

CHAPTER EIGHT

INFRASTRUCTURE AND SERVICES (I&S)



The I&S Directorate's mandate is to facilitate and coordinate the promotion and provision of adequate, interconnected and efficient regional infrastructure. The programme focuses on transport, communications and meteorology, energy, tourism and water. Currently there are 13 projects underway in the Directorate. For example, under the water sector there is a SADC Water Programme- Regional Strategic Action Plan being implemented. This focuses on capacity building, water governance, strategic water resources management and infrastructure support.

The Directorate undertakes intensive consultations with multi sectoral stakeholders during the inception of most projects, and takes cognisance of all cross cutting issues, including gender. The impact of Directorate projects in rural communities are considered, including the implication for women having access to and participating in these projects. Specific examples of gender mainstreaming include guidelines on gender equality and empowerment of disadvantaged people in the Information and Communications Sector, and a project that seeks to ensure broader stakeholder participation in the Water Governance Cluster, more specifically women and youth so that they fully participate in water resources management and development.

In the 2004 training of I&S staff, guidelines for mainstreaming gender in the Directorate were developed, which included policy and legal frameworks, institutional structures and mechanisms, training and capacity building and programme interventions, and these can also directly influence the work of the Directorate. There is therefore no shortage of 'road signs' for gender mainstreaming in the Directorate, which can be translated into a coherent planning, programming and implementation framework.



Case study: Who benefits from SDI's?

Three SADC countries are co-operating in a Spatial Development Initiative (SDI) that will provide a major road transport corridor between the countries, as well as open up a game reserve that is shared by the three countries. It is hoped that the initiative will have major spin offs for communities in rural areas. Due to migrant labour, the majority of the inhabitants in these areas are women.

A tender is put out for the road and is won by a large multinational company. Ninety percent of the employees are men. A women's empowerment group tenders of the provision of steel road railings, but is unable to compete on price. In the end the multinational company wins this tender as well. The road built is a toll road. While this has major advantages for big business, most of those in the informal sector cannot afford to use the toll road.

The toll road opens up the possibility of fruit and craft markets along the way. Many women set up make shift stalls. However, these are found to be in violation of municipal by-laws and are demolished. Sex work becomes a thriving industry as male truck drivers who ply the route pull up to small villages and spend the night there, seeking out the services of women and especially younger girls. This leads to an increase in teenage pregnancies and school drop outs, as well as HIV and AIDS, especially among young women.

Part of the spatial development initiative includes the building of a dam to provide water for the construction. A meeting is held in the immediate vicinity to discuss how the dam can benefit the community. The male local councillor and a group of men farmers argue for the establishment of an irrigation scheme. Women on the other hand want water to be piped to the nearby village where there is no running water. Although over half of the participants in the meeting are women, the irrigation proposal wins the day.

Further down the transport corridor, a meeting is held by tourism officials from the three countries with local communities living next door to the game park concerning the possibility of them participating in a major project to encourage increased tourism to the game park. The majority of participants are men, and local chiefs lead the delegations to the meeting. The meeting agrees on a fee to be paid to the small scale farmers for the game park to spill over into their lands to increase the size of the area that can be visited. All the title deeds of adjoining lands are held by men. The participants are advised that there will be several job opportunities for hunters, trackers and walking tour guides. All those who sign up for these jobs are men.

One woman in the community who has travelled to East Africa as part of a regional tourism study visit is keen to start up an ethno tourism project that would involve a bed and breakfast facility in a traditional village setting with dancing, traditional food and beer. With Soccer 2010 coming up, and the road forming a major highway between the three countries, she can foresee major business opportunities.

She goes to a local bank to try and get credit, but the bank turns down her loan application as she lacks collateral, and does not have a husband to sign the application form. However, she hears of an NGO that offers internet training to women, and manages to set up her own website where she advertises her bed and breakfast. This starts to bring a reasonable flow of curious tourists, but she is constrained in expanding the business by lack of capital.

Questions

1. Looking at the initiatives surrounding this spatial development initiative, whom would you say stands to benefit most, women or men? Please use the framework below to organise your answers:

INITIATIVES	WHO BENEFITS	
	Women	Men

2. What are some of the gender dynamics in the decision-making processes? What is the effect of these?

3. If you were to redesign this programme in such a way that women and men benefit more equally what are some of the measures you would take? Which of these would you describe as practical and which as strategic? Use the framework below to record your answer and tick in the appropriate space whether you consider the measure practical or strategic.

MEASURES TO BE TAKEN	PRACTICAL	STRATEGIC

4. From this exercise what do you understand by the term gender mainstreaming? Why is it important?

5. From this exercise, please list some key gender issues for your sector.



Exercise 23: Finding Gender in I&S plans and programmes

Go through the I&S business plan in light of the key gender issues in tourism, infrastructure, water and sanitation and energy identified and answer the following questions

1. Is there explicit reference to the key gender equality issues outlined in the key sectors?

2. If yes, where, is this adequate in line with requirement for gender mainstreaming?

3. Would you describe I&S plans as gender blind, gender neutral or gender aware?

4. What steps can be taken to ensure that the business plan is gender aware?



Notes:

A review of the I&S 5 year and 1 year implementation plans (February 2008) also shows that in the tourism sector there is a component that aims to promote the increased participation of SMEs and disadvantaged groups in the tourism sector, and this includes developing a programme on gender mainstreaming in the SADC Tourism sector. However, on the whole there is need for a systematic approach to mainstreaming gender in all areas of work.



