

Gender Mainstreaming Strategy Framework
and Action Plan

Accra, Ghana

Water for African Cities (WAC II) Programme



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EXECUTIVE SUMMARY

Part I: Overview

Part II: Accra City Profile

The participating city in Ghana is Accra, the political and administrative capital as well as the seat of government. The city is a major commercial center and its administrative areas are managed by the Accra Metropolitan Assembly (AMA) in accordance with the Local Government Act, 1993 (ACT 462). According to the 2000 census, the population of Accra is about 1,658,937 with an estimated 4.5% growth per annum. Women and men constituted 50.7% and 49.3% of the population respectively. About 26% of the population is classified as poor and receives 66% of the national per capita income. Out of this, 3.7% are classified as hard-core poor with less than 25% of the national per capita income.

The poor in Accra, especially the indigenous poor, live in areas that are deprived of basic socio-economic facilities. About one tenth (9.8 %) of households in Accra benefit from indoor plumbing and a further two fifths (38.7%) are served by household standpipes. The rest rely mainly on water from neighbors and private or public standpipes and tanker services. The MDG needs assessment report for 2004 also indicated that the level of deprivation in Accra had increased as compared to the other regions which had decreased. This was attributed to the decline in access to safe water mainly because of the high influx of people from the rural areas to Accra without a corresponding increase in service delivery. Dumping is the predominant mode of rubbish disposal in Accra. Population statistics for Accra show that , 25.0% have flush toilets, 34.5% use KVIPs, 18.2 pit latrine, 17.3% pan/bucket latrines and 5.0% “free-range”.

A study of the MDG report indicated that Ghana rates itself as unlikely to achieve the MDG targets for gender equality although the supportive environment is fair. Several studies with various recommendations were available to attest to this fair environment including the Gender and Poverty diagnostics study, engendering the GPRS and the MDG needs assessment report just to mention but a few.

The GPRS also recognizes that increasing access to potable water is key to achieving health outcomes and sustained poverty reduction. In the GPRS a number of pro-poor water supply interventions are noted. These include:

- direct state interventions in areas where there is a marked gap in service delivery;
- partnership programs with Non Governmental Organisations (NGOs) which have a comparative advantage in responding effectively to the needs of the vulnerable and excluded;
- promotion of physical planning in both urban and rural contexts.
- redevelopment of urban slums

The institutions involved in WATSAN delivery in Accra include MoWAC, PURC, LGA, T&CDP, AMA, NGOs and CBOs.

With the exception of MoWAC, none of the institutions mentioned above has a policy or framework or strategy on gender. Again there has not been any deliberate effort to incorporate gender into their programs.

The MoWAC has developed the National Gender and Children's policy with the overall goal of mainstreaming gender concerns into the national development process in order to improve the social, legal, civic, political, economic and cultural conditions of the people of Ghana particularly women and children who are usually disadvantaged.

The MLGRD has in recent years received donor support for a number of urban renewal projects [Urban I-VI] in which water and sanitation have been key components. These projects are considered as pro-poor investments because they seek to improve the living conditions of the urban poor and low-income households.

The PURC has oversight responsibility for the economic regulation of public utilities including water and is currently developing a pro-poor agenda to address service needs of the urban poor.

The National Water Policy is currently under preparation and focuses on pro-poor issues among others.

NGO and CBO interventions in the urban water and sanitation sector has been minimal, however, Civil Society groups have been vocal against the planned Private Sector Participation (PSP) in urban water supply, citing marginalization of the poor as their major concern.

In terms of water infrastructure provision, it was identified that the entire Greater Accra region is served by two water treatment plants, the Kpong and Weija treatment plants, with total capacity of 373,000m³ per day. Current production is however 350,000m³ per day as against the estimated demand of 430,000 m³ per day. As a result of the supply falling short of the demand, the GWCL currently rations water in most parts of Accra. Some households have built water storage reservoirs (overhead and underground tanks) as a coping strategy to enable them get water continuously.

Quite a large number of people in Accra are not served by the GWCL reticulation system. Many people depend on small scale secondary and tertiary providers including tanker operators, cart operators, domestic vendors, neighbor sellers and sachet water sellers. The price of water from these sources is usually high and there is also the attendant risk of the water being contaminated.

A Gender Institutional Assessment was carried out in GWCL, MLGRD, AMA and WRC. The key findings are as follows:

- The National Gender and Children's policy provides the general frame work for gender mainstreaming in governmental institutions. This policy has however not been translated into practice by the implementing agencies in the water and sanitation sector.
- Most of the interviewees were of the view that a consideration for gender was an act of discrimination. This suggested that basic gender definitions and principles have not yet been understood.
- None of the institutions has gender disaggregated data or do a gender analysis of their projects.

- Staffing levels in the utilities reflect the educational attainment of females which generally falls below that of men as indicated in the GLSS. In addition women employed in these institutions are usually found in departments or sections where the activities are less difficult e.g. revenue collectors and secretariats in GWCL; men work in more physically tasking operational areas such as waste collection in the AMA and disconnection and maintenance section in GWCL.
- It is recommended that MoWAC facilitates the process of gender mainstreaming in the allied ministries and implementing agencies as this falls directly in line with its core functions.

Gender Assessment of the themes of the WAC II program

Pro-poor governance and follow-up investment

Under the pro-poor governance and follow-up investment, considerable measures are in place to create an enabling environment for the poor in Accra. The following were recognized to be of particular importance to the Gender mainstreaming process.

- Pro-poor issues have been given attention by Government and NGOs but not necessarily through a gender lens. Consequently data informing strategies are not gender disaggregated nor is planning gender sensitive.
- GWCL has a proposed project to expand and rehabilitate its systems to increase service to low-income areas and reduce non-revenue water through public-private partnership development.
- There is an urban water project valued at \$120 m. \$91.8m representing 74% is meant for rehabilitation and expansion of the network to make water available especially to people that are un-served and under served in urban areas including Accra.
- The PURC, GWCL and Water Aid (an NGO) are undertaking pilot interventions aimed at addressing the water supply needs of the urban poor, with a view to drawing good lessons for replication and for informing regulatory policy.
- PURC has also published the urban water Tariff policy with policy options relating to tariff structures, environment, constraints and other factors which seek to protect the domestic consumer especially the poor.

Sanitation for the Urban poor

It was identified that there is national environmental sanitation policy guiding the implementation of sanitation in Ghana. The policy detailed sanitation services delivery and facilities provision as an essential factor contributing to health, productivity and the general well-being of all sections of the population. However, no reference was made anywhere in the document to gender nor were gender considerations alluded to.

Where urban sanitation is concerned, it was observed that:

- Sanitation is managed by a number of agencies specifically the MLGRD, MoWH, MoH, and the District Assemblies.

- There is weak coordination between all these agencies.
- The current framework for service provision makes little room for community involvement and lays more emphasis on law enforcement rather than education.
- The current tariff structure is based on social justice and equity to some extent because of its reference to socio-economic classification data.

Urban Catchment Management

One of the key outputs of the WAC I project was the establishment of Densu Basin Board with DANIDA assistance to manage interventions for protecting the catchment. However, only three (3) out of the seventeen (17) member board are women.

As seems to be the case in all the previous themes, the issue of gender blindness persists in the Urban Water Catchment component also.

Fortunately certain NGOs and CBOs notable amongst them the GWCL Ladies Association are already active in the basin and are engaged in tree planting and sensitization activities in the basin. The activities of the GWCL ladies association in growing trees in the catchment is a pointer to what gender sensitive programming could achieve.

Water Demand Management

It is estimated that 50% of all treated water produced by the GWCL is unaccounted for due to physical and commercial losses. The WAC I project isolated the University of Legon campus as a pilot site for the water demand management project and a series of studies were done with recommendations for the implementation of a strategy. Recommendations included the use of water saving devices and the repairs of leaks and water monitoring and control devices.

The GWCL, the water utility provider in Ghana has also been concerned with WDM and has put in some measures to ensure this. These include educational posters and newspaper advertisements. All new connections are metered and the step tariff system applied as a financial disincentive for water use beyond a certain limit. The promotion of water saving devices has however received little attention.

It is important to state that no gender considerations have informed the WDM project yet.

The important approach to adopt in GWCL is to ensure representation on planning structures by committed and gender skilled individuals who do not only appreciate gender as a development concept but are also able to effectively influence discussions related to strategies for planning for water and sanitation provision from a gender perspective.

Water Education in Schools and Communities

The project area for the VBWE pilot project was the DENSU river basin where 10 pilot schools with a mix of both boys and girls were initially selected. A national action plan for VBWE was drawn up and a steering committee formed.

It was noted that the MoE had already taken some steps in the direction of gender mainstreaming through projects like the Canadian International Development Agency (CIDA)

funded project on Gender and Text book writing and the study and training on gender equity in the classroom- the role of curriculum and teacher delivery supported by DANIDA. In addition every district education office has a gender desk officer. Certain factors were however identified as drawbacks to the project such as the absence of water facilities and inadequate sanitation facilities in some schools. Water classrooms were also not equipped and as such practical lessons were not being held.

In the two schools where the RGA was conducted, there was a seven-member committee comprising four (female and male) teachers, and three (boys and girls) children but there was no conscious effort to make teams gender sensitive. There was no gender disaggregated data for both baseline and impact measurement. Teaching aids were found to be reinforcing the traditional roles of boys and girls, men and women.

It is worthy of note, that since this project takes place at the basic school level, it is an excellent entry point for gender mainstreaming as the gender socialization process starts at this age .

Advocacy, Awareness-raising, and Information Exchange

Awareness raising in each of the thematic areas of the WAC project has been very minimal. Below are the outcomes of the assessment:

- Apart from the GWCL, the other utility agencies, do not have any program for advocacy, awareness raising or information exchange except in few cases where the agency had to react to issues through radio talk shows, newspapers, etc.
- GWCL has a Public relations division that deals with such issues of awareness raising and advocacy through the mass media, posters, calendars etc but at a level that does not make much impact
- Any awareness raising program should from the beginning involve a gender analysis and the plan for implementation should target men and women separately considering the different gender needs and strengths.

The study community for the gender situational analysis was Teshie, a sub-metro of Accra city with a mixed population but with the indigenous population (Gas) dominating. It is a low-income community with residents facing problems due to inadequate water and sanitation.

The survey has reinforced the assertion that water is women's business; women were the vendors of water, fetched water for the home, and in most cases paid for it. A program in water therefore should seek to put women in decision making roles as they would be better at measures of conservation and protection as compared to men.

Part III: Gender Mainstreaming Strategy Framework

The RGA report gave the following conclusions and recommendations as vital ingredients for developing strategies for mainstreaming gender into the WAC II program:

- Females are taking up leadership roles by heading households as evidenced by statistical evidence that a third of household heads are women.

