



# AMCOW GENDER POLICY & STRATEGY

International Conference on  
Fresh Water Governance for  
Sustainable Development  
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## AMCOW Policy and Strategy

for Mainstreaming Gender in the Water Sector in Africa



Phoebe Luwum

## A reference point in the context of AU policies

### Strategic Objectives:

Strengthening policy

Human & financial resources

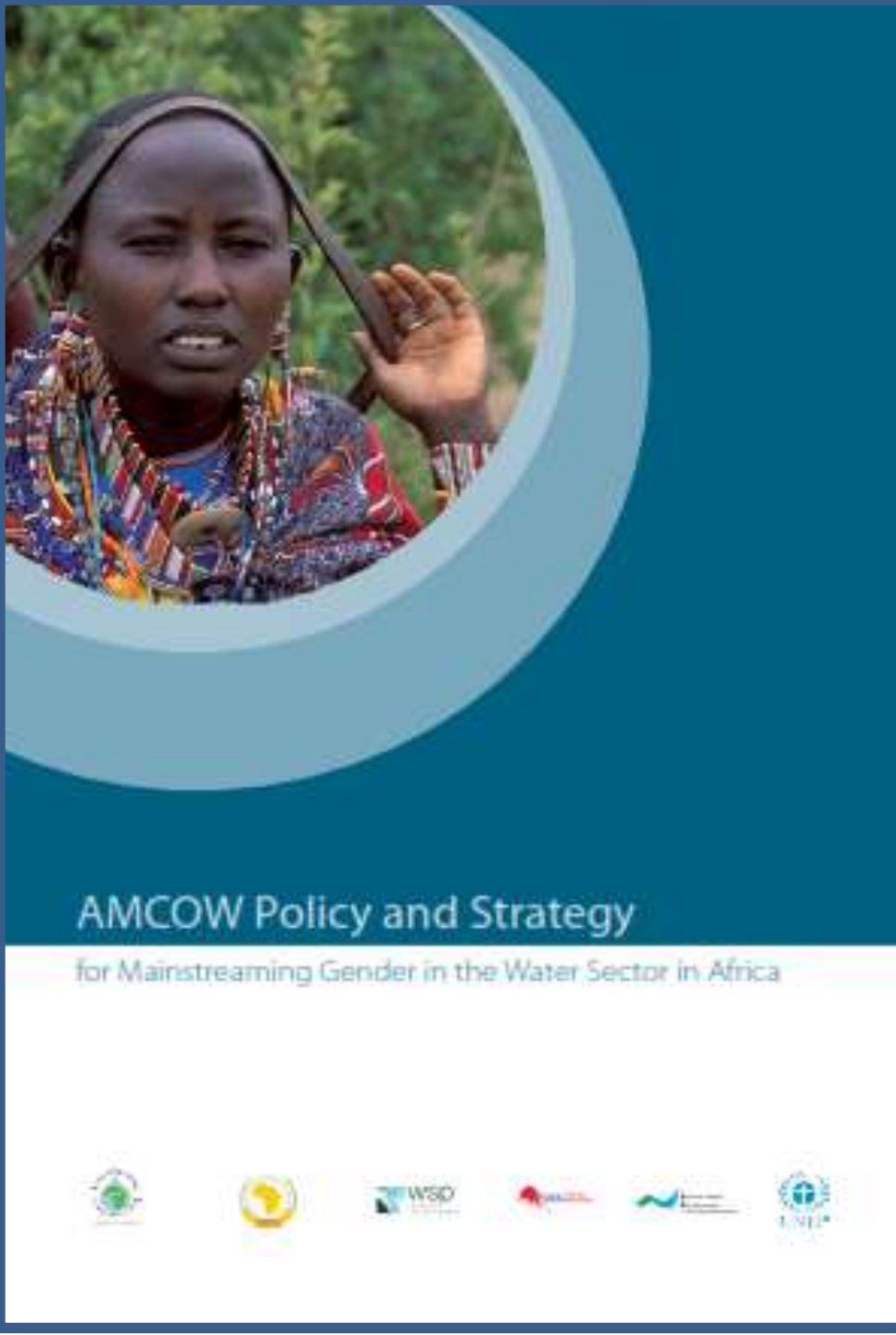
Gender approach to  
implementation

Strategic research

Human & institutional capacity

Cooperation & coordination

M&E





## PROCESS

- Addis Ababa, 2003: PANAFCON agreed gender concerns be acknowledged through AMCOW consultation process
- Entebbe, November 2004: AMCOW Chair, Hon. Mutagamba highlights women's right to participate in water and sanitation issues as God given
- Tunis, 2008: Stakeholders form task force to formulate gender strategy
- Entebbe, October 2008: Stakeholders meet to draw up work agenda for task force