Exercise 24: Finding gender in I and S legal and policy instruments

Now go through relevant legal and policy instruments and pick out ways in which they impact on your sector with regard to gender mainstreaming.

Instrument	Relevant provisions for gender mainstreaming
Millennium Declaration and Millennium Development Goals – Goal 1 and 3 (2000)	
Convention on the Elimination of All Forms of Discrimination Against Women (1979)	
Protocol to the African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (adopted 2003)	
The SADC Trade Protocol	
SADC Regional Gender Policy SADC Declaration on Gender and Development (1997)	
Draft SADC Protocol on Gender and Development	
2007 SADC Regional Water Strategy	
Other legal or policy instruments relevant to the sector	



Notes

The SADC Gender Policy envisages a policy and regulatory framework that is sensitive to key challenges to gender equality, including research and fostering appropriate, affordable and beneficial technologies in the areas of storage water collection and fuel production. The Strategic Implementation Framework on Gender and Development (2006-2010) (SIF) on the other hand has a specific action area of achieving women’s equal participation in and benefit from water and sanitation projects by 2010. These are some key issues that should influence programming in I&S.

Action planning



Exercise 25: Think through all the different programme areas of I & S and identify key gender issues, as well as at least one key action that can be taken in each case.

AREA OF WORK	GENDER ISSUE	ACTION
ENERGY		
REPN		
ProBec		
REPM		
SAPP		
WESTCOR		
SADC Power Surplus Capacity		
REPGA		
TRANSPORT		

AREA OF WORK	GENDER ISSUE	ACTION
Improved Port Security		
Model Agr Shared Inland Waterways		
Road User Charges		
Insurance (3d Party/Motor Vehicle)		
Market Liberalisation Plan		
Kazungula Bridge		
Transport/Trade Facilitation		
Air Transport Market		
TOURISM		
Marketing and Promotion of SADC		
2010 FIFA World Cup		
TFCAs		
UNIVISA system		

AREA OF WORK	GENDER ISSUE	ACTION
Protocol Tourism Development		
Model Tourism Legislation		
Tourism Capacity Enhancement		
Research and Statistics		
WATER		
Dam Safety and Operation		
World Commission on Dams		
SADC Protocol on Shared Water Courses		
River Basin Management		
SADC HYCOS		

Sub-sector resources

The following fact sheets, checklists and additional resources, arranged by sub-sector, will assist in drawing up your gender action plan.

Energy



Fact Sheet 9: Key Gender Issues in Energy for Sustainable Development³⁴

There is now international consensus on the need to achieve sustainable development, which seeks to balance economic growth with concerns for social equity, and environmental protection. This implies also the extension of the benefits of development to all men and women, particularly to address the social equity dimension of development, including poverty eradication. According to the RISDP the overall goal of the energy sector in SADC is to ensure the availability of sufficient, reliable, least-cost energy services that will assist in the attainment of economic efficiency and the eradication of poverty whilst ensuring the environmentally sustainable use of energy resources. The sub-sectors for cooperation include wood fuel, petroleum and natural gas, electricity, coal, new and renewable sources, and energy efficiency and conservation.

The SADC Protocol on Energy was signed in August 1996 and came into force in April 1997 and aims at the harmonisation of national and regional energy policies; cooperation in the development of energy and energy pooling; ensuring the provision of reliable, continued and sustainable energy services in the most efficient and cost-effective manner; promoting joint development of human resources and organisational capacity building; and cooperation in research, development, adaptation, dissemination and transfer of low-cost energy technologies. Linked to global development and human rights frameworks as regards equality of access to energy resources by women and men, there is an acknowledgment in the RISDP, that one of the challenges "includes the need to develop programmes that will address gender issues".

Clearly "access to affordable energy services is an essential prerequisite to achieving economic growth and poverty reduction. In order to achieve the global (MDGs) poverty target, the distinct energy concerns of women need to be addressed through gender sensitive policies and programmes"³⁵. Approximately 2 billion people globally do not have electricity, and a similar number rely on traditional fuels, such as wood, charcoal, dung and agricultural residues for cooking and heating. Grid based electricity still does not reach many in the rural areas in spite of the rolling out of rural electrification programmes, and the urban poor in many countries do not have access to the electricity also. With the SADC region experiencing diminished capacity to supply electricity, the problem will become more acute. There is no adequate distribution of gas and other cooking and heating fuels.

Increased access to electricity is required through extension of power grids, as well as installation of decentralised small scale energy systems powered by diesel fuel or by renewable technologies using solar, micro-hydro, wind, or biomass resources. Raising awareness and marketing energy efficient end use technologies is necessary for reducing overall fuel and electricity demands. Linked to poverty eradication and human development, this strategy must be policy based and pro poor, targeting those in most need. The feminisation of poverty, by extension, demands that energy policies and projects target women's empowerment. Given the sexual division of labour and that women traditionally bear the responsibility for collecting water and fuel, they stand to gain the most from increased access to improved energy services.