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PART I: OVERVIEW

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SWE	Small water Enterprises
T&CPD	Town & Country Planning Department
TMA	Tema Municipal Assembly
UCM	Urban Catchment Management
UN	United Nations
UNESCO	United Nations Education Scientific and Cultural Organisation
VBWE	Value-Based Water Education
WAC	Water for African Cities
WAJU	Women and Juvenile Unit
WDM	Water Demand Management
WID	Women in Development
WRRRI	Water Resources Research Institute
WRC	Water Resources Commission

LIST OF ABBREVIATIONS AND ACRONYMS

AIDS	Acquired Immune Deficiency Syndrome
AMA	Accra Metropolitan Assembly
CBO	Community Based Organisation
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CHRAJ	Commission on Human Rights and Administrative Justice
CIDA	Canadian International Development Agency
CRC	Convention on the Rights of the Child
CSIR	Council for Scientific and Industrial Research
CWSA	Community Water and Sanitation Agency
DANIDA	Danish International Development Agency
DfID	Department for International Development
EPA	Environmental Protection Agency
FGM	Female Genital Mutilation
GAD	Gender and Development
GES	Ghana Education Service
GLSS	Ghana Living Standards Survey
GoG	Government of Ghana
GPRS	Ghana Poverty Reduction Strategy
GSS	Ghana Statistical Service
GWCL	Ghana Water Company Limited
HIPC	Highly Indebted Poor Country
HIV	Human Immune-deficiency Virus
ICT	Information and Communication Technology
IEC	Information Education and Communication
ISODEC	Integrated Social Development Centre
IWRM	Integrated Water Resource Management
KVIPs	Kumasi Ventilated Improved Pit Latrine
LGAs	Local Government Authorities
MDAs	Ministries, Departments and Agencies
MDGs	Millennium Development Goals
MEST	Ministry of Environment, Science and Technology
MLGRD	Ministry of Local Government and Rural Development
MMDE	Ministry of Manpower Development and Employment
MoE	Ministry of Education
MoFA	Ministry of Food and Agriculture
MoFEP	Ministry of Finance and Economic Planning
MoH	Ministry of Health
MoWAC	Ministry of Women and Children's Affairs
MoWH	Ministry of Works and Housing
NDPC	National Development Planning Commission
NGO	Non Governmental Organisation
PSI	Presidential Special Initiative
PSP	Private Sector Participation
PURC	Public Utilities Regulatory Commission
RGA	Rapid Gender Assessment

- There is effective governance incorporating the principles of inclusiveness, equity and transparency in the urban water and sanitation sector.
- Policies and frameworks do exist at the Ministerial level to promote gender equity as stipulated in the Constitution, Gender policy and the GPRS.
- Implementing Agencies are however mainly gender blind, for example, the GWCL and AMA both do not pay any attention to gender issues at any stage of project implementation. They have no gender statements, units, or focal persons except in the case of the MLGRD, where there was a contact person as a result of an initiative by MOWAC.
- Utility staff are generally indifferent to gender issues.
- Women are employed mainly at lower levels in institutions mainly due to their educational levels and expertise and not because of discrimination.
- There is however no obvious discrimination in terms of salaries or career enhancement for women in gainful employment.
- Boards of Directors of Agencies are not gender balanced

It is therefore recommended that:

- The WAC II program should make provision for gender sensitization for the utilities and other officers working on the thematic areas.
- UN Habitat should consider working with MoWH and MOWAC to develop tools for gender mainstreaming at the institutional level
- UN Habitat should work with MOWAC to facilitate the preparation of gender frameworks to address gender in recruitment as well as training programs, indicators for measuring progress, as well as the appointment of a focal person for gender for the utilities and allied institutions in the WAC II program.
- IEC materials focusing on gender and all inclusiveness should be developed and targeted at senior managers, ministries, board of directors etc for raising awareness on gender issues.
- Community and women's participation should be built into all thematic areas of the WAC II program

INTRODUCTION

It is estimated that 1.2 billion people lack access to safe drinking water and close to 2.5 billion people are not served with adequate sanitation. Africa is the most rapidly urbanizing of all the regions. It also has the poorest record of access to water and sanitation with a whopping 72 per cent of its urban population living in slums, shantytowns and informal settlements. In some slums 200 people or more queue daily to use a single public toilet. In others between 150-200 households, with a total population of 300-400 people share one stand water tap. Even then there is no guarantee of good quality of the services provided especially sanitation facilities, which increases the risks of disease and other health hazards. Water related diseases are among the most common causes of illness and death affecting the poor in Africa.

The time and energy lost and money spent on water and sanitation services takes away so much from productive activities with a direct impact on the livelihoods of residents. Lack of proper waste disposal and functional drainage systems, coupled with over-crowding contributes to unhygienic and unsightly living environments in slums and informal settlements. This poses serious health implications for the residents, especially women, children and the elderly who live and work in the same neighborhood.

Women and men experience the urban environment and use urban services differently, because of their different gender roles and responsibilities as determined by society. Women are more disadvantaged than men in many respects as a result of socio-cultural factors and gender discrimination, therefore, more needs to be done for them in the provision of water and sanitation. Women's vulnerable position compounded by inadequate access to economic resources as well as absence from decision-making, are key factors, which negatively influence their participation in the provision of water and sanitation services. A focus on gender mainstreaming and women's empowerment is thus imperative in order to enhance the provision of adequate water and sanitation in poor urban communities. It is a pre requisite for the achievement of the Millennium Development target 10 on water and sanitation, and 11 on improving the lives of at least 100 million slum dwellers by 2020.

The role of women in water resources management has been internationally recognized over the years, and governments, the donor community and civil society have attempted to address their roles and needs in various programmes and projects as a result. The first UN-Decade for Women (1975-85); the International Drinking Water Supply and Sanitation Decade (1981-1990); the Earth Summit and the Dublin Conference on Water and the Environment 1992; the Beijing Conference on Women 1995; the Hague World Water Forum 2000, the World Summit on Sustainable Development 2002; and the 3rd World Water Forum in Kyoto 2003 all recognized the role of women in development and natural resource management. In all these meetings, it was repeatedly recognized that effective sustainable water resources management depends on the involvement of women at all levels of decision-making, and in mainstreaming gender in all endeavors. However, whether governments and other actors have taken action that reflects the gender and poverty dimensions of water, sanitation and human settlements remain to be seen.

Water for African Cities

Since 1999, UN-HABITAT through the Water for African Cities Programme has assisted African countries to improve the management of water and sanitation in their countries. The primary objectives of this programme are to:

- Improve efficiency and equity of water supply and use in cities, both in productive and domestic sectors, through appropriate water conservation and demand management strategies and measures within existing legislative framework;
- Improve the knowledge base of the impact of urbanization on fresh water and aquatic ecosystems;
- Create public awareness on urban water resource management and related environmental issues;
- Promote value-based water education in formal and non-formal settings, aimed at increasing understanding and creating a new water ethic amongst water providers and consumers alike.

The second phase of the programme aims to build on the successes achieved in the first phase by placing emphasis on pro-poor governance of water and sanitation, strengthening the role of the informal private sector in service delivery, urban catchment management, water demand management, water education in schools and communities and awareness-raising and information exchange, while ensuring follow-up investment to achieve tangible delivery of services for positive impact on the lives of the urban poor. The focus is towards the attainment of the MDG target on water and sanitation through a demonstrable delivery on the ground in poor communities to ensure an over all improvement in the living conditions of slum dwellers, majority of whom are women.

Emphasis is placed on creating an enabling environment for effective water management, participatory approaches through community mobilization and involvement of women and men as beneficiaries and active participants, as users and providers of water and sanitation services; institutional capacity building; and collaboration with civil society and the private sector.

Lessons learnt from the first phase of the WAC Programme indicate the need to secure investment follow up for the preparatory processes that are executed in the countries. Accordingly, UN-HABITAT is developing collaboration with the AfDB and the World Bank which cuts across several areas of common interest with the two organizations. The partnership with AfDB under the water partnership programme cover best practices in rain water harvesting; guidelines for user fees and cost recovery; assessment of water supply and sanitation provision in schools; pro-poor water governance; framework on basic rights to water and gender mainstreaming in water and sanitation. The collaboration also covers capacity building; public/private partnerships; environmental management and awareness and consensus building under the African Water Facility.

The second phase of the WAC Programme was launched in December 2003. Extensive consultation with the pilot cities and UN Habitat partners explored ways to speed-up investments in the urban water and sanitation sectors with a focus on poor urban women and

men and the achievement of the Millennium Development Goals (MDGs) and World Summit on Sustainable Development (WSSD) goals and targets. Partners included national governments and financial institutions such as the World Bank, the African Development Bank, and the Asian Development Bank. The seventeen cities in Phase II are the following.

Abidjan, Cote d'Ivoire	Harar, Ethiopia
Jos, Nigeria	Kampala, Uganda
Accra, Ghana	Kigale, Rwanda
Addis Ababa, Ethiopia	Lusaka, Zambia
Bamako, Mali	Maputo, Mozambique
Dakar, Senegal	Nairobi, Kenya
Dar-es-Salaam, Tanzania	Ouagadougou, Burkina Faso
Dire Dawa, Ethiopia	Yaounde, Cameroon
Douala, Cameroon	

Thematic Priorities

Water for African Cities Phase II will address the following thematic priorities:

- Pro-poor Governance and Follow-up Investment
- Sanitation for the Urban Poor
- Urban Catchment Management
- Water Demand Management
- Water Education in schools and communities
- Advocacy, Awareness-raising and Information Exchange

The overarching strategy is to take a multi-faceted approach in programme development and implementation. The top-down initiative is to encourage and support national governments in the development of policies, regulations and legal frameworks, equipping them with both institutional and management capacity which facilitates decentralisation of decision-making power to local authorities in partnership with communities. UN-HABITAT will raise political awareness at the regional-level, at the same time continuing to develop and nurture networks of regional water and sanitation professionals that can contribute to the overall policy co-ordination process.

The bottom-up approach is to build capacity in local authorities, and strengthen institutions through training programmes and other measures, empowering them to keep abreast of rapid urban development. A main thrust will be to assist in the building and nurturing of civil society (i.e. NGOS/CBOS), so that all sections of society may contribute to the decision-making process.

UN-HABITAT's pro-poor urban water governance stance will then spur the necessary follow-up investment. Low-income and displaced communities will be provided with access to development bank finance for community projects, and micro-credit facilities for related livelihood programs. The new-found participatory approach to decision-making would empower these groups, fostering local initiatives to solve local problems. Communities/cities would then showcase their know-how and experience regionally, and/or in city-to-city co-operation programs.

For a more in depth overview of the WAC thematic priorities, please refer to Appendix A.

Gender Mainstreaming Strategy Initiative

UN-HABITAT is committed to gender equality in the Habitat Agenda, as well as to implement ECOSOC agreed conclusions 1997/2 “gender mainstreaming in all UN entities and programmes”. The UN-HABITAT Governing Council resolution 19/16 on “Women’s roles and rights in human settlements development and slum-upgrading” of 9 May 2003 also upholds the need to develop a strong strategy for attainment of gender equity.

A tripartite planning meeting in Nairobi was held 11-13 January 2005 between Mariam Lady Yunusa, Senior Human Settlements Office and Julie Perkins of the UN Habitat Water Supply Infrastructure Branch (WSIB), Mary Liao, Gender Specialist and Lead Consultant, and the Gender Water Alliance Secretariat, as represented by, Maria Arce, GWA Executive Secretary, and Prabha Khosla, GWA Project Manager, to facilitate the visioning and planning process to build on to the existing Gender Mainstreaming Strategy for the UN HABITAT Water for African Cities program.

The meeting resulted in a consensus on the approach and process for mainstreaming gender in the WAC II program with strategic extensions to the overall UN Habitat water and sanitation program for Africa. The approach and process sought to build on the existing Gender Mainstreaming Strategy process developed by the WSI Branch in March 2002, in collaboration with the Gender and Water Alliance (as represented by the previous Executive Secretary, Jennifer Francis), and to strengthen its proposals to mainstream gender in the WAC II program.

The Gender Mainstreaming Strategy Initiative (GMSI) recommends a process for developing the methodology for mainstreaming a gender approach into programme delivery. It involves specific actions at various levels, including policy dialogues, institutional strengthening and capacity development; and practical implementation of projects using gender analytical tools.

Objectives

The main objectives of the Gender Mainstreaming Strategy Initiative are to:

1. Develop a gender mainstreaming strategy and operational actions plans not just for WAC II, but for the overall UN Habitat water and sanitation program for Africa.
2. Facilitate the “genderization” of water and sanitation utilities through the development of gender sensitive norms and standards, as well as support to enhanced participation of women in water and sanitation utilities.
3. To inform and influence national economic development policies and sector reforms to be more gender sensitive.

Approach

To achieve these three objectives, the Gender Mainstreaming Strategy Initiative will be underpinned by eight key principles.

Principle 1: The Gender Mainstreaming Strategy will be based on a participatory research approach, based on the understanding that participation is the key to learning, awareness raising, and political commitment.

Principle 2: The Strategy will utilize and invest in local expertise and resources, based on the understanding that local resources can have a much deeper understanding of the local realities and context surrounding program initiatives than external experts, and that they will remain in the geographic location and thus represent a potential sustainable resource.

Principle 3: Location specific context, knowledge and situations will be used as the basis of analysis to inform and influence national economic development policy and sector wide reforms, in order to ensure these are gender and pro poor sensitive.

Principle 4: Strengthening of existing networks to support the building of local capacity, both in terms of the knowledge expansion of local resources, and also of forging partnerships which foster multi-sectoral approaches.