## PROCESS (2)

- Entebbe, June 2009: 1st draft Strategy
- Mombasa, September 2009: Anglophone countries review Strategy
- Dakar, September 2009: Francophone countries review Strategy
- Jo'burg, November 2009: AMCOW endorses draft and commissions the final Strategy
- AfricaSan Kigali 2011: Formal launch



## PURPOSE & CONTEXT

- Provide a reference point whilst recognizing varied levels of progress
- Build on experiences in sharing good practice, enhance accountability, encourage adherence to commitments & minimum standards
- Developed in the context of AU objectives, aligned to AU gender policy



## STRATEGIC OBJECTIVES

1. Policy positions on gender in the water sector in Africa supported and strengthened through policy formulation and implementation
  - (a) Secure high level commitment to gender equality in the sector:
    - Building capacity of stakeholders around gender and water issues
    - Advocacy for gender responsive water management
    - Advocacy for gender in curricula of high level NRM institutions
  - (b) Support gender responsive policy, legislative & administrative frameworks
    - reviewing existing frameworks as needed
    - mechanisms to ensure vulnerable people have a voice in policy
    - human & financial capacity of AMCOW & countries for advocacy & monitoring of actions



## STRATEGIC OBJECTIVES

(c) Promote participation of women in decision-making positions:

- Leadership training programmes for women
- technical training programmes for women

(d) Actively engage and coordinate with all stakeholders:

- exposure of good practices
- stakeholder and consultative fora
- networking initiatives



## STRATEGIC OBJECTIVES

2. Adequate human and financial resources allocated to gender mainstreaming through strategic resource mobilization
  - Develop country-specific gender mainstreaming requirements and zero-budgets, to act as a basis for resource mobilization
  - Undertake participatory and gender inclusive resources mobilization
  - Ensure technical capacity of stakeholders in gender mainstreaming
  - Train on gender responsive budgeting





## STRATEGIC OBJECTIVES

3. Gender approach to implement project interventions at all levels within the water sector, including economic empowerment through equal access to water for productive purposes developed and adopted
  - a) gender analyses as an integral part of planning and implementation (*communication & awareness lever*) by:
    - Gender assessments & analyses
    - baseline surveys



## STRATEGIC OBJECTIVES

(b) Conduct gender training (*awareness lever*):

- tours to provide exposure on good practice in gender and water
- business skills training for the water sector
- Training civil society, media, AMCOW organs and other stakeholders on their role in gender mainstreaming in the water sector
- Engaging children in educational gender activities in the sector



## STRATEGIC OBJECTIVES

- (c) Promote economic empowerment interventions (communication and awareness levers):
- programs for equal access to water for productive purposes
  - pilot projects aimed at equal access to water for productive purposes
  - Documenting lessons in economic empowerment of women in water sector programs
  - Replicating, scaling-up & institutionalizing good gender practice
  - Developing guidelines for integration of gender in water for production



## STRATEGIC OBJECTIVES

- d) Develop and implement Gender and Water Action Plans that:
- Undertake gender responsive community action plans on water projects
  - Mainstream gender in the national and lower level water sector plans
  - Design water programs and interventions that are gender responsive
  - Establish country-specific guidelines for mainstreaming gender



## STRATEGIC OBJECTIVES

4. Strategic research and collection of operational information on gender undertaken, produced, shared and used by stakeholders to inform evidence based responses
  - Develop and promote adoption of a research framework to guide water sector stakeholders on generating sex-disaggregated data
  - Allocate adequate financial and human resources to gender and water research
  - Coordinate joint research activities within Africa
  - Develop tools & methodologies to support strategy implementation of similar activities in transboundary or regional blocks
  - Conduct research to create new knowledge on gender and water
  - Disseminate knowledge on mainstreaming gender in the water sector



## STRATEGIC OBJECTIVES

5. Human and institutional capacity developed to support gender equality interventions at all levels
  - a) Support lead agency, gender management team, gender focal points/ inter-ministerial steering
    - committee, parliamentary gender caucus & gender equality commission or council to:
    - Advocate for the establishment of structures & mechanisms that will coordinate, monitor & report on progress of implementation of the Gender Strategy
    - Recruit male & female eminent persons to advance the Gender Strategy