³⁴ All information from UNDP (2004) Gender and Energy for Sustainable Development: A Toolkit and Resource Guide, unless otherwise stated
³⁵ Ibid (2004:8)

Women and girls spend a lot of time and physical effort gathering fuel and carrying water, which, with a multiple other roles, limits their ability to engage in education/literacy and income generating activities. As pointed out earlier in this Resource Kit, women's literacy levels in SADC are lower relative to men's (save for Lesotho and Botswana). Much of women's time is taken up with difficult and time consuming chores related to food processing, usually without mechanical or electrical equipment, and to cooking without clean burning fuels and energy efficient appliances.

Due to challenges resulting from the women's experiences in the energy sector, many women and girls suffer from health problems linked to gathering and using traditional fuels. This includes serious long term physical damage from strenuous work without sufficient time to recuperate, aside from the time and physical burden of gathering fuel. Gathering fuel has its own hazards including falls, threats of assault and environmental impacts such as inclement weather. Other health hazards arise from cooking over poorly ventilated indoor fires, including respiratory infections, cancers and eye disease. It's been observed that "smoke from poorly ventilated indoor fires accounts for close to 2 million premature deaths per year"³⁶.

Increased access to non polluting power for lighting, cooking, and other household and productive purposes, and reducing the drudgery associated with compromised access to energy has dramatic positive effects and can contribute significantly to women's empowerment. This includes increased participation in community activities, better access to education and literacy courses, better health and nutrition, and economic opportunities. This will in turn have a positive impact on their families, communities and the broader society, and contribute to poverty reduction and environmental protection.

From a policy perspective, attention to differing needs and interests of women and men in relation to fuel choices, electricity generating capacity, and energy delivery systems is key to the success of policy interventions. Thus energy delivery services have to meet women's practical needs (pumping water supplies reducing the need to haul and carry, lighting improves working conditions at home), strategic needs (making streets safer, electronic communications), productive needs (power for specialised activities e.g hairdressing, refrigeration of food). Energy planning must thus focus on energy demands characteristic of women, particularly those in rural areas. There is need to prioritise rural energy needs for domestic, agricultural, and small scale informal production activities where women predominate, which is currently lacking.

Some of the areas for policy response and implementation include fuel for household use in traditional activities, mechanised equipment, lighting, water pumping, transportation, information and communications. At project level, there is need to empower women through involving them in project design and implementation activities, supported by gender sensitive needs assessment, participatory processes, bringing in a dimension of income generation, including providing market access, finance and credit. This should be reinforced by capacity building and training, and ensuring that all projects contribute to environmental sustainability.

³⁶ Ibid (2004:9)



Checklist

Conceptualisation

- ✓ Has all information been disaggregated by sex, age, ethnic origin?
- ✓ Have those involved with the problem identification been briefed on gender and energy issues?
- ✓ Is there a gender dimension to the issue being addressed by the project?
- ✓ What are the differences in energy requirements of any new activities that are planned/desired for women and men? Has consideration been given to doing a gender sensitive energy needs assessment? What are the energy technology options?
- ✓ Have individuals and women's NGOs with knowledge and experience of gender mainstreaming participated in strategy development and agenda setting?

Problem identification

- ✓ Is the stakeholder analysis based only on expert information or does it take into account inputs from end users, including women in the community? What are the energy requirements of any new activities that are planned/desired by men and women?
- ✓ What are the opportunities/constraints posed by local cultural practices to the project and project planning?
- ✓ Should women and men be consulted separately?
- ✓ What is the difference between women's and men's ability (including resources) to participate during the problem identification stage as well as in the other stages of the project cycle?
- ✓ What are the priorities of women and men to improve their livelihood outcomes? How do women and men prioritise possible livelihood strategies to accomplish this?
- ✓ Can energy technologies play a part in achieving these livelihood outcomes?
- ✓ What current livelihood strategies do women and men use to survive (related to their priorities) and what is the role of energy in these?
- ✓ What are limiting factors that make women and men use these livelihood strategies?
- ✓ What energy interventions will improve the livelihood strategies of women and men? Will women or men be responsible for the activities related to new interventions?

Project formulation

- ✓ Are the different roles and responsibilities of women and men well documented and understood?
- ✓ What are the differences of access to and control over resources related to energy and energy services between women and men?
- ✓ Does the project formulation process take into account women's knowledge, especially on ecosystems and biodiversity, as well as biomass for fuel?
- ✓ Has all background information been disaggregated by sex, age and ethnic origin?
- ✓ What are the expected positive and negative impacts on women and men as a result of the project? How can the impacts be increased or reduced respectively?
- ✓ What are the factors (discriminatory attitudes, lack of time) that may influence women's ability to participate and benefit from the initiative? Has the project consciously and effectively created space and opportunity for women community members to participate in the project formulation?
- ✓ Have both women and men's views about the proposed technology options and design features been sought? What are the benefits of the intervention as perceived by women and men?
- ✓ Will women and men benefit or be disadvantaged in the same way by the adoption of the proposed interventions and means of implementation?