Principle 5: Innovative, creative and useful learning and communication material will be produced to support awareness raising and capacity building efforts. Specifically, a video will be produced which documents the gender situation in regards to WATSAN services in selected WAC II African cities. The WATSAN situation will be depicted through a “Day in the Life” of community members – how lack of access to safe water and sanitation services affects their daily lives – dignity, livelihood, health, well being, etc, differentiated by gender. Interventions of the WAC II programme, how people’s lives are impacted, is also documented, and why a pro-poor gender sensitive approach is needed to ensure that all people, not just men, benefit from programme initiatives. A case study from South Africa provides a vision of a gender sensitive, pro-poor approach to WATSAN provision in action.

Principle 6: Capacity building will be integrated throughout the Strategy to ensure sustainable long term results.

Principle 7: The exchange of information, methodological approaches, and situational analyses is vital to the design and implementation of a feasible and sustainable Gender Mainstreaming Strategy and city-level action plans.

Principle 8: Follow up support is essential to the implementation of concrete actions. The Strategy will not just produce plans which can be presented as evidence of gender mainstreaming, but will foster concrete action at local levels to ensure the achievement of the three objectives for gender mainstreaming.

Components

The key components of the GMSI include:

1. A rapid gender assessment in each of the WAC II demonstration cities.
2. Partnership with Gender Water Alliance
3. Collaboration with African Development Bank and other Partners
4. Education and learning tools, including a gender assessment manual and video
5. Gender Mainstreaming Strategy

6. Gender Mainstreaming Action Plans for each demonstration city
7. Capacity building program
8. Expert Group Meeting
9. Gender Mainstreaming Policy Consultation
10. Lake Victoria Region Water and Sanitation Initiative

For an overview of the GMSI components, please refer to Appendix B.

Rapid Gender Assessment

The participatory and Rapid Gender Assessment (RGA) framework was developed by the Gender and Water Alliance (GWA) for its collaboration with the UN Habitat Water for African Cities Programme (WAC) II. Using experts on gender and WATSAN, the RGA is designed to enable the generation of baseline data to inform the broad strokes of a gender mainstreaming strategy for the WAC II. The data and analysis from the RGA is key to integrating gender and pro-poor issues and priorities into the implementation plans of the cities. Thus, the participatory and rapid gender assessment focuses on the six priority themes of the WAC.

Objectives

A rapid gender assessment is needed to ensure that quality baseline information, and situational analysis informs both the substantive and methodological interventions envisioned within the Gender Mainstreaming Strategy.

The Gender Assessment also serves as a basis to sensitize and train multi-stakeholder platforms in place for the WAC II program within each demonstration city, in gender analysis methodologies.

Methodology

The methodology needed to implement the RGA includes:

1. Establishment of the RGA Teams:

The RGA teams are conceived as sub-groups of the existing WAC stakeholder platforms. It is recommended that the RGA Teams consist of about ten women and men. The Team should include the following:

- A senior local government official
- Utilities engineer (water and sanitation)
- NGO representative
- Women's groups
- Local government community development agents
- Department of Health agents (local government or national)
- Representative from a local ENGO and/or national environment machinery
- Representatives from national women's machinery
- University Community working on gender issues

- The National focal point for MDG target 10 on water should be interviewed for the RGA.

It is important that aside from the GWA facilitator, the RGA team include others with knowledge of gender and poverty concerns and priorities. Additionally, the RGA team must also include members with knowledge of the water and sanitation situation in the city; and hopefully, women and men who can represent the intersection of water, sanitation, gender and pro-poor perspectives.

2. Review of key documents

Recognizing that numerous documents already exist on the subjects of democratic governance, water and sanitation, integrated water resources management, gender, poverty, etc. the objective of the RGA for the WAC was not to generate another extensive study on the abovementioned subjects. Instead, Facilitators were encouraged to first examine existing and relevant documents and then to identify the gender and poverty data gaps. The following list includes many different policy documents pertinent to the RGA. Nevertheless, they are not all relevant to all cities and the Facilitators along with the RGA teams will need to identify what is relevant for their particular city.

- National Water Policy/Act
- National Gender Policy/Act
- Urban Policy
- Poverty Reduction Strategy Paper (PRSP)
- National MDG Plans/Reports
- National Environmental Management Plan/s
- National IWRM Plans
- Watershed Management Plan/s
- Documents on Water Sector Reforms
- Local Government Structure and Mandate (vis-à-vis water and sanitation services, women's rights and gender equity, pro-poor governance, environmental planning, etc.)
- Census Data (demographic, social-economic)
- The Health and Ill-health status of residents of un-serviced and inadequately serviced areas.
- Relevant reports, work plans, action plans, implementation plans, etc. from the WAC I & II Programme itself. These will be supplied by the City Manager or relevant UN Habitat staff.
- Identify the loans for the water sectors. Who is managing the loan and where is the money going and for what purpose?

Additionally, the local government could well have its own policies, statutes, and implementation plans that are relevant to this assessment. It is the responsibility of the GWA Facilitators and the relevant stakeholder platforms to identify and examine the appropriate documents.

3. Establish City Profile

The City Profile is supposed to supply city specific data such as the physical size of the city, the total population, socio-economic data, a profile of poverty in the city, poverty and key governmental policies and initiatives, commitments and implementation of gender equality and equity policies, an overview of the water and sanitation situation in the city including norms and standards, tariffs and subsidies, cost of these services to poor women and men, an overview of the policies and legislation relevant to the water, sanitation, and environment sectors as well as the institutions, agencies, and civil society actors implicated in integrated water resources management.

4. Data Collection and Gender Analysis of the WAC II Themes

For each of the six themes of the WAC II, the assessment seeks to identify data and analyze it from the point of view of a gender and pro-poor lens. The assessment will outline the current context; a gender analysis of the context; trends in the thematic sector; key features, developments to consider in the sector in terms of their implications on gender and poverty; data gaps; and key areas for consideration for gender mainstreaming. These key areas for gender mainstreaming will lead to the creation of gender equity and pro-poor action plans to be developed in the next stage of the GMSI.

5. Gender Situational Analysis of an un-serviced or inadequately serviced neighbourhood

Recognizing that 60 to 70 percent of African urban women, men, girls, and boys reside in un-serviced slums and informal settlements, the gender situational analysis is supposed to provide a sketch of the lives of these poor residents in terms of the WATSAN situation in their communities. The RGA approach recommends the use of participatory methods and tools for the gender situational assessment as well as the engagement of women and men slum dwellers' organizations and/or NGOs active in these informal settlements. Specifically, the gender situational analysis would provide the actual picture "on the ground" of how women and girls and men and boys have different relationships to water and sanitation as well as the differential and unequal impact on the genders.

6. A Gender Institutional Assessment of the Water and Sanitation Service Provider/s

Finally, the RGA calls for a rapid gender institutional assessment of the relevant water and sanitation utility or utilities. The objective here is to determine in the short time of a total of three days, what is the current situation and accountability of the water and sanitation utilities to a gender and pro-poor analysis and how might the utilities be accountable to equality and equity both within its operations and with its employees and management as well as in terms of service delivery and relevant norms and standards.

PART II: CITY PROFILE

Accra Profile

Accra is Ghana's political and administrative capital. It also represents the seat of government and is a major commercial center in Ghana. The city and its administrative areas are managed by the Accra Metropolitan Assembly (AMA) in accordance with the Local Government Act, 1993 (ACT 462). The structure of the assembly includes sub-metros, town councils and unit committee areas. However, only the sub-metros are currently functioning in Accra.

The development arrangement of Accra is based on statutory planning zones to which major land uses have been established. The land pattern provided mainly by the Town and Country Planning Department (T&CPD) is required to ensure consistent development of the city. Over the past thirty years, the increasing demand for housing resulting from the influx of people from other regions has culminated in uncontrolled development where the development of residential housing has gone ahead of statutory planning. This has resulted in the situation where several suburbs have sprung up within the city, some of them informal. Consequently the provision of utilities has become a major challenge for the Government.

Population/Demographics

The 2000 population census put the population of the Greater Accra Region at two million, nine hundred and five thousand, seven hundred and twenty-six (2,905,726) people with an urban proportion of 87.7% and the population of Accra Metropolis at one million, six hundred and fifty-eight thousand, nine hundred and thirty seven (1,658,937) people with 100% urban population with an estimated 4.5% growth per annum.

Table 1: Population Characteristics of Accra

Total Population	Sex		Poverty Levels by Income		
	Male	Female	Non Poor		
1,658,937	817,373	841,564	Poor	431,323	22.3%
	49.3%	50.7%	Hard-core Poor	61,380	3.7%

Source (National Census Data, GLSS4, 2000)

Profile of Poverty

The census information reveals that Accra has its fair share of Ghana's poor, with 26 percent of the population being classified as poor and receiving less than 66 percent of the national per capita income. Out of this number 3.7 per cent are classified to be hard-core poor who also receive less than 25 percent of the national per capita income (see Table 1).

Accra demonstrates varied urban characteristics including the affluent, middle class and poor urban settlers. Recent trends in settlement patterns shows an increase in intrusion of middle and upper classes into peri-urban areas leaving in its wake mixed communities of rich and poor.

According to the Ghana's Poverty Reduction Strategy (GPRS), 54 percent of rural communities in Ghana are poor, while the general urban figure is 27 percent. In the same record 26 percent of the residents in Accra were poor. Given the population of Accra it implies that 431,323 by headcount are poor compared to the total of 6,900,000 nationwide. This implies that on a relative basis the poor in Accra constitutes 3.7 percent of the total poor by headcount in the country [GLSS4, 2000]. Accra thus presents the highest agglomeration of the poor with 431,323 statistically affirmed to be poor (GLSS 4, 2000). The concentration of the

poor in particular communities within Accra and the total absence of social safety nets make their case even more precarious. The poor in Accra characteristically can be grouped into three, which are: (i) the indigenous poor; (ii) the newly arrived opportunity seekers, and (iii) those without reliable livelihoods. The **indigenous poor** are mostly the traditional Gas whose key livelihood sources have been displaced because of the urbanization effect. The traditional inhabitants in Accra are mostly fishermen living at the coast stretching from Dansoman to **Teshie**. Accra has a population density of 895 persons per square kilometer as compared to a national average of 79 [2000 Census]. Therefore in addition to their economic deprivation the indigenous poor live in very densely populated areas practically deprived of social facilities and any opportunity to come out of the poverty. Many people living in communities along the coast of Accra fall into this category.

According to the Ghana Living Standards Survey (GLSS) 4, 2000 report, one in every three households in Ghana is headed by a female with the figure for Accra being 33.2%. There is a marked contrast between females and males in levels of educational attainment. More than twice as many females as males (2.4 million as against 1.1 million) have never been to school and only half as many females as males have secondary or higher qualifications.

The survey showed that in general the proportion of female to males in economic activities is about the same. 4 % of women are classified as home makers because they are not economically active but spent time on housekeeping duties and about 2% of men were classified as homemakers. In urban areas, 80 % of males as compared to 77% of female adults are employed. For the population group within the age (15-64) brackets in urban areas, more males(42.4%) are involved in wage employment than females(12.5%) but the percentage of females (11.1%)in unpaid family work far exceeds the percentage of males(5.4%) in that activity. Unemployment rates are 16.0 % for males and 16.8 for females in Accra.

Between males and females, 37.7% of males reported being engaged in fetching water in a day whilst 60.2 % of females reported engagement in fetching water per day. 18.4% of men were involved in garbage disposal as compared to 47.6 % of females. 72% of all households in the country live in rooms in compound houses.

One quarter of urban dwellers own their houses. About one tenth (9.8) % of households in Accra benefit from indoor plumbing and a further two fifths (38.7%) have a standpipe in their homes. The rest rely mainly on water from neighbors and private standpipes, public standpipes and tanker services.

Dumping is the predominant mode of rubbish disposal in the country as a whole; 67% of households in Accra dump their rubbish; 22% of households have their rubbish collected and 11% burn it. In Accra, 25.0% have flush toilets, 34.5% use KVIPs, 18.2 pit latrine, 17.3% pan/bucket latrines and 5.0% none, out of a sample size of 620.

Urban Water Resources



WATSAN Situation

Water Infrastructure

Urban water supply involves the provision of water services (mainly drinking water supply) through systems serving large urban centers of population generally exceeding 50,000, and managed by the Ghana Water Company Limited (GWCL). Greater Accra is served by two water treatment sources – the Kpong Treatment Works (which supplies the eastern corridor of the city) and the Weija Treatment Plant which supplies the western sections of Accra. The two systems have a total daily capacity of 373,000 cubic meters per day although current production is 350,000 cubic meters as against estimated demand of 430,000 cubic meters.