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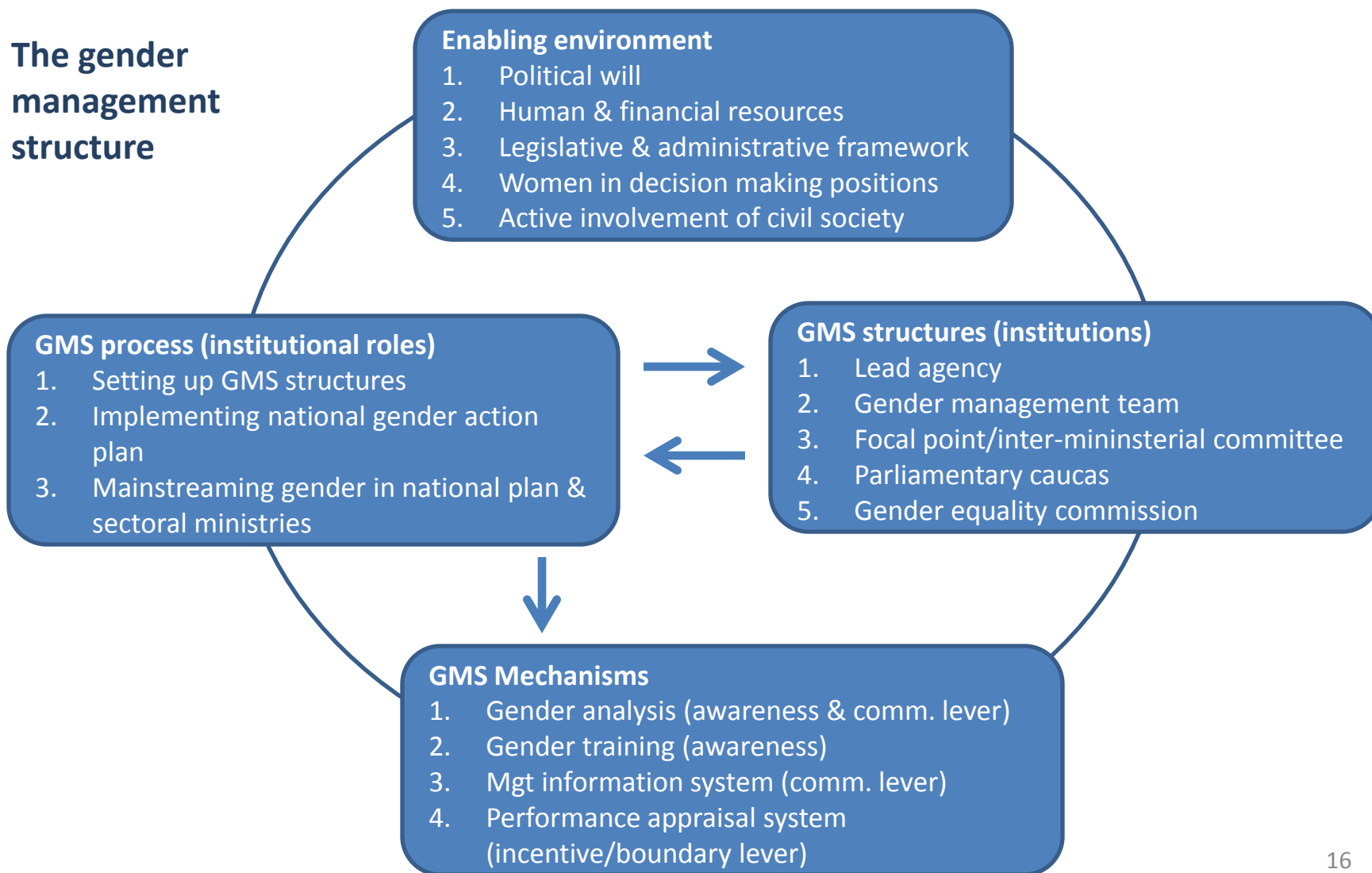
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## STRATEGIC OBJECTIVES

- (b) Set up GMS structures and mechanisms to implement gender actions in national water plans – (enabling environment, institutions, process / institutional roles, mechanisms)

### The gender management structure







## STRATEGIC OBJECTIVES (11)

6. Mechanisms to promote cooperation and coordination to mainstream gender in the water sector strengthened
  - Establish strategic partnerships for gender strategy implementation
  - Develop gender mainstreaming learning platforms at regional & national levels
  - Establish twinning programmes at regional and national levels
  - Organize study & familiarization tours to provide stakeholders with exposure on good practice



## STRATEGIC OBJECTIVES (12)

### 7. M&E system and indicators to support gender equality interventions

(a) Establish or strengthen a Gender Management Information System (*communication lever*):

- Improving existing databases .
- Developing an effective communication system at all levels

(b) Performance Appraisal System (*incentive/boundary lever*):

- *Developing a checklist of tools*
- M&E system for gender that provides input into AMCOW reporting
- Key indicators & minimum standards for gender mainstreaming
- Training on M&E and reporting



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Thank you