Participation of women and men in implementation and constraints

- ✓ What relevant resources related to the intervention do women and men have access to and control over?
- ✓ Are women and men likely to make decisions regarding the adoption of the proposed intervention and participation in implementation?
- ✓ How can the intervention ensure access to assets and power to make decisions by both women and men?
- ✓ How can women and men use/benefit from the intervention?
- ✓ Will women and men be involved in maintenance and repair?
- ✓ Is training necessary? If so, what for and for whom?
- ✓ Have the differences between women and men's willingness and ability to contribute labour, materials and money for project activities been determined?
- ✓ Will the initiative increase women's, men's, boys', girls' workload during or after the initiative? Are there conflicting demands?
- ✓ Are women or men, or both going to be involved in the management of the project, and under what arrangements?
- ✓ Will women or men be involved in maintenance and repair and under what arrangements?
- ✓ Do women or men need training in either of these two areas?

Policy institutional process related constraints/needs

- ✓ Do the implementing organisations have the capacity to work using a gender perspective? Is the personnel gender sensitive?
- ✓ Do existing policies take into account gender equality?
- ✓ Do existing institutions have a framework for gender sensitive stakeholder consultations?
- ✓ Has consideration been given to how the project design will address constraints in policies, institutions or processes?
- ✓ Has consideration been given to policy, institutional and process related reforms to address gender issues related to access to energy services?
- ✓ Is there a need for capacity building in these areas?
- ✓ In looking at alternative strategies, has there been consideration of the possible benefits of the strategies that both promote women's participation and empowerment, whilst contributing to sustainable energy use?

Objectives/outcomes/management arrangements

- ✓ Is it appropriate to have specific objectives related to gender equality?
- ✓ Given the proposed intervention, will the livelihood outcomes for women and men change?
- ✓ Are gender issues clearly set out in the logical framework?
- ✓ What activities are required to ensure attention to gender issues?
- ✓ Is there a budget for gender related analysis and activities?
- ✓ What type of expertise is required to ensure attention to gender issues?
- ✓ Do partner or implementing organisations have a commitment to gender equality?
- ✓ Are the responsibilities and expectations concerning gender aspects clearly indicated in project documents, agreements and contracts?

Indicators

- ✓ Are the project indicators gender sensitive?
- ✓ Will indicators be disaggregated on the basis of sex?
- ✓ Have both women and men participated in the development of indicators?
- ✓ Are there indicators to track progress toward meeting specific objectives relating to women's participation, the capacity of organisations to work with a gender perspective e.t.c

Project appraisal

- ✓ What are the views of women and men on the value of proposed interventions and what are their priorities?
- ✓ Have relevant gender issues been raised at project appraisal meetings, ensuring discussion on the impact of the project on gender equality in the community/country?
- ✓ To what extent have all stakeholders, in particular NGOs and individuals with knowledge and expertise in mainstreaming gender and energy participated in project appraisal?

Project implementation

- ✓ Have all possible steps been taken to ensure gender balance in project staff?
- ✓ Has gender balance in project training been ensured?
- ✓ How far has gender balance in project meetings/initiatives been achieved?
- ✓ Do project staff include gender knowledge and experiences in the terms of reference?
- ✓ Do programme staff monitor disbursements to ensure that inputs are used in ways that will ensure equality of outcomes for both women and men project/programme beneficiaries?
- ✓ Have women's groups and NGOs been involved in the collection and interpretation of data?

Monitoring and evaluation

- ✓ Is/has the gender equality objective(s) being/been met?
- ✓ Do programme and project evaluation reports reflect gender issues and is information disaggregated by sex?
- ✓ Do final reports systematically identify gender gaps and gender related project successes?
- ✓ Do the terms of reference of evaluators require gender experience and expertise?
- ✓ Are evaluators briefed on relevant gender issues and provided with documentation?
- ✓ Will the evaluation consider project outcomes/results with respect to differences in needs and priorities for women and men?
- ✓ Does the assessment incorporate the views of end users, both women and men? Who decides whether the project is successful or not? What are the parameters for success? Do the monitoring reports capture information on gender related changes, including impact of the intervention on women's workload and time use, access to and control of income and resources, decision making, reproductive roles, and expressed aspirations of women and men?
- ✓ Will the evaluators seek the input of both women and men and analyse differences and similarities? Is there a feedback mechanisms within the project that allows implementers to take corrective action where necessary? Are women able to influence corrective action in the same way as men?

Impact assessment and lessons learned

- ✓ What were the impacts of the project on women and men?
- ✓ Will the post evaluation identify lessons learned relating to working with a gender perspective in energy?
- ✓ How will this feed into the next project cycle?

Water supply and sanitation

Fact sheet 10³⁷ : Gender in water supply and sanitation

The centrality of water as a key resource supporting sustainable development in the region is captured in the Southern African Vision for Water life and the Environment in the 21st Century. The vision centers on "equitable and sustainable utilisation of water for social, environmental justice, and economic benefits for present and future generations", which is the global vision. This is underpinned by a focus on social and economic development; equitable access to water of an acceptable quantity and quality; proper sanitation for all and safe waste management; food security for all; energy security; sustainable environment; security from disasters; and integrated water resources development and management.

This broad vision raises water to a priority intervention area, particularly as Goal 7 target 10 of the MDGs, has set a benchmark and target of halving the proportion of people without sustainable access to safe drinking water by 2015. Women remain the primary collectors, transporters, users, and managers of domestic water and promoters of home and community-based sanitation activities. Yet women's views are not systematically represented in decision-making bodies, policy making structures and processes. A focus on gender equality and women's empowerment in water supply and sanitation leads to, amongst others:

- *Economic benefit:* Better access to water gives women more time for income-generating activities, the needs of family members, or their own welfare and leisure. The economy, as a whole, therefore also benefits.
- *Benefit to children:* Freed from the drudgery of water collection and management, children, especially girls, can go to school. Hence, the impact can be expected to be intergenerational.
- *Empowerment of women:* when project activities are linked to income-generating activities and productive resources such as credit, it also meets the strategic needs of women, thereby contributing to their empowerment.