Challenges in Urban Water Delivery

GWCL currently rations water in most areas of Accra, especially in areas on the eastern supply network, with some areas getting supply one or two days in a week. Others do not get flows for several weeks. Rationing of water is carried out in such a way that if an area misses its turn, as a result of say a power outage, then residents will have to find other means for getting water for use in the coming days. To cope with rationing many households have spent substantial sums of money to build storage reservoirs – overhead and underground tanks – to collect sufficient water for the coming week and beyond.

There are a considerable number of people in Accra who are not served by the Ghana Water Company Limited as a result of a combination of insufficient reticulation, supply shortage, an inability to pay the connection fees, among others. The evidence that water supply coverage in Accra is around 80 percent does not explain the supply choices available to consumers, particularly the poor, many of whom have to depend on secondary and tertiary providers, tanker operators, cart operators, domestic vendors, neighbor sellers and sachet water sellers. The price of water from these service providers has been found to be as much as nine times the domestic rate. Contributing factors to this high price are the transport, tax and profit elements as well as the fact that GWCL does not sell the water to these vendors at domestic rates but at the more expensive bulk rates. Coupled with the high price of water is the risk of buying contaminated water as there is no quality assurance of water in these tankers or storage facilities from which water is sometimes bailed out by the bucket.

MoWH has identified a number of challenges facing the urban water sector, based on which it is now reviewing its policies and program to address the current shortfalls [MoWH draft National Water Policy Document, 2005]. These challenges include:

- Need for improved management in operations and maintenance of water supply;
- Low service quality, low coverage, tariffs not linked to level of service
- Difficulty in setting tariffs to achieve cost recovery in view of the high level of wastage (high levels of unaccounted-for water (UAW), estimated at 50%;
- Inadequate revenue and investment, in large part the result of over-aged facilities;
- Ineffective mechanisms to ensure accessibility to potable water supply by low-income and peri-urban consumers

Many urban communities face shortfalls in water supply. The situation is even more critical in the major cities where the urban poor have to pay for more than 10 times the tariff approved through secondary and tertiary providers.

PURC

Urban water sector reforms

Since 1993 the Government of Ghana (GoG) has initiated various reforms in the sector to enable various sector players play significant roles in the delivery of services, improve efficiency and achieve financial equilibrium for the sector. Key elements of the reforms have been the decoupling of rural water from the urban water supply (1994) and establishment of the Community Water and Sanitation Agency (CWSA), the decision to implement increased private sector participation in the management of the urban water sector (1996), and the establishment of oversight and regulatory bodies (Public Utilities Regulatory Commission (1997) and Water Resources Commission (1998).

A major element of the reforms is the proposal for the PSP in urban water delivery that entails GWCL being turned into an asset-holding company and a private operator assuming management of operations under a management contract for 5 years. The contract could roll over into a lease arrangement in its 4th year. In parallel with the reforms, GoG is undertaking major capital expenditures through a grant facility from the World Bank (\$103m). Reforms in the urban water sector have sought to address the above nagging problems of inadequate supply, high rates of unaccounted-for-water, low tariffs and weaknesses in management, by addressing the following objectives (i) increase availability and accessibility; (ii) improve sector management through PSP; and (iii) achieve financial equilibrium through cost recovery, whilst addressing the interest of the poor (MWH, 1998).

Mechanisms to ensure that the poor and vulnerable are catered for will have to be well addressed, and some of these have been articulated in the contract documents. Studies such as the Willingness and Ability to pay for improved services by London Economics, social mapping of some poor communities by ISODEC, promoting the development of arrangements to serve the urban poor by MIME Consult have been conducted as part of the process.

Sanitation

The Government of Ghana has an environmental sanitation policy prepared by the Ministry of Local Government and Rural Development (MLGRD) in consultation with stakeholders and approved by Cabinet in April 1999. Environmental sanitation is seen as an essential factor contributing to the health, productivity and welfare of the people of Ghana and a National Environmental Action Plan drawn for the period of 1991-2000 placed a high priority on environmental sanitation. The objective of environmental sanitation as stated in the policy is to develop and maintain a clean, safe and pleasant physical environment in all human settlements to promote the social, economic and physical well being of all sections of the population. It comprises a number of complementary activities, including the construction and maintenance of sanitary infrastructure, the provision of services, public education, regulation and legislation. The principal components of environmental sanitation include collection and sanitary disposal of wastes, including solid wastes, liquid wastes, excreta, industrial wastes, health care and other hazardous waste, storm water drainage, cleansing of thoroughfares, markets and other public spaces, control of pests and vectors of diseases, food hygiene,

environmental sanitation education, inspection and enforcement of sanitary regulations, disposal of the dead, control of rearing and straying of animals and monitoring the observance of environmental standards.

The policy outlines various strategies among which are the establishment of the national environmental sanitation day to be observed one day in a year by all citizens, development and strengthening of community role in environmental sanitation, private sector participation for efficiency, development of legislative and regulatory frameworks and capacity and promoting research to review technologies, identification and dissemination of cost effective, appropriate affordable and environmentally friendly technologies to address environmental sanitation needs, adoption of the cost recovery principle but no mention is made in the document to gender nor are gender considerations alluded to.

The MLGRD is the lead sector agency, with responsibility to provide guidance on environmental sanitation sector planning, policy and legislation, provision of technical assistance and human resource development for the sector and coordinating and disseminating research results, with the metropolitan authorities handling various components like public health management, waste management, environmental monitoring under their waste management departments. Allied institutions include the Ministry of Environment Science and Technology(MEST), Environmental Protection Agency(EPA), Council for Scientific and Industrial Research(CSIR), Department of Town and Country Planning and the Ministry of Health(MoH). Sanitation is managed by a number of agencies specifically the MLGRD, MoWH, MoH, and the district assemblies. There is weak coordination between all these agencies. A major institutional gap is the fragmentation of responsibilities and unclear coordination strategies between stakeholder institutions involved in sanitation. There is a weak link between the organizations listed and this has greatly affected progress in the sector.

WATSAN Policy Framework and Institutional Arrangements

Institutional Arrangements

Water

Sanitation

The Accra Metropolitan Authority (AMA) is the main agency in charge of sanitation in the city of Accra. AMA implements its sanitation program through its waste management department and Public Health Department. The AMA contracts out the waste collection services to private sector (contractors) due to capacity and resource constraints and to ensure greater supervision and efficiency. These contractors work directly with the residents of targeted settlements under supervision of the Waste Management Department Monitoring team. Presently, the services of seventeen (17) contractors are engaged for collection, transportation and treatment of waste. About one thousand, two hundred (1,200) tons of refuse is collected per day as compared to the estimated one thousand five hundred (1500) tonnes.

In an effort to control and properly manage waste in the city of Accra, the city has been divided into three (3) classes on the basis of income levels using residential status as a key indicator. The current tariff structure is based on the classification as provided below: Cross subsidies are used for sanitation services.

Table 2: Tariff Structure for Waste/Refuse collection System in Accra

Class	Income groups	Tariff per container
1 st class	High income level are those living in residential areas with higher status	¢100,000 per month per container
2 nd class	Middle income level are those living in residential areas with average status	¢60,000 per month per container
3 rd class	Lower income levels are those living in poorly or underserved residential areas	¢20,000 per month per container

Source: AMA tariff structure for waste collection, 2005

Basically there are two main ways of sourcing funding for the operations of waste management department in Accra and these are house-to-house charges, and funds from AMA. In estimation, the former takes about 10 % while the latter raises 90%. The estimated project cost for the next five (5) years is \$20 billion.

Urban sanitation also comprises premise inspection, enforcement of environmental sanitation laws and nuisance control. These activities are carried out mainly by the environmental health officers of the public health department. Staff records show that there are 58 females as compared to 114 male environmental health officers. Anecdotal evidence seems to suggest that the female officers are more effective in their role than their male counterparts.

Policy Framework

In the Millennium Development Goal (MDG) – Needs Assessment Report, 2004 it is stated that, the level of national deprivation had decreased overall in Ghana. The decrease was however not uniform across the 10 regions; whereas the level of deprivation of Accra increased that of the other nine regions declined. The rise in the level of deprivation in Greater Accra was attributed to two major factors: the decline in access to safe water and the proportion of underweight children during the period under consideration. This could be attributed to the rapid urbanization and the influx of people from the rural areas to Accra without a corresponding increase in service delivery.

The report also indicated that progress on the net enrollment ratios had been below the expected rate for achieving gender equality by 2005. The net female enrolment ratio in primary education was 0.82 in 1992, increased to 0.87 in 1995 and by 2000 had increased to 0.9. Thus between 1995 and 2000, net primary enrollment increased by 0.6% per annum. If the current growth trends continue, the MDG target of achieving gender equality will not be achieved.

In response to the above challenges, the GPRS has as its overarching goal in the human development thematic area, to ensure human capital accumulation for sustained economic growth and national development through the provision of basic social services such as education and training, health care, safe drinking water and sanitation and decent housing. The GPRS recognizes that increasing access to potable water is key to achieving health outcomes and sustained poverty reduction. Its strategies thus focus on improving access to rural, peri-urban and un-reached poor urban areas through effective management of urban water systems, safe liquid and solid waste management and capacity building for environmental health (GPRS 2003-2005, Vol1). One of the core indicators in the GPRS is to “halve, by 2015, the proportion of people without sustainable access to safe drinking water”.

Within the context of urban water systems management, the GPRS seeks to improve service delivery through the design and implementation of effective plans that can be monitored and links activities between the Ghana Water Company Limited (GWCL) as Utility; Private Operators including Small Water Enterprises (SWEs); and the Public Utility Regulatory Commission (PURC), the regulatory body. Access to water for poor urban households particularly those living in compound houses will be promoted through a reassessment of the lifeline tariff. The targets for the period 2002-2004 and 2003-2005 in the sector are to improve access to safe water from 70% to 78% in urban areas and from 40% to 54% in rural areas.

In the GPRS a number of pro-poor water supply interventions are noted. These include:

- direct state interventions in areas where there is a marked gap in service delivery;
- partnership programs with Non Governmental Organisations (NGOs) which have a comparative advantage in responding effectively to the needs of the vulnerable and excluded;
- promotion of physical planning in both urban and rural contexts
- redevelopment of urban slums

The National Development Planning Commission (NDPC) is in the process of engendering the GPRS in collaboration with the Ministry of Women and Children's Affairs (MOWAC) and has already commissioned a number of studies and stakeholder consultations to this effect. One such study on "poverty diagnostics from a gender perspective" highlights the three dimensions of poverty i.e. the income or consumptive poverty, lack of access to basic services and deprivations in human development. The report sought to establish gender disaggregated data in terms of income, malnutrition, ill health, illiteracy, general security etc. to serve as a basis for assessing the gender issues as pertains to the GPRS. The report states that "**Women are particularly disadvantaged in the labor market because majority of women are not literate and do not necessarily have skills that employers want**".

The report discussed the multifaceted nature of the barriers to girls education, including the various dimensions of gender discrimination and access to education notable amongst them, cultural attitudes. The woman's place was regarded to be in the kitchen and there was the myth of highly educated women being barren. Girls were usually saddled with households chores which gave them little time and energy for learning. As a consequence, they do not do well at school and this is used to perpetuate the belief that girls are not as brilliant as boys. Early marriages and pregnancies contribute their quota to girls dropping out of school. At the school level, teaching and educational materials are usually gender insensitive reinforcing the traditional roles of women. Sexual harassment, inadequate and gender insensitive school facilities e.g. latrines for girls contribute to the low educational attainment of girls. It is women and girls who usually bear the brunt of inadequate water and sanitation services.

The goals for education in the GPRS target policies to ensure among others the provision of educational facilities to ensure that all citizens, irrespective of age, **gender**, tribe, religion, and political affiliation are functionally literate and self reliant. Policy objectives include increasing access to and participation in education and training, which includes shifting the burden of payment for education services away from poorer students at the lower levels especially for the girl child and ensuring that buildings and physical infrastructure in schools are made accessible

to the physically challenged. To bridge the gender gap in access to education, there is the measure of providing incentive/scholarship schemes to increase girls enrolment, retention and completion particularly in deprived areas and sensitizing parents and communities on the importance of girls education. Policy objectives also target improving the quality of teaching and learning, improving the quality and efficiency in the delivery of education services, *promoting and extending the provision of science, mathematics, technology and Information Communication Technology (ICT) education and training*, and mainstreaming in the curricula of schools and institutions of higher learning, HIV/AIDS, population, **gender**, health, fire safety and environment issues. Specific measures to attain these objectives include Information Education Communication (IEC) campaigns to encourage investing in girl education, curriculum testing to eliminate gender stereotyped images and messages, the presence of separate lavatories for girls, recruitment of more female teachers, promoting community managed schools and non formal education for out of school girls and women.

