AfWA Gender Mainstreaming

by

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Presentation Outline

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Overall Vision

To make AfWA a gender sensitive organization with increased women participation in decision making at all levels within AfWA and its member utilities
The Problem

• Women (and girls) are most affected by poor water and sanitation but are under-represented in key decision-making positions and in the sector (World Bank, 2019).

• In 64 water utilities surveyed women representation was:
  o 18% Workers were women
  o 23% of this number were Engineers & Managers
  o 32% of the utilities had no female Engineers
  o 12% of utilities had no female Managers
The Problem (contd)

Reason for women under-representation in WASH Sector

• Attraction challenges

• Recruitment challenges

• Retention Challenges

• Advancement Challenges
Outcome of AfWA HQ Assessment

- Lack of gender strategy to mainstream gender into operations and programs of AfWA and partners

- There is a significant gender imbalance in leadership:
  - At Board level, gender imbalance is quite significant and is mainly due to existing imbalance within water and sanitation utilities (15 males, no female)

- Gender-sensitive planning and budgeting is not integrated in the Strategic Business Plan and at program management level
Recommendations

• Sustain current efforts to reach statutory representation of women in AfWA’s decision-making bodies as part of a larger effort to increase representativeness within AfWA (gender, languages, geographical scope, and youth)

• Develop a gender strategy to formalize and ensure implementation of gender empowerment measures;

• Target the integration of women’s needs assessment in the baseline capacity assessments in future programs.
Recommendations (contd)

• Develop policy advocacy on gender management in utilities.

• Conduct research on gender impacts in utilities and promising gender-sensitive models in Africa (benchmarking).
Road Map for Gender Mainstreaming in AfWA

• Engage the General Assembly and Board
• Engage MDs and senior management of utilities
• Conduct gender baseline survey on utilities
• Develop and implement gender mainstreaming strategy for AfWA Head Quarters
Road Map for Gender Mainstreaming in AfWA

• Facilitate development of gender mainstreaming strategy for AfWA members
• Mainstreaming gender into policies of AfWA and its members
• Capacity building and mentorship programs on gender for all staff at head quarters and in utilities.
Highlights of the strategy

• Develop a Gender strategy to mainstream gender into the policies, operations and programs of AfWA by 2022, and by 2028 in utilities.

• The Gender Mainstreaming Strategy will be in two phases:
  ➢ Phase 1: For the Headquarters in Abidjan, Cote d’Ivoire
  ➢ Phase 2: For AfWA members/partners

• Period of strategy: 2021-2023 (Phase 1)
  2024 – 2028 (Phase 2)
Targets – AfWA Head Quarters

- Achieve 30% female representation at various levels of governance within AfWA by 2028
- Create awareness and build capacity on gender and gender equality of all staff and members of AfWA governance bodies by 2025
Targets – AfWA Members/Partners

- Achieve 30% female representation at various levels of governance within utilities by 2028
- Increase female recruitment among utilities from 18% to 30% by 2028
- Build capacity and increase awareness on gender and gender equality to reach at least 80% of AfWA members and partners by 2028
Activities so far

• AfWA statutory bye-laws made Gender responsive
• Gender mainstreaming workplan developed
• Rapid gender organizational assessment conducted at Head quarters level
• Gender training conducted for head quarters staff
• Online survey tools developed for baseline data for AfWA members
Way Forward

• Organise webinar for top level management of utilities on AfWA’s gender mainstreaming process
• Launch survey on rapid organizational assessment on gender mainstreaming among AfWA members and WASH sector
• Assist members to develop Gender Equality Action Plans (GEAPs)
• Supervise implementation of GEAPs
THANK YOU