These issues should be central in implementing the regional water policy and strategy in the SADC region, mindful of the intersection of water with other critical gender issues, including women in decision making, HIV and AIDS, and poverty eradication. Equitable access to water supply, land rights and water for productive use, access to sanitation, capacity building and protection of resources based on indigenous knowledge systems remain critical strategic areas of concern³⁸. Governments also need to address water conflicts, hazards and emergencies, as well as the impact of user fees on water. Access to water is a fundamental human, and the introduction of user fees by some SADC countries has serious implications for the poor, in particular women's access to water rights. Likewise a comprehensive legislative and policy environment that addresses complex water rights issues with a gender perspective in the region remains a gap.

³⁷ This section draws heavily from ADB (undated) Gender Checklist: Water Supply and Sanitation, unless otherwise stated

³⁸ UN Water - Gender, Water and Sanitation: A Policy Brief www.unwater.org/downloads/unwpolbrief230606.pdf



Checklist

The following checklist is constructed from the UNDP-World Bank “Gender Issues Sourcebook for Water and Sanitation Projects”; the UNDP’s “Involving Women in Sanitation Projects”; Women’s recommendations to the Second Ministerial Conference on Water; and the World Bank Tool Kit for Mainstreaming Gender in Water and Sanitation Projects.

Rights

- ✓ Is water access restricted to those with land rights?
- ✓ Are these predominantly men?
- ✓ What creative mechanisms have been devised to ensure that women have direct access to water?

Overall management and participation

- ✓ What percentage of women is there on these committees and what role do they play?
- ✓ Can women participate in line with their own potential, without harm, and present new tasks and opportunities?
- ✓ Do women and men have individual or organized influence on the operations, maintenance and management of water and sanitation services? What roles do women and men play in these areas?
- ✓ Are women’s capacities to engage in public consultation processes enhanced so that they can contribute meaningfully?
- ✓ Are women’s knowledge and experience effectively harnessed and employed?
- ✓ Are participatory techniques employed to ensure the above?

The UNDP has constructed the following tool for measuring the level of women’s influence in decision-making:

BAROMETER FOR LEVEL OF INFLUENCE BY WOMEN IN WATER AND SANITATION

NO RIGHT TO HAVE A SAY	RIGHT TO EXPRESS AN OPINION	RIGHT TO PARTICIPATE In A GROUP DISCUSSION	RIGHT TO MAKE A DECISION, SUBJECT TO REVIEW	RIGHT TO VETO A DECISION MADE BY OTHERS	FINAL UNQUESTIONED AUTHORITY OVER DECISIONS
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Source: Involving Women in Sanitation Projects, UNDP 1990

Planning and Preparation Phase

Policy and attitudes

- ✓ What is the attitude of government, local leaders and project management towards gender sensitive programming?
- ✓ Do these parties explicitly view women’s involvement both as a condition of for the success of project improvements and as a pre-requisite of genuine advancement of women’s interests?
- ✓ Will this be reflected in plans for training staff and staff composition?

Research

- ✓ Is gender analysis integrated into water research, problem diagnosis and formulation of solutions and actions?
- ✓ Does research focus on low cost, innovative, conservation and delivery systems?

Baseline

- ✓ Have existing water supply and sanitation practices been thoroughly investigated, including which types of technology and what water sources are used by who, when.
- ✓ Have findings been distinguished for different user categories: men, women, and occupational income groups.
- ✓ Have women and men been asked what they like about their current water and sanitation facilities and what they do not like.
- ✓ Have poor women been directly approached as informants on their own particular roles, needs, problems and possibilities?
- ✓ Has this been done appropriately- eg female interviewees in an informal setting, asking how things are actually done rather than who is officially in charge?
- ✓ What is women's role in the provision of family health?
- ✓ What is women's role in the provision of family hygiene?
- ✓ Who collects, stores and uses water?
- ✓ Who is responsible for sanitary arrangements?
- ✓ Do women encounter any difficulties in ensuring their own sanitary privacy?
- ✓ What are the competitive demands on women's time and energy in general?
- ✓ How do water and sanitation impact on these competitive demands?
- ✓ How do they impact on women's opportunities to engage in new activities, such as income generation; community work and self- development?
- ✓ Do men play any of the roles above, and if so, give a similarly detailed picture.

Planning

- ✓ Are there formal or informal barriers to women's participation in planning? If so, what plans have been made to limit these barriers?
- ✓ Do men and women feel a need for the project? If so, what are their respective priorities?
- ✓ Are men and women, including female heads of household, equally free to participate in the planning?
- ✓ Is the design acceptable to women in terms of: quality, design; adequate access; appropriate technology and access; cultural acceptability.

Design

- ✓ Have women been consulted/ had a hand in the detailed design: for example in the case of latrines, the type of enclosure, building materials, doors, locks, size or type of super structure, lighting, siting, orientation.