The policy goals for health include improving the health status of all Ghanaians with particular emphasis on those living in deprived areas through a process of making health care accessible to the poor and vulnerable in identified deprived districts, addressing the specific poverty related health problems that make the most impact on poverty reduction and developing a system for identifying the poor and vulnerable for targeting specific health delivery interventions. The above are to be achieved through measures to bridge equity gaps in access to quality health and nutrition services, ensuring sustainable financial arrangements that protect the poor, enhancing efficiency in service delivery some of which are to redistribute health workers in favor of deprived areas, improving community based health planning and implementing the health insurance scheme.

In the area of **water and sanitation**, the overall goal is to ensure that all communities in Ghana have access to reliable supplies of safe water and adequate sanitation facilities. The objectives include ensuring sustainable management of all water resources, accelerating the provision of safe water in the rural and urban areas especially guinea worm endemic areas, accelerating the provision of adequate sanitation and improving environmental sanitation. Policy measures that will be implemented to achieve this broad objective include the establishment of basin representation and coordination, facilitating water resource management education, implementing an Integrated Water Resources Management (IWRM) Communication Strategy, ensuring efficient management of all water resources (surface and ground), improving human resource capacity in water management and ensuring coordination of all water development programs. Specifically under Urban water, policy measures include the acceleration of provision of safe water in urban areas, establishing regional offices of the PURC, mobilizing new investments for urban water systems, extending distribution networks especially to low income consumers, assessment of lifeline tariff for poor urban households and provision of standpipes for the poor. Under sanitation, the policy measures seek to promote the construction and use of domestic toilets, improving the treatment and disposal of waste in major towns and cities, enforcing laws on the provision of sanitation facilities by land lords, promoting widespread use and proper management of simplified sewerage systems in poor areas, integrating hygiene education into water and sanitation delivery, promoting physical planning in both urban and rural areas including the acquisition of land for the treatment and disposal of solid waste in major towns and cities, supporting public-private partnerships in solid waste management and capacity building of District Assemblies.

The Government also plans to implement strategic/development plans for urban centers including improving infrastructure facilities in slum areas and restricting the formation of new slums, enforcing rules on land use plans, and ensuring efficient and effective management of flood control and drainage systems, promoting and facilitating private sector participation in flood control systems and coastal protection.

Out of the above mentioned strategies, the MDG report (2004) indicates that the following measures are already being undertaken: community sensitization, improving the quality and relevance of basic education, expanding and strengthening incentives and scholarship schemes for girls- environment, designating a minister responsible for girl child education, setting up gender desks within the Ghana Education Service (GES). Other measure being undertaken include eliminating gender stereotyping in educational materials, encouraging the recruitment and deployment of female teachers to act as role models, ensuring girl child security at school. Several NGOs have taken steps to improve girls' enrollment at the basic level through provision of material support, including school uniforms, stationery, school bags and food rations, district and national level scholarship for girls and separate sanitation facilities for girls.

In spite of all the above measures, Ghana rates itself as **unlikely** to meet the MDG target for Gender Equality although the supportive environment is fair (MDG report for Ghana, 2004)

A number of recommendations are given in the MDG Needs Assessment report for achieving the MDGs in relation to the gender goal (**Annex B**). From the recommendations made, it is clear that there exists expert knowledge in Gender and Development Issues in Ghana. It is worthy of note that most of these recommendations are the functions of Ministry of Women and Children Affairs (MOWAC) as stipulated in the National Gender and Children's Policy.

GENDER INSTITUTIONAL ANALYSIS

GWCL

The institutional assessment of the GWCL revealed that for a total workforce of 1352 in the Accra-Tema metropolitan area, 237 were women as compared to 1115 men. Out of the total workforce 325 were senior officers whilst 1027 were junior officers. Out of the senior officers 23% were women whilst 16% of the junior officers were women. It was also observed that, field workers i.e. those who move round doing disconnections and repairing faults are mainly men, (the Interviewee was of the view that the job involved a lot of walking and was not very suitable for women). However the revenue officers who sit in kiosks as well as most of the secretaries are women. On the treatment plants most of the staff are men, because of the conditions of service which call for living in the villages, working on shifts including night shifts etc. GWCL is an engineering oriented firm and recruitments have been done on the basis of fairness in assessing competencies irrespective of gender. Considering the statistics given on female educational attainment, and the fact that women hardly read science subjects; the fact is that there are few women engineers in Ghana, it is therefore not surprising that in the top management of the firm there is one woman to 19 men. The Government is however seeking to change this situation through the institutionalization and implementation of the annual Science, Mathematics and Technical Education (STME) clinics held for girls. At these clinics, the girls are exposed to female achievers in the sciences who then act as role models. No consideration is given to gender issues in the utility, be it in planning for interventions or in staff recruitment. There is no gender disaggregated data either. GWCL has no gender considerations in planning,

designing, implementation, monitoring or evaluation, but they acknowledge that their work is all about providing water for women who traditionally bear the burden of water portage.

Worthy of note also is the fact that there are no salary differences for male and females doing the same jobs at equal levels. Opportunities for career enhancement and promotion are also the same for both sexes.

WRC

The Water Resources Commission has 15 commissioners with one being a woman and she is the women's representative. The Commission's work has not been influenced by gender considerations in any way. Recently however, there seems to be a drive to incorporate gender based on a sensitization workshop on gender mainstreaming supported by DANIDA. According to staff of the Commission, greater effort needs to be committed to this drive if results are to be realized.

MLGRD / AMA

The Ministry of Local Government and Rural Development, local project support unit, had also undergone some training organized by MOWAC and a gender focal person appointed subsequently. Women representation at the unit represented about 50% of the workforce. There was however no representation of women in top management. The Unit indicated that its recruitment process gave consideration to competency and not to gender per se. A gender perspective to the interviewee was an act of discrimination.

Key Issues

The waste treatment operations/activities at the Accra Metropolitan Authority involve few women for documentation/records keeping while men undertake the technical and manual jobs. Men alone are involved in the transportation of the waste. The standard explanation given was that these jobs are deemed "too difficult for women and a man's job". Women representation at the Public health department was however more encouraging as out of the 172 environmental health officers, 58 were females. Premise inspection, nuisance control and law enforcement was therefore done by a considerable number of women.

Gender Issues are clearly articulated in national development strategies like the GPRS and MDG framework for Ghana and in the Gender and Children's Policy but these frameworks for gender mainstreaming have not been translated into practice by implementing agencies.

The fact that most of the agencies are of the view that a consideration for gender is an act of discrimination suggests that basic gender definitions and principles have not yet been understood.

The situation depicted above concerning staffing shows clearly the link between educational attainment and the level of work. It would be recalled that the educational attainment of women fell below that of men in all instances as statistics indicated.

None of the institutions felt the need to collect gender disaggregated data or do a gender analysis of their projects.

Conclusions and Recommendations

Women are taking up leadership roles as evidenced by a third of households being headed by a woman.

Ghana possesses the environment, policies and institutional framework required for gender mainstreaming.

The GPRS is in the process of being engendered.

MOWAC as spelt out in its policy documents will have to facilitate the process of gender mainstreaming in the allied ministries and implementing agencies for water and sanitation through sensitization and training sessions held in collaboration with organisations like the Gender Development Institute and the Ark Foundation. Gender focal points could be appointed in each of the organizations as was the case at the MLGRD. These Gender focal points could then be trained regularly by MOWAC to push the Gender Mainstreaming Agenda in these agencies.

Other recommendations are listed below:

- Train policy makers, development planners and managers in all MDAs and public research institutions in gender awareness and gender mainstreaming.
- Promote the collection, analysis and use of gender disaggregated data for overall development planning, especially in the economic sectors, by strengthening the gender capacity of the Ghana Statistical Service (GSS) and the National Development Planning Commission (NDPC). If necessary, create a Gender Statistics Unit in the GSS with dedicated staff and budget and empowering legislative or administrative instruments.
- Ensure that data collection covers all areas of livelihood, including productive and reproductive sectors, and presents analytical profiles of the situation of women and men on a regular basis for advocacy, policy formulation and programme planning to remove gender inequalities.
- Promote training in and use of gender sensitive budgeting in public expenditure estimates and allocations by all sectors. Ministry of Finance and Economic Planning (MoFEP)

The root cause of the problem however is the general short supply of females with qualifications in technical fields as well as the socialization process. Solving the root cause of the problem as articulated in the MDG for gender would make the eradication of the symptoms much easier. An effective gender mainstreaming project should be in line with the Millennium Development Goal that seeks to ensure gender equality in education. Education, a great empowering tool would help address the above discrepancies.

GENDER ANALYSIS OF WAC THEMATIC PRIORITIES

Pro-Poor Governance and Follow-Up Investment

Current Context

GWCL seeks to expand the reliable supply of safe water in urban areas, ensure that poor households have access to potable water at affordable prices and ensure sustainability of the sector through cost recovery and improved management. To meet these objectives, a project is proposed comprising the following- system expansion and rehabilitation, extension of service to low income areas and the rehabilitation of the existing network to reduce non revenue water through a public –private partnership development. Currently 50% of water treated does not generate revenue due to physical and commercial losses. The operator will receive incentives for meeting service standards, in water quality and pressure, reduction in non revenue water, reduction in chemical usage for treatment plant operations among others. The GWCL will retain the title to facilities except operator removable new facilities which will remain at all times with the operator.

Some civil society groups, principally ISODEC and its brainchild, the Coalition against the Privatization of Water have raised a number of concerns against the PSP process. Their main areas of concern are that:

- Cost recovery, a feature of PSPs, will hurt the poor;
- The PSP process only favors large foreign multinationals, and repatriation of profits from wholly Cedi-based revenues will put pressure on the local currency;
- There is no transparency in the PSP process and stakeholder consultations have been inadequate.

The concerns over cost recovery and repatriation of profits by foreign multinationals however, may not be valid in the case of Ghana's PSP in urban water supply. This is because the PSP is in the form of a management contract in which the operator will be remunerated from the \$103 million grant from the World Bank and other donors. Since the operator will not bring in any investments except for a token working capital; will not be paid from tariff revenues and will not determine level of tariffs, there is no issue of repatriation of profit from wholly cedi-based revenues.

The poor are the beneficiaries of a well managed system
Quote from an interviewee

It is on record that out of \$120m required for the Urban Water Project, \$91.8 representing 74% would be used to rehabilitate and expand the network to make water available to all, especially people in hitherto un-served or underserved urban areas, including Accra.

The PURC has also published a **social policy and strategy for water regulation** based on the Governments broad social policies as articulated in the Ghana Poverty reduction strategy as well as a socio-economic survey on water accessibility, affordability and quality it commissioned. Based on a five year review of the GWCL which focused on issues of water production, paid for water and water quality amongst others and the above social policy, the Commission has published the **urban water Tariff policy** with policy options relating to tariff structures, cost recovery, environment, constraints and other factors which seek to protect the domestic consumer. Some of these options have to do with cross subsidies between different user categories e.g. between domestic and non domestic customers to impose higher tariffs on non domestic consumers allowing domestic tariffs to be reduced, infrastructure development charges are not to be charged to consumers and the provision of standpipes for poor communities.

In addition the PURC in collaboration with GWCL and Water Aid, an NGO is undertaking pilot interventions aimed at addressing the water supply needs of the urban poor, with a view to drawing good lessons for replication and to inform regulatory policy.

Although these policies exist, the reality is that the inhabitants of Teshie and like communities pay between 5-10% more for the water they use. In the Community Situational Analysis, it came out clearly that women were the managers of water be it domestic or commercial. They most of the time bore the brunt of paying high rates for water as they were concerned with water provision in the home.

Gender Situational Analysis

Studies and pilots with community management options are being undertaken in a bid to address pro poor issues.

The setting up of the PURC is a step in the right direction for pro- poor governance.

The social policy and strategy for water regulation is essential in pro poor governance.

