mutilation Act of (2010)
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30. The Convention on the Rights of the Child (CRC, 1990)
31. The East African Community (EAC) Treaty (2000)
32. The Equal Opportunities Commission Act (2007)
33. The International Conference on Population and Development (1994)
34. The Millennium Declaration (2000)
35. The New Partnerships for African Development (NEPAD)
36. The Protocol on the Rights of Women in Africa (July 2003)
37. The Uganda Participatory Poverty Assessment survey (2016)
38. The United Nations Declaration on Violence against Women (DEVAW, 1993)
39. The water supply and sanitation programme (WSSP II)
40. Uganda Demographic Health Survey (2011)
41. Uganda Gender Policy 2007
42. Uganda Strategic Country Gender Assessment (World Bank 2015)

Annex 3: Glossary

Affirmative action refers to preferential treatment measures for redressing inequalities or imbalances in accessing resources, power or opportunities. It is a temporary commitment.

Gender is the social and cultural construct of roles, responsibilities, attributes, opportunities, privileges, status, access to and control over resources and benefits between women and men, boys and girls in a given society.

Gender and Development (GAD) is an approach that affirms and supports women's equal role in development. It also questions the direction of development, advocates for structural transformation, and insists on the transformation of gender relations. GAD does not mean a de-emphasis on women; rather its goal is women's empowerment and equality of women and men in the reproductive as well as productive spheres.

Gender and equity budgeting is a type of resource allocation that includes analysis of public revenues and public expenditures from a gender and equity perspective. This means that the budgetary implications for, and impacts on, women and girls, compared to men and boys, are considered. A Gender tool is applied to mainstream the budgetary processes.

Gender based discrimination is a distinction made on the basis of sex, race, religion, disability age, geographical location etc. This leads to exclusion of groups of people and individuals and/or preference being given to others.

Gender division of labour is the allocation of different tasks, responsibilities and activities to women and men, boys and

girls in households, communities and society considered socially and culturally appropriate. Gender roles arise from gender division of labour.

Gender equality is the ability of men and women, boys and girls to enjoy the same status and have equal opportunity to realize their potential to contribute to socio-cultural, economic and political development. It can be captured in three dimensions equality in capabilities as in education and health levels; opportunities to utilize capabilities to earn incomes and live to full potential; and agency which is the ability to influence outcomes.

Gender Equity is fairness and justice in the distribution of opportunities, resources, benefits, and responsibilities between men and women, girls and boys in all spheres of life.

Gender Issue is a point of gender inequality that is undesirable and requires intervention. It results from some form of gender discrimination or oppression. A Gender issue arises when there is inequality, inequity or differentiated treatment of an individual or a group of people purely on the basis of social expectations and attributes.

Gender mainstreaming is a conscious approach of an organization to take into account gender equality concerns in all policy, programme, administrative and financial activities as well as organizational structures and procedures. It is based on a political decision to work towards and finally achieve the goal of gender equality within the organization thus contributing towards gender equality in the respective society. It involves applying a variety of measures, providing resources (financial, human, time, information) and ensuring a process of learning

and transformation.

Gender Needs are requirements that arise from people's positioning in society, determined by the socially constructed attributes. Gender needs are normally classified as either practical or strategic.

Gender relations are principally about power. The term gender relations refer to those dimensions of social relations that create differences in the positioning of women and men in social processes. Through gender relations, men are often given greater capacity than women to mobilize a variety of resources and cultural roles. Gender relations consist of social distribution of space, the norms governing the space, and the social, political and economic rights. Gender relations entail the ways in which a culture or society defines entitlements, responsibilities and identities of men and women in relation to one another.

Gender responsiveness is the ability of an individual or agency, to take into account the social relations of women and men as well as differences in their needs in any undertaking or decision.

Gender roles are the socially constructed and defined responsibilities for example, child rearing is a female gender role rather than a female sex role as it can be done equally by men or women. Unlike sex roles, gender roles are not universal and differ in different places and from time to time. They are also changeable and interchangeable.

Gender sensitivity is being conscious of the different situations and needs of women and men, throughout the decision-making process. It entails the ability to recognize the differences in

perception and interests between males and females arising from their different social position and different gender roles.

Gender-sensitive indicators are designed to measure benefits to women and men and capture quantitative and qualitative aspects of change. Gender-sensitive indicators are indicators disaggregated by sex, age and socio-economic background. They are designed to demonstrate changes in relations between women and men in a given society over a period of time. The indicators comprise a tool to assess the progress of a particular development intervention towards achieving gender equality. Sex-disaggregated data demonstrates whether both rural women and men are included in the programme or project as agents/project staff, and as beneficiaries at all levels.

Gender-specific policies these use the knowledge of gender differences in a given context to respond to the practical gender needs of a specific gender working with the existing division of resources and responsibilities.

Sex roles arise from the biological differences between women and men and cannot be changed. Pregnancy is an example of a sex role for women because only women have the ability to bear children.

Sex, refers to biological characteristics that make an individual male or female. Sex differences are God given, universal and unchangeable.

Sex-disaggregated data collection and use of quantitative and qualitative data by sex (i.e., not gender) is critical as a basis for gender-sensitive research, analysis, strategic planning, implementation, monitoring and evaluation of

programmes and projects. The use of these data reveals and clarifies gender-related issues in areas such as access to and control over resources, division of labour, violence, mobility and decision-making.

Women in Development (WID) is a concept, which denotes an approach that advocates for women targeted interventions within the mainstream of development so as to improve their condition.

Women's Empowerment is the process of enhancing women's capacity to take charge of their own development. The process involves enabling women to make their choices, have a say in decisions that affect them, ability to initiate actions for development, change in attitudes, and increased consciousness of equal access to and control of resources and services in order to take charge of their opportunities.

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