Implementation

Personnel

- ✓ Are women and men equally involved in all stages and at all levels of the operation?

Construction

- ✓ Have women and men been consulted about the techniques to be employed, for example, whether to use small contractors or self employed labour for production of materials such as bricks, thatch, etc.
- ✓ Can women assist in the construction without being disproportionately burdened?
- ✓ Are women equally free to participate in all aspects of construction: for example in the case of latrines, digging, erecting walls; manufacture of materials to be used in construction; as well as housing/feeding labourers from outside the area.
- ✓ Are women and men equally remunerated?

Training

- ✓ Is training for both men and women adequate?

- ✓ Are women trained in the actual construction, operation and long-term maintenance of the system?
- ✓ Has all project personnel staff received gender sensitivity training?

Location

- ✓ Are the facilities conveniently located for men and women?

Finances

- ✓ Do funding mechanisms exist to ensure programme continuity?
- ✓ Are women and men equally involved in making decisions on how these resources are spent?
- ✓ Is the preferential access of men to resources avoided?
- ✓ Is it possible to trace funds for women from allocation to delivery with a fair degree of accuracy?

Information networks

- ✓ Have women's groups been approached to assist with information; motivation; reinforcement and/or maintenance activities.
- ✓ Is women and men's access to project information sufficient? Does the choice of channels through which information is disseminated inadvertently exclude or by pass women?

Maintenance

- ✓ Is the polluter pays principle enforced?
- ✓ Do men and women participate equally in maintenance of both water and sanitation facilities? In particular, are men encouraged to assist in maintaining sanitation facilities? Do both men and women carry water for pour flush facilities and for general latrine cleaning?
- ✓ Do men and women participate in decisions for upgrading and improvements?

Monitoring and Evaluation

Data

- ✓ Does the project's monitoring and evaluation system explicitly measure the project's separate effects on women and men?
- ✓ Is data collected to assess changes in women and men's involvement in the project and their access and control over management and resources?
- ✓ Are women and men involved in designing the data requirements?
- ✓ Are the data collected with sufficient frequency so that necessary adjustments can be made during the project?
- ✓ Is the data feedback to the community? How? With what effect?
- ✓ Are data analysed to provide guidance on the design of other projects?
- ✓ Are key areas for gender research identified?

Impact

- ✓ In what way does the project increase women's productivity and or production?
- ✓ Do women derive economic benefits from saved time?
- ✓ Do they use saved time for other activities? If so, what activities and why?
- ✓ In what way does the project increase women's access to and control of resources? Have women been consulted in identifying these?
- ✓ Does the project increase or reduce women's access to or control of resources and benefits?
- ✓ Might it adversely affect women's situation in some other way?
- ✓ What are the effects on women and men in the short and long term?

(SOURCE: *Mainstreaming Gender in Water and Sanitation: Literature Review. For the Department of Water and Forestry. By Colleen Lowe Morna, Gender Links. February 2001*)



Additional Resources

Mainstreaming Gender into Water Resources Management

<http://www.cawtar.org/index/Lang/en-en/Topic/gewamed>

Gender and Integrated Water Resources Management Guide (2006) Gender and Water Alliance.

<http://www.genderandwater.org/page/2414>

Gender and Water - *Mainstreaming Gender Equality in Water, Hygiene and Sanitation Interventions.*

www.bridgeids.ac.uk/docs



Tourism



Fact Sheet 11: Gender and tourism

According to the global knowledge e-network³⁹ “tourism is one of the world's largest employment and export sectors accounting for approx 5% of global GDP. It is the only service sector with a positive balance of trade towards the developing world. It offers special opportunities in regional, rural & remote areas in all parts of the globe – whether developing or developed”. The tourism sector globally and in SADC thus holds potential to contribute significantly towards gender equality, in particular women’s empowerment.

In SADC the goal of the sector is to develop, promote and market the region as a single, but multifaceted tourism destination; and to improve the quality, competitiveness and standards of service of the tourism industry in the region. The Protocol on Development of Tourism was developed and signed by Member States in 1998, and came into force in 2002. The objectives of the Protocol are to ensure equitable, balanced and complementary development of the tourism industry in the region; to optimise resource usage; involve small and micro-enterprises, local communities and women and youth; and to facilitate intra-regional travel through easing visa-restrictions.

According to Hemmati (1999)⁴⁰ tourism has demonstrated its potential for creating jobs and encouraging income generating activities to benefit local communities in destination areas. The tourism sector provides various entry points for women's employment and opportunities for creating self-employment in small and medium sized income generating activities, thus creating paths towards the elimination of poverty of women and local communities in developing countries.

The tourism industry continues to undergo significant growth, and since it is a labour intensive industry, there has consequently also been a rapid rate of job creation and development. Whilst SADC figures may not be readily available, globally the tourism industry is a particularly important sector for women (46 % of the workforce are women) as their percentages of employment in most countries are higher than in the workforce in general (34 - 40 % are women). The numbers of women and their percentage of the workforce in tourism vary greatly between countries - from 2% up to over 80%⁴¹.