Clearly Pro poor issues have caught on with Government and NGOs as shown above with all concerned making sure that the concerns of the poor are addressed. Gender in its entirety has however received little attention although poverty is increasingly being linked to the female face.

The data informing the strategies was not disaggregated by gender and neither was a detailed gender analysis done. Strategies are therefore based on only pro-poor issues and not on male – female issues.

Key Gender Mainstreaming Strategies

As already indicated, inadequate water and sanitation is causing deprivation in Accra. Water and sanitation in the Ghanaian context has also been shown to be the responsibility of women. An improvement in the current situation will therefore go lengths to improve the lives of poor women and men and reduce poverty as the time and money savings would result in productivity for the woman or girl.

To assist in the realization of the various policies formulated by the PURC on pro- poor governance, it is recommended that:

- Community financing schemes be explored for the implementation of community based management models that would include women in decision making processes.
- The Staff of the GWCL and Sub Metros should be trained in pro poor gender responsive community management and planning approaches
- Income Generation Activities be integrated into the WAC program in collaboration with NGOs and CBOs
- Women be promoted as small scale providers of water services

Sanitation for the Urban poor

Current Context

Treatment of waste is the most common problem. More than half the waste in Accra is dumped untreated, whilst the rest receive only rudimentary treatment or is simply dumped in trenches for eventual burial.

In the midst of these challenges, the MLGRD has sourced some loans and grants for special interventions in the city of Accra in the form of Urban Environmental Sanitation Projects.

The Urban Environmental Sanitation projects aim at promoting productivity and raising living standards in Ghana's major cities especially for lower income people by improving drainage, sanitation and solid waste services and establishing better institutional and financing mechanisms and more effective policy frameworks, so that improvements are sustained over time. Various projects have been implemented which focused on storm drainage, solid waste management in the form of Land fills and septage treatment plants and toilet facilities for households and institutions. The projects also targeted community infrastructure upgrading in 7 low income areas one of which is TESHIE, the community chosen for the rapid gender assessment. Through these projects, 1197 household toilets, 150 blocks of school latrines had been provided to low income areas in Accra. Activities consisted of provision of access roads, pipelines and standpipes, streetlights, storm drains, footbridges and resettlement of households.

Although the projects did involve some amount of community participation in terms of choice of interventions and beneficiary contribution of 50% of the cost of toilets, it was limited and It was made clear that no gender considerations were made in project needs assessment, design, planning, implementation, monitoring or evaluation.

Generally there is little community involvement in urban sanitation due to the extent of cohesion in urban communities which is little. The communities are however represented at the district Assembly by an elected Assembly man or woman. The existing community managed systems in the urban areas were found to be mismanaged as compared to the private and municipal managed ones. Prices for services for example refuse collection were expected to be regulated by the competition introduced with the use of many service providers.

The challenge poor people in Accra face is that they are tenants and live in rented premises without toilets. They do not own their homes. Most landlords do not see the need to provide them with these facilities and the tenants cannot on their own seek support from the urban environmental sanitation project for household latrines as the land does not belong to them. Although legislation does exist for every house to have a toilet it has been very difficult to enforce the law.

Gender Situational Analysis

Women's role in waste management activities has been mainly limited to refuse collection at home and dumping. This takes a considerable chunk of their time which could be used for education or income generating activities to break the cycle of poverty.

The waste treatment operations/activities involve few women for documentation/records keeping while men do the technical aspect of it. Men alone are involved in the transportation of the waste. The standard explanation given was that these jobs are deemed "too difficult for women and a man's job". Out of the 17 contractors AMA engages for waste management, two are women. Women as also involved at the AMA as environmental health officers

House-to-house system of refuse collection does not work for poor women and men living in low income areas for the reason of low accessibility to homes by the trucks and the history of non payment of service charges by households. The sad reality of lives of the urban poor is that their homes are structured such that they are difficult to reach with services.

The current framework for service provision makes little room for community involvement and lays more emphasis on law enforcement rather than education. Education is paramount if the current situation in which community managed toilets are improperly managed as compared to privately managed systems will have to be improved.

The current tariff structure is based on social justice and equity to some extent because of its reference to socio-economic classification data. In addition, the utility payment system has consideration for poor urban women and men in informal settlements, slums or low income areas by providing refuse containers for dumping free of charge. The AMA pays for collection and disposal of refuse in these areas that are served with refuse containers. The problem is that these containers are not emptied regularly by the AMA and end up being a nuisance and a health hazard.

Latrines in the poor communities are not enough and the women of Teshie resort to defecating at the beach, a practice they feel uncomfortable about.

Key Gender Mainstreaming Strategies

The policy is conspicuously blind to gender considerations and does not spell out strategies for mainstreaming gender into urban sanitation.

There is no emphasis on the building of social capital for sanitation which would place individuals in the position of responsibility for their sanitation situation.

Capacities need to be developed in the collection of gender disaggregated data to facilitate the designing of appropriate gender mainstreaming strategies in urban sanitation. Great effort is needed to present gender issues in a way that is relevant to implementing agencies and ministries.

Therefore, issues concerning access, equity, opportunity and consideration of women and men particular needs should be highlighted in policy documents and implementation plans.

Advocacy should be made on budget allocation for sanitation in the communities as well as the construction of separate latrines for boys and girls in the schools.

Urban Catchment Management

Current Context

The Water for African cities project is meant to find solutions to the water and sanitation problems of fast growing African cities many of which face water shortages and environmental degradation of their water bodies due to the increasing discharge of urban wastes into their water sources. The Accra city water supply partly depends on the Densu River with a basin of about 2488 square kilometers with a population of about half a million people in some 2000 settlements. The Densu river source and Weiija is polluted because of the level of urbanization in the basin and the effluents it receives from human settlements, agricultural and industrial establishments.

The WAC I comprised a UN HABITAT sponsored rapid environmental assessment and action plan for implementing interventions for the rehabilitation and preservation of the ecological stability of the Densu river basin to ensure improvement in the water quality of the river, reduce chemical treatment, improve public health and improve livelihoods. The study found among others that, the Densu environmental problems were caused by land degradation, poor urban waste management, inadequate institutional capacity and insufficient awareness by stakeholders of the issues at stake.

As a follow up to the study, a Densu river basin management board was set up by the Water Resources Commission with the assistance of DANIDA to manage interventions for protecting the catchment. The Densu Basin Board has 17 members drawn from five district assemblies within its catchment, and the concerned MDAs such as Ministry of Food and Agriculture, Ministry of Health, Environmental Protection Agency, the Ghana Water Company Limited, Forest Services Division and the National Commission on Culture. Three out of the number are women.

A framework for socio-economic analysis and trends in socio-economic development in the basin, of relevance to IWRM were identified in addition to a list of participatory methods that could be used in IWRM. A ground water assessment and vegetative cover survey of the basin were undertaken and water resource assessment tools prepared as elements of a decision support system. A training needs assessment study was also done to strengthen the capacity of the various stakeholders in the basin towards a management strategy for local catchment management.

The main activities planned hinge on pollution prevention. Detrimental activities include tree felling usually by armed men and the unit is therefore proposing the use of the Military in this exercise to halt tree felling. Fortunately certain NGOs and CBOs notable amongst them the GWCL Ladies Association are already active in the basin and are engaged in tree planting and sensitization activities in the basin. One of the NGOs had built an incinerator for the Nsawam Government hospital as a means of preventing the waste from the hospital entering the river catchment. The Indigenes have also been very instrumental in terms of providing information on activities in the basin that threaten the catchment.

The Basin Board has outlined several activities and is currently awaiting ministerial assent to begin activities which include the setting up of the buffer zone, the relocation of people in the buffer zone and support for resettlement. The Koforidua Municipal waste treatment plant has been found to be polluting the catchment and is also recommended for re-siting.

Gender Situational Analysis

Women in the Teshie Community dispose of their waste water in gutters and surrounding ground and at the same time complain about insanitary conditions. The men seemed insensitive to the sanitary conditions of their environment. Both men and women dumped refuse along the beach and used it as defecating grounds.

As seem to be the case in all the previous themes, the issue of gender blindness persists in the Urban Water Catchment project also. There is inadequate information on gender issues in Urban Catchment Management and activities planned in this area.

The activities of the GWCL ladies association in growing trees in the catchment is a pointer to what gender sensitive programming could achieve.

In the Teshie Community, it was observed that women were more concerned with their surroundings as they indicated their water may not be clean owing to the dirty surroundings whilst the men were of the view that it was clean because it appeared so.

Key Gender Mainstreaming Strategies

Considering the fact that women are involved in domestic catchment pollution through disposal of waste water and refuse, it is recommended that women in the community are sensitized on the effects of their activities on the environment and on water bodies. The concern shown by the women in the condition of their environment is a pointer to the possible effectiveness of a strategy that targets women in environmental conservation measures.

There should be education, training and capacity building of women at local level on sound environmental management and ensure their effective participation in decision-making. Women should also be trained on the prevention and control of water borne diseases.

Water Demand Management

Current Context

It is estimated that 50% of all water produced by the GWCL is unaccounted for. Although part of this unaccounted for water has to do with revenue losses, there is a component that is lost physically and that is what Water Demand Management (WDM) seeks to reduce.

The University of Ghana, Legon was a good choice because losses due to non revenue could be minimized and the area was also amenable to isolation and thought to be a place where there was a high wastage of water. The day time population of the campus was estimated at a

maximum of 17,000 people out of which 13,592 were students. It was estimated that 40,240 liters of water could be saved on the estimated daily consumption of 469 cubic meters by utilizing an effective water demand management strategy.

A first report on the condition of the campus revealed that most valve chambers and taps leaked and that water closets, urinal bowls and wash hand basins did not have water saving characteristics. Most meters were also not functioning. The water distribution network map on the campus had not been updated since 1977. Physical developments since then did not appear on the distribution network map and as a result, the information on pipelines and consumption was not available. As part of the project, bulk meters were installed for the purpose of determining outflows and inflows, since the Legon reservoir and the main pipeline served other areas in the Accra- Tema Metropolitan area. This was followed by an assessment of the current distribution network with the view to updating the distribution network map. The assessment covered all appurtenances, considering items for water saving characteristics, physical condition and repair, replacement and change in design or specification. This involved detailed works on the entire network on the university and identification of all fittings and their condition, recording all plumbing fixtures in the halls of residence and the cafeterias, where water consumption was estimated to be heavy.

Estimates were then made for retrofitting comprising the repair of leakages, repair and replacement of valves, internal and external fixtures and a project packaged for repairing of faulty plumbing systems, pipelines, automatic controls, replacement of pipelines prone to leakage, replacement and installation of additional meters and introduction of volume control devices on fixtures such as water closets and wash hand basins. All 11 liter cisterns were to be replaced with 7.5 liter ones.

The project also aimed at promoting behavioral change towards water use. A public awareness strategy was recommended highlighting issues such as saving expenditure on water and the conscious use of water as a national duty. A communication strategy was to be prepared targeted at different groups of people, students, staff living on campus, staff living outside campus, and administrators, through leaflets, campus FM broadcasts, hall bulletins and demonstrations. The above projects have been costed and tender documents to aid in the selection of service providers prepared.

On the other hand the GWCL, the water utility in Ghana has also been concerned with WDM and has put in some measures to ensure this. These include educational posters and newspaper advertisements. All new connections are metered and the step tariff system applied as a financial disincentive for water use beyond a certain limit. The promotion of water saving devices have however not been promoted much.

In the Teshie community, Water Demand Management has been as a matter of course as the scarcity of water and its high price has resulted in strategies including taking one's bath once in a day and limiting the washing of clothes. These measures may however not be too good for observing good hygiene.

Gender Situational Analysis

The concept of water demand management is still in its infant stages and has not been fully developed. No gender considerations have informed the WDM project as yet.

Key Gender Mainstreaming Strategies

An important approach to adopt in GWCL is to ensure representation on planning structures by committed and gender skilled individuals who do not only appreciate gender as a

development concept but also are able to effectively influence discussions, and plans and strategies from gender perspective. Funds will also have to be released for the actual implementation of the project.

In addition to the WDM pilot to be undertaken, further research could be done of water demand management strategies with a view to promoting, pro poor and gender responsive ones.

Water Education in Schools and Communities

Current Context

The Value Based Water Education (VBWE) program involves the broad consolidation of human values to be integrated into water education in a holistic manner aimed at nurturing character building from the early stages of human development. It is an innovative approach of human values as a complement to existing tools in water management for African cities. The value based water education is expected to sensitize people to link water to the cultural values of the country such as prudent and honest behavior in paying bills for example, reporting leakages, reducing wastage of water, sharing and caring for the environment to transform attitudes and behaviors of children towards water sources and water use. The core human values of love, truth, peace, right conduct etc and their practical application are necessary inputs for water conservation and protection. VBWE therefore strives to assist pupils and the public at large to conserve water and protect the environment through teaching them to understand the critical roles that water and the environment play in human development and survival. The VBWE is integrated into the school curriculum through informal teaching techniques.

The overall goal of the VBWE project is to facilitate change in behavior and personal attitudes among water consumers and to promote understanding of the environment in a water context. Strategies include the sensitization of stakeholders, extracurricular activities to facilitate and promote VBWE, adaptation of curriculum to incorporate VBWE, training of formal and non-formal educators, recognition and incorporation of existing cultural values in water education, consideration of the role of women in VBWE and integration of universal values with those of early childhood peer group values.

Gender Situational Analysis

The project area for the VBWE pilot project was the DENSU river basin, the same basin that was the focus of the Urban Water Catchment project. 10 pilot schools with a mix of both boys and girls were initially selected. As part of the activities in Ghana, a national action plan for VBWE was drawn up, followed by the setting up of a steering committee drawn from stakeholder organizations such as the Ghana Education Service (Curriculum Research and Development Division), Basic Education Division, Inspectorate division, Science Education Unit, Ghana Commission for UNESCO etc., Ghana Water Company Limited, and the Water Resources Commission. A training of trainers was then organized followed by a baseline on the selected pilot schools. This baseline information had no gender considerations. A training program was then organized for teachers and a teaching manual prepared to support the integration of the values in the curriculum. At least one male and female teacher from each school were trained on human values approach to water education for children in schools as strategic entry point to develop a new ethic for ensuring efficient use of water in Accra city.

A seven-member water and sanitation committee made up of 3 pupils and 4 teachers has been established in each school to implement and monitor the project. Both male and female

teachers as well as boys and girls form part of the team but not through a conscious effort to make teams gender sensitive. Teachers take decisions on community outreach activities and assign roles to the children to implement. It was identified that parts of VBWE activities were not being undertaken in the selected schools where the rapid assessment was done. These included using the water classroom for practical sessions and water audit, with the reason that the facilities had not yet been provided by UN Habitat. Interviews with children and teachers revealed that school activities were quite balanced for both girls and boys; boys and girls clean their own toilets, girls would normally sweep the compound whilst boys weed. The school had both girls and boys prefects. It was observed however that the latrines in the schools were locked up because there was no water in the school for flushing. Monitoring of the project is done by the National Steering Committee. The teachers requested for funding from UN Habitat for extra curricular activities.

A visit to the Ministry of Education revealed that the Canadian International Development Authority (CIDA) had initiated a project on Gender and Text book writing. The Ghana Education Service had also had a study and a training program on gender equity in the classroom- the role of curriculum and teacher delivery, by Kathleen Fincham of DANIDA. Every district education office also has a gender desk officer.

In terms of roles and responsibilities for boys and girls in the school there does not seem to be any discrimination because no special responsibility is assigned to a particular sex. Boys clean their own toilets just as girls do theirs. Perceptions of traditional gender roles were however still carried into the school by teachers who said they would normally ask boys to carry heavy things around and task girls to wash napkins for example.

School VBWE committees may or may not be gender balanced as there is no conscious effort to do this. It is worthy of note, that since this project takes place at the basic school level, it is an excellent entry point for gender mainstreaming. An effective gender mainstreaming strategy within the framework of the VBWE program would yield girls and boys who are confident, assertive and have attained high standards in education and do not need any special considerations to get them mainstreamed. The fact that the Ghana Education Office has Gender desk officers is a good launching pad for gender mainstreaming in VBWE. Certain schools that were part of the program had no water facilities and this could reduce the impact of the lessons learnt in VBWE. Currently used teaching aids reinforce the traditional roles of boys and girls, men and women for example pictures may show a girl sweeping whilst a boy plays or a woman cooking whilst the man watches television.

Key Gender Mainstreaming Strategies

There is a lack of gender disaggregated data for both baseline data and measuring impact of VBWE.

The framework which supports the establishment of VBWE project did not make room for internal gender issues to be addressed.

Illustrations and messages found in textbooks focus on the traditional roles of boys and girls, men and women perpetuating the gender roles that have kept women in poverty and relegated women and girls in the background. A deliberate effort will have to be made to change this and the work done by CIDA and DANIDA in the areas of gender and text book writing and gender equity and the role of curriculum and teacher delivery could serve as starting points. Teaching Aids and the curriculum should be reviewed to make them more gender sensitive

The schools undergoing the program should be provided with the full complement of water and sanitation facilities to ensure that lessons are made practical to the children.

VBWE committees at the school level and the National steering committee should be gender balanced.

Teachers invariably carry their gender perceptions to school and impart to the children. Gender sensitization will therefore have to target the teachers first to be effective.

Teachers should allow children to initiate, plan and implement their own out of school activities to promote VBWE whilst ensuring that both boys and girls play a key role. This would contribute to confidence and skills building for both the boys and girls.

The VBWE program should seek to collaborate with the Ghana Education Service as an institution so that all its functionaries including circuit supervisors would lend support to the program. The Collaboration could extend to giving support for the annual Science, Technical and Mathematics (STME) Clinics as well to help in breaking some of the gender myths and stereotypes.

Advocacy, Awareness Raising and Information Sharing

Current Context

The sanitation institutions has no program for advocacy, awareness raising or information exchange except in cases where the agency had to react to issues through radio talk shows , newspapers etc

The Ghana Water Company Limited however has a Public Relations Division that deals with issues of awareness raising and advocacy through the mass media, posters, calendars etc but at a level that does not make much impact. GWCL has not assessed the impact they are making. World Water Day celebrations are also used as opportunistic events for awareness raising. Churches and schools are invited to observe the treatment plants and the process of treating water as one of the key means of awareness raising used by the GWCL. Awareness raising in each of the thematic areas of the WAC project has been very minimal.

Gender Situational Analysis

The utilities mainly raised awareness or shared information as a reaction to issues being raised by the public and in cases where it served their interest as in posters for Water Demand Management.

Advocacy, awareness raising and information exchange have therefore been done on a limited scale with no clear strategy and as gender issues have not played any significant role in general program design, it also plays no role in advocacy, awareness raising and information exchange programs either.

Key Gender Mainstreaming Strategies

Advocacy, Awareness raising, and Information sharing are very vital for achieving impact in the thematic areas of the WAC II program and for changing policies. The program should right from the beginning involve a gender analysis and the plan for implementation should target men and women separately considering the different gender needs and strengths.

There should be a comprehensive advocacy program targeted at politicians, parliamentarians, and administrators which seeks to draw attention to the plight of women and men where water and sanitation issues are concerned with the ultimate aim of leveraging resources to address inequalities in access to resources.

PART III: GENDER MAINSTREAMING STRATEGY FRAMEWORK

Water for African Cities Implementation Plan



Gender Mainstreaming Strategy Framework 2005-2007

Priority Themes and Strategies - Accra

Gender Mainstreaming Action Plan - Accra

Thematic Priorities	Gender Mainstreaming Activities based on WAC Country Programme Documents	Steps for Implementation	Responsibility Primary/Secondary Partners	Time Frame Start-End Dates	Resources Needed Human	Resources Needed Financial (City Budget)	Outputs/Deliverables	Possible Indicators of Mainstreaming of Gender into WAC Programme themes/activities	Potential Enabling Factors	Potential Constraining Factors	
Pro-Poor Governance and Follow-Up Investment	<p>*Develop and implement a Gender sensitive pilot WATSAN project in a low income and un-served or under served area, which includes the following components;</p> <ul style="list-style-type: none"> • Access to water points • Ways of regulating water tariffs for poor women and men • Community management of services with emphasis on women's involvement in decision making processes and structures. • Promoting women as small scale managers and providers of WATSAN 	<ul style="list-style-type: none"> • * Set up a project oversight committee for GMPP. • Select a Consultant • * Develop a Community based Mgt model. 	<ul style="list-style-type: none"> * CM (WAC II) * GWCL (P) * DCD / MOWAC * CBOs * NGOs * PURC 	Oct, 05- Dec, 05	<ul style="list-style-type: none"> * Project Oversight Committee Members [MWH, GWCL, PURC, MOWAC, MLGRD (LGPSU)] * Consultant 	<ul style="list-style-type: none"> • Snack/Lunch • Transport • Stationery • Venue. <p>Same</p>					
		<ul style="list-style-type: none"> * Identify project area 	<ul style="list-style-type: none"> * GWCL / WAC II Consultant 	By 11/05	<ul style="list-style-type: none"> • POC 						
		<ul style="list-style-type: none"> • Initiate "Susu" and Micro credit Scheme that integrates income generation activities and community financing mechanisms 	<ul style="list-style-type: none"> * MOWAC 	By 06/06..	<ul style="list-style-type: none"> * Micro finance institutions. 	<ul style="list-style-type: none"> *Funds for micro credit operation 					

Thematic Priorities	Gender Mainstreaming Activities based on WAC Country Programme Documents	Steps for Implementation	Responsibility Primary/Secondary Partners	Time Frame Start-End Dates	Resources Needed Human	Resources Needed Financial (City Budget)	Outputs/Deliverables	Possible Indicators of Mainstreaming of Gender into WAC Programme themes/activities	Potential Enabling Factors	Potential Constraining Factors
	<ul style="list-style-type: none"> services. Dev't of Community financing systems(micro credit, 'susu' rotating fund integrating income generation activities.. 	<ul style="list-style-type: none"> Provide water points * Estqablsh Gender responsive Community Management structure 	<ul style="list-style-type: none"> * GWCL GWSL/MOWAC/DCD or (NGO). 							
	<ul style="list-style-type: none"> Capacity building of WATSAN personnel at all levels in pro-poor gender responsive community management and planning approaches. Identify Gender Focal Persons in PURC, GWCL, 	<ul style="list-style-type: none"> * Develop training modules. * Identify staff to be trained * Provide series of training progs. for Community WATSAN Management Committee Members. * Develop training modules. 	<ul style="list-style-type: none"> * GWSL/ MOWAC * GWCL/PURC/WRC /MWH/MLGRD(LGPSU) * GWCL/MOWAC * CM / MOWAC 	<ul style="list-style-type: none"> * By 10/05 * End of 03/06 						

Thematic Priorities	Gender Mainstreaming Activities based on WAC Country Programme Documents	Steps for Implementation	Responsibility Primary/Secondary Partners	Time Frame Start-End Dates	Resources Needed Human	Resources Needed Financial (City Budget)	Outputs/Deliverables	Possible Indicators of Mainstreaming of Gender into WAC Programme themes/activities	Potential Enabling Factors	Potential Constraining Factors
	WRC, and MWH and equip with adequate resources and capacity.	* Provide series Gender responsive training courses (incl. Gender budgeting).	* CM / MOWAC	* By 12/05 * 2005-2007						
Sanitation for the Urban poor	Construct separate and appropriate latrines (washrooms) with hand washing facilities for boys and girls in schools in the identified project area.	* AMA / MLGRD (LGPSU)	* Identify number and type of sanitation facilities required * Procure Services of a Consultant to prepare designs and tender documents. * Procure services of a contractor	06/06						

Thematic Priorities	Gender Mainstreaming Activities based on WAC Country Programme Documents	Steps for Implementation	Responsibility Primary/Secondary Partners	Time Frame Start-End Dates	Resources Needed Human	Resources Needed Financial (City Budget)	Outputs/Deliverables	Possible Indicators of Mainstreaming of Gender into WAC Programme themes/activities	Potential Enabling Factors	Potential Constraining Factors
	* Increase the number and quality of gender sensitive sanitation services for the urban poor in the identified project area.	* AMA/ MLGRD (LGPSU)	Community Consultation on improving coverage and quality of sanitation services including identification of roles and responsibilities Liase with AMA and MLGRD(LGPSU) to increase the number and supply of services Sensitize community members on payment for services	03/06						
	Promote hygiene practices through advocacy and awareness building activities	AMA/MLGRD	Community Sensitisation sessions IEC Campaigns	03/06						
Urban catchment management	Educate community members with particular focus on gender and the poor on urban catchment management /environmental pollution issues in the identified project area									
	Integrate gender perspectives in capacity building progs of IWRM									