Hemmati (1999) observes that the situation in the tourism industry resembles the one in the labour markets in general. Her analysis is that there is significant horizontal and vertical gender segregation, perpetuated by gender stereotyping and gender roles. Horizontally, women and men are placed in different occupations - women are being employed as waitresses, chambermaids, cleaners, travel agencies sales persons, flight attendants, etc., whereas men are being employed as barmen, gardeners, construction workers, drivers, pilots, etc. Vertically, the typical "gender pyramid" is prevalent in the tourism sector - lower levels and occupations with few career development opportunities being dominated by women and key managerial positions being dominated by men.

Community based tourism initiatives, particular of local women's groups and co-operatives, can be an accessible and suitable entry point for women into the paid workforce. However, marketing appears to be a key constraint for the expansion of community based tourism. Creating opportunities for income generating

³⁹ www.tourism.gender supported by Sustainable Tourism and the World Tourism Organisation.

⁴⁰ The discussion in the rest of this section is drawn from Hemmati, M (ed.) 1999: *Gender & Tourism. Women's Employment and Participation*. London: UNED-UK.

⁴¹ Ibid.

activities as well as effective marketing depend upon access to information about tourism related planning and decision-making in a community area. Access to information is provided at best by involving all stakeholders in planning and decision-making. In many new destinations in developing countries, the local population faces disadvantages for gaining entry into the formal sector because of low levels of education. There is a significant demand for education and training in the communities in and around popular destinations. Training, especially training for self-employment, has been an important element for success. Other key constraints are financial management, illiteracy and foreign languages.

Tourism, especially international tourism that involves high capital investments, has tended to be controlled by powerful vested interests and has been characterised by a lack of concern for the local communities residing in the destination areas. In many areas the local communities or sections of local communities have taken the initiative to maximise gains for themselves. In most cases this has been a spontaneous development. However, there have been attempts to introduce systematic processes or strategies to enhance participation by all sections of the host communities, with several of these having a gender focus. There have also been attempts to build up partnerships, partnerships between the formal tourist industry and local communities and partnerships between concerned government departments, NGOs and local communities.

Income generation is the important motive for participation by women in the tourism industry. In most destination areas in the South, the gains for the local community seem to come from the informal sector or the formal sector owned or organised by the communities (women's co-operatives etc.). The community must be involved in all stages of tourism development - be it the engagement of tourism industry coming in from outside, community based tourism initiatives, or a combination of those.

Tourism boards and government departments dealing with tourism do not seem to be playing a very active role in promoting the participation of local communities as stakeholders or in facilitating partnerships between the local communities and the tourist industry, particularly from a gender perspective. In most cases, there is a lack of an appropriate participatory mechanism for community participation is pointed out.

Women can suffer specific discrimination within the tourism sector. They are consistently denied positions of leadership and responsibility within the industry, are concentrated in low skilled and low paid occupations, are being objectified as part of the tourism "package", and they can have their traditional roles perpetuated within an industry that feeds on uncomplicated images. Women will also be among those most adversely affected by negative environmental impacts tourism development - e.g. scarcity of freshwater. Tourism can violate women's rights, but it can also be used to challenge traditional roles and to empower women, in economic, social, cultural and political terms. Women can find a voice and independence through getting involved in tourism activities - by becoming part of decision-making processes and carving out new roles in their families, homes and within local power structures.

There is the reality of sex tourism and trafficking of women and fighting sex tourism and trafficking needs to be a priority on the agenda of the tourism sector. Raising consumer awareness and introducing effective legal measures, including in the country of tourist origin, are among the crucial strategies. However, there is also a strong case for eliminating less obvious variations of sexual objectification of women working in the tourism industry. Studies have shown that women are expected to dress in an "attractive" manner, to look beautiful (i.e. slim, young, pretty) and to "play along" with sexual harassment by customers. Stereotypical images of women are in many cases part of the tourism product. Friendly smiling women, fitting certain standards of attractiveness, who seem to be waiting to submissively serve the customer's every wish are being portrayed. Women working at destinations as well as indigenous women are being shown in a stereotypical way in tourism brochures and other material.

Infrastructure


Fact Sheet 12: Gender dimensions of infrastructure⁴²

The transport sector in SADC is coordinated through the SADC Protocol on Transport, Communications and Meteorology (Protocol), signed in 1996 and effected in 1998. According to the RSDP the vision is to develop a “seamless, integrated, efficient, safe, cost effective and responsive” transport system. Some of the strategic goals of the sector include ensuring transport systems are integrated, safe for the public and the environment protected. Importantly, the focus is also on widening access to infrastructure services to meet the strategic objective of poverty eradication.

A number of developments have occurred in the sector, for example most Member States now have Road Agencies or Funds and there are on-going initiatives of market access for the improvement of transport services especially in the road and air transport sectors. A number of challenges remain, and amongst them is enhancing rural accessibility and mobility and thereby directly contributing to poverty reduction, and improving safety and minimising negative environmental impacts that arise from the provision and operation of regional transport systems.

Neither the Protocol nor the current regional programmes explicitly address the gender and women’s empowerment dimensions of infrastructure, in particular transport. There is often an assumption that women and men will automatically benefit equally from new infrastructure, without addressing the social impact. There is also a tendency to look at women and men as mere beneficiaries of infrastructure projects, rather than active participants, or as groups that have daily and seasonal tasks that can be significantly affected by these projects. An example is a transport project that will usually impact on women as transporters of products for household use or as small scale traders. Improvement in transport facilities can encourage changes to production (e.g agriculture), through opening up access to markets, and thus impact on the quality of life of both women and men. It has been pointed out that “if infrastructure is not designed in view of the range of needs of different users, the impact on women and their workload can be immense”⁴³. In the case of irrigation projects, it is necessary to consider competing household uses of water for crops, livestock, cooking/washing, and arrangements for collecting and carrying water. In the design of water systems, multiple uses should be considered if these are factored into the needs analysis and follows through in the project development and implementation.

In terms of employment opportunities in infrastructure projects, access can be limited for women, although they are employed as construction labourers in the region. Both men and women, however, may need to migrate to construction sites, which are often poorly serviced and not family friendly (e.g no facilities for children). Some construction sites pay little attention to occupational health and safety. Constraints that affect women as regards benefiting from infrastructure include:

- Lack of credit or collateral, such as money for transport fare or a bicycle
- The location of a facility such as a water pump
- The gender composition of project management groups (water user groups, advisory groups)

⁴² The analysis in this section is drawn substantially, unless otherwise stated, from http://www.oecd.org/document/34/0,2340,en_2649_34541_1896290_1_1_1_1,00.html Infrastructure – Prepared for the Australian Agency for

⁴³ International Development (1997)
ibid



Checklist

Project objectives and target group

- ✓ Do objectives explicitly refer to women and men?
- ✓ Does the project design acknowledge that women and men may have different needs and priorities in their uses of infrastructure?
- ✓ Have both women's and men's needs been considered when designing the infrastructure?

Gender division of labour

- ✓ Has sex disaggregated data been collected on women's and men's activities related to infrastructure?
- ✓ Has consideration been given to the tasks which are currently undertaken by women and men that could be affected? (e.g transport of food and other goods to the market, fuel and water collection)
- ✓ Has consideration been given to providing support services to women to encourage participation? (e.g child care, health care, a school close by)
- ✓ Will new infrastructure/technology mean longer working hours for women? (e.g will electrification mean extended working hours for women?)

Access and control of resources

- ✓ Are there opportunities for women to be employed and trained in the construction and operation of the infrastructure?
- ✓ Has on the job training been provided for women to develop their technical skills.
- ✓ Will women have access to transport to and from the project site?

Access and control of the benefits and project impacts

- ✓ Will infrastructure construction restrict women's or men's access to resources needed to carry out their tasks? (e.g hydro projects may flood areas and decrease access to fuel wood and agricultural land)
- ✓ Will location, price and other resources necessary for using the infrastructure restrict poor women's and men's access?
- ✓ Who will have access and control over transport related resources? (e.g vehicles, bicycles, carts)
- ✓ Will infrastructure which saves time in completing daily tasks limit women's opportunities for social contact? (e.g time saved in using a water pump instead of walking to a river, may mean no opportunity for social interaction)
- ✓ Will the location of transport-related infrastructure affect women's marketing of goods and other income generating activities?
- ✓ Will new infrastructure result in unemployment for women who may be currently providing the services? (e.g women operating the ferries which are to be replaced by a bridge, hand milling replaced by machine milling)
- ✓ Is there a risk that the introduction of new techniques and new production may displace women from their current position?
- ✓ What remedial measures can be taken for groups who will be disadvantaged as a result of infrastructure construction?
- ✓ Will construction force resettlement of families and male and/or female migration?
- ✓ If so, will adequate compensation, financial or training support be equally available to women and men?

Socio cultural and other factors, demographic trends and factors

- ✓ Is it socially acceptable for women to use the infrastructure (e.g location of water resources)
- ✓ Will the form of transport be socially acceptable for women? (e.g traveling alone, riding a bicycle)
- ✓ Have other constraints inhibiting equal participation and benefits been identified?

Participation and consultation Strategies

- ✓ Have strategies been identified to address any constraints to equal participation and benefits?
- ✓ Will women and men be both participants and beneficiaries of the project?
- ✓ Will there be any conclusion with local women's organisations, women's networks or other NGOs?
- ✓ Will women and men have equal access to project planning and decision making?
- ✓ Will any separate activities be needed for women to ensure they participate, and that they are not disadvantaged by the project?
- ✓ Are project communication channels equally accessible to both women and men?

Women s social status and role as decision-makers

- ✓ Will women and men's groups be consulted and involved in decision making about the location or type of infrastructure to be provided?
- ✓ What opportunities are there for the project to support women as managers of infrastructure and other development resources, either formally or informally?
- ✓ What practical needs and strategic interests of women and men addressed in the project?

Government and implementing agency capacity

- ✓ Does the government or implementing agency have a national policy or other statement promoting women's economic and resource interests?
- ✓ Has a sex disaggregated employment profile of the implementing agency been undertaken?
- ✓ Has an affirmative action plan been developed to support and resource female staff?
- ✓ How does the project plan to increase counterpart capacity for gender sensitive environmental planning?

Project monitoring

- ✓ Have targets been set for men's and women's participation and benefits?
- ✓ Have gender sensitive indicators been identified?
- ✓ Will all data collected be disaggregated by sex?
- ✓ Will there be on-going consultation with community groups, including women's groups, directly or indirectly affected by the project?

Project Resources

- ✓ Are project resources adequate to ensure that both women and men participate in and benefit from the project?
- ✓ Is gender expertise available throughout the project?