Thematic Priorities	Gender Mainstreaming Activities based on WAC Country Programme Documents	Steps for Implementation	Responsibility Primary/Secondary Partners	Time Frame Start-End Dates	Resources Needed Human	Resources Needed Financial (City Budget)	Outputs/Deliverables	Possible Indicators of Mainstreaming of Gender into WAC Programme themes/activities	Potential Enabling Factors	Potential Constraining Factors
Water demand management	Research , develop, and promote appropriate and affordable water demand management technologies or strategies that are pro poor and gender responsive									
	Introduce gender sensitive interventions into water management strategies	Train men in water conservation issues								
Water education in schools and communities	Integrate gender perspectives in water education curriculum in order to raise awareness of women's burden and need for boys and men's involvement in all aspects of water mngt and env. Sanitation									
	Promote the equitable sharing of tasks related to WATSAN between girls and boys	Sensitisation of teachers								
	Promote girls and women in sciences, engineering and technology through support to GES STME clinics									

Thematic Priorities	Gender Mainstreaming Activities based on WAC Country Programme Documents	Steps for Implementation	Responsibility Primary/Secondary Partners	Time Frame Start-End Dates	Resources Needed Human	Resources Needed Financial (City Budget)	Outputs/Deliverables	Possible Indicators of Mainstreaming of Gender into WAC Programme themes/activities	Potential Enabling Factors	Potential Constraining Factors
Advocacy, awareness raising, and information sharing	Sensitise and educate policy and decision makers on watsan conditions in low income underserved areas highlighting the gender issues	Parliamentary advocacy								
	Mainstream gender issues into all awareness raising, advocacy and information exchange programs.	Integrate gender into WAC II program strategy								
	Facilitate the generation of gender disaggregated data for WATSAN sector	Liase with NDPC								
	Improve capacities of cities to document and share local experiences incorporating gender and pro-poor perspectives									

Gender Mainstreaming Strategy Framework – Summary Analysis

APPENDICES

Appendix A: WAC Thematic Priorities

Pro-poor Governance and Follow-up Investment

To increase the effectiveness of the WAC programme support to achieving MDG for water and sanitation, pro-poor urban water governance and follow-up investment needs to be the core thematic priority. The goal is to support change in governance, so that low-income peoples are given a voice in collective decision-making that leads to improved access to good quality drinking water and basic sanitation. The approach will be to directly effect policy, regulatory, legal and institutional instruments, and indirectly spur follow-up socio-economic investment in water and basic sanitation to benefit those without access.

There are two types of financial investment involved with WAC: direct investment in the programme by donors, and follow-up investment in national/city water and sanitation service provision by financial institutions (for example, the development banks, micro-credit providers). These two forms of investment are inextricably linked with pro-poor governance, as governance subsumes the mechanism of financial decision-making in a given society.

This component specifically integrates poverty and other issues affecting women and youth into the mainstream, with respect to improving access to drinking water and basic sanitation. It cuts across every other component of the programme. By fostering a policy, regulatory, institutional and legal environment whereby investment can be targeted directly at these groups, it is thus geared towards achieving social goals (such as the MDGs). It is about understanding processes, and making them more efficient and effective. From the pro-poor perspective, this entails influencing complex actors and other stakeholders, and having them re-prioritise societal inequities.

Success necessitates the adoption of the participatory approach in collective decision-making, which requires participatory skills in every actor and stakeholder group. Fundamental is the fact that all stakeholders begin to recognise that this approach is the best way to make decisions which all sections of society can find tenable. It also implies the decentralisation of decision-making to local authorities, so that all social groups can affect outcomes. By including all stakeholders in the collective decision-making process, the voice of poor groups might then be effectively heard. HABITAT's approach is to bring about a transformation in the way societal decisions are made, so they eventually encompass pro-poor considerations.

Sanitation for the Urban Poor

Sanitation is being treated as a stand-alone thematic priority. The overarching strategy is to equip the poor with sanitation facilities, at the same time providing them with efficient sanitation services. Special attention will be given to active community involvement and ownership in the provision and management of these services.

As the sanitation coverage statistics are overwhelming, one aim is to increase and leverage the funding available for this component. This will entail the forging of partnerships and development of innovative financial mechanisms for the mobilisation of local funds.

The proposed activities include sanitation coverage and service program, school building program, municipal sewer infrastructure program, a healthy neighbourhood and clean

environment program, policy and regulatory program, run through the governance component, institutional development program, and solid and liquid waste management program.

Urban Catchment Management

Urban catchment management is an integral component of IWRM. It incorporates not only water quality and quantity perspectives, but socio-economic development and ecological integrity aspects.

The objective is to protect and secure water resources in the urban catchment, and better coordinate water management with upstream/downstream users. The aim is to develop and implement strategies, including livelihood programs, which will directly improve the living conditions of the poor.

At the regional/national level, following sensitisation of senior natural resource, environment and finance decision-makers, a top down initiative aimed at strengthening the capacity of local government and institutions in the area of integrated urban catchment management will take place. This will incorporate both policy and regulatory guidance, especially in the area of water resources, urban, and environmental planning (with a pro-poor emphasis), and assistance in the development of supporting legal frameworks. It should be consistent with the drainage basin development planning agenda of the sub-region, and national environmental and natural resource planning.

At the city level, the strategy will be to introduce, or scale-up and expand urban catchment management interventions within the responsible agency. A parallel effort would be the engagement of urban communities in addressing the range infrastructure and environmental problems they perceive.

Planned activities include the development of a regional knowledge base for integrated urban catchment management, a policy and institutional component to support national for urban catchment management, a city-to-city exchange programs, both at regional and national level, for the direct dissemination and exchange of experience between city programme coordinators, pollution control programs, water quality monitoring programs, urban planning programs to train urban planners in IWRM and help them incorporate best practices into their planning regimes, stormwater drainage and erosion control programs, and solid waste management programs which aims to train the poor to take care of waste collection, land filling, composting, and recycling and reuse of waste products.

Water Demand Management

WDM is now seen as a viable component of urban water management. There have been considerable direct water savings realised. The challenge is the scale-up and expansion of the programme, while maintaining the effectiveness of the intervention and leveraging investment. It is recommended that a three level approach (Regional, National and City) to WDM be taken, with staged interventions to introduce demand responsive and demand management strategies that further improve efficiency and equity in water supply and water use. The interventions would be grouped into three primary categories, with two secondary (or crosscutting) categories linked to the other thematic priority areas of the programme.

Proposed activities include scale-up and expansion of the Unaccounted for Water Program, the scale-up and expansion of the Retrofitting Program, introduction of a water reuse program, a policy and institutional component to implement WDM in institutions, design of regulatory

framework, including the introduction of design standards, and a socio-economic component to ensure the pro-poor aspects are addressed by society.

Water Education in Schools and Communities

The goal is to create a new ethic among children and in the community-at-large, through water, sanitation and hygiene education; empowering all groups to participate in WAC. This will be achieved using the value-based approach - bringing change in people's perceptions of water and sanitation, and attitudes towards water usage and hygienic living, and advocating the proper utilisation of water at home, at school, at and work places.

Proposed activities include a VBWE capacity building program, on both the teaching and learning sides, VBWE resource materials preparation program, advocacy, awareness raising and information exchange component, to be co-ordinated in the greater programme, advocacy through school study visits, and construction of water and sanitation facilities in schools, to be co-ordinated in the sanitation program. This includes construction of the water classrooms.

Advocacy, Awareness-raising and Information Exchange

The public awareness component will be transformed into an overall advocacy, awareness raising and information exchange campaign in phase 2. There is a need to support implementation of the WAC thematic priorities/components. At the regional/national levels, the aim is to engage and mobilise policy level functionaries, and garner political will and commitment to address WAC issues and thematic priorities. At the national/city level, there will be capacity building, outreach programs and benchmarking of awareness campaigns.

Proposed activities include an advocacy program, an awareness raising program, the development of a generic public awareness toolkit and public relations training manual, which can be customised for individual nations or cities as required, development and implementation of training programs for city awareness raising staff, commissioning of customer attitude surveys to establish baseline data for development of city-level awareness campaigns, and for programme evaluation purposes, regularly convened public meetings, held in conjunction with other agency/NGO/CBO/communities/local administration meetings, to develop positive synergies between actors, scheduled field trips and visits to community projects, regional and national/city water and sanitation journalist awards, with print media, television and radio categories, national essay writing, poster and photo shoot-back competitions and exhibitions for schoolchildren on water and sanitation issues, city water week celebrations, and an information exchange program to facilitate the exchange of information between participating cities.

Appendix B: GMSI Components

Rapid Gender Assessment

A rapid gender assessment is needed to ensure that quality baseline information, and situational analysis informs both the substantive and methodological interventions envisioned within the Gender Mainstreaming Strategy.

The Gender Assessment also serves as a basis to sensitize and train multi-stakeholder platforms in place for the WAC II program within each demonstration city, in gender analysis methodologies.

Partnership with Gender Water Alliance

Following the initial co-operation with the GWA- Gender and Water Alliance in 2002 that resulted in the development of a basic strategic document, this new phase of co-operation with the UN-Habitat Water for African Cities, is marked by the development of a partnership agreement that clearly defines the involvement of GWA and its members in the development and implementation of this program. The Partnership agreement will define the work that will be implemented by GWA with both the WAC-II program as well as with the Lake Victoria Initiative.

This initiative will mobilise and engage highly qualified members of GWA from WAC cities who will act as resources to ensure that the process is completed successfully and who are expected to support their cities in the long term. GWA's membership in Africa reaches 35%, approximately 151 members, distributed across Anglophone, Francophone, Lusophone and Northern African countries. The GWA Secretariat will be responsible for the main coordination and management from GWA resources that the initiative requires.

Collaboration with African Development Bank and other Partners

UN Habitat has recently signed an MOU with the African Development Bank (AfDB) to collaborate the WAC II program and overall UN Habitat Water and Sanitation Program. The basic premise of the agreement is that UN Habitat will provide software expertise, particularly pro-poor, gender sensitive governance frameworks while AfDB provide the infrastructural investment needed to expand water supply and sanitation coverage.

The Gender Mainstreaming Strategy Initiative provides an ideal forum for elaborating the agreement between UN Habitat and AfDB.

Collaboration with other relevant partners of the UN Habitat Water and Sanitation Trust Fund, and specifically the WAC II program will also be undertaken, with all partners kept abreast of developments and invited to participate in appropriate activities. For example, a number of capacity building institutions, including IHE, NETWAS, CEFOC and TAISSE have been outsourced by UN Habitat to implement capacity building activities for the WAC II program. It is critical that the Gender Mainstreaming Strategy Initiative coordinate with these institutions.

Education and Learning Tools

An integral component of the Gender Mainstreaming Strategy Initiative will be the production of methodological tools that can be used for capacity building activities. The Gender Assessment will in itself be a tool by which local resources will be trained in gender analysis techniques. The knowledge and experience of those local resources will also be integrated into

the design and structure of the Gender Assessment, ensuring a two-way flow of information and a better end product encompassing the expertise of many experienced gender specialists working at all levels of society and government in Africa. The Gender Mainstreaming Strategy Initiative will package the Gender Assessment into a training tool, including case studies of its application in this Initiative.

The Gender Mainstreaming Strategy Initiative will also facilitate the production of a visual learning tool. Filming of women's voices demonstrating their situations, analyzing their challenges and providing local solutions can be an effective means of both empowering women to participate in water and sanitation challenges, and to educate politicians, government officials, municipal authorities and water and sanitation utilities as to the potential role of women in urban water and sanitation management, and the impact that a systematic gender sensitive urban water and sanitation management approach can have in achieving the MDGs.

Gender Mainstreaming Strategy Framework

A Gender Mainstreaming Strategy Framework will be developed by the Lead Consultant, in coordination with GWA and UN Habitat. It will be based on the substantive results of the Gender Assessments. It will provide a summary analysis of the key priority themes which will effectively advance gender mainstreaming within the WAC II program. It will encompass an integrated capacity building program, and will provide recommendations for short term and long term priority actions.

Gender Mainstreaming Action Plans

It is expected that draft Gender Mainstreaming Actions Plans for each of the selected demonstration cities of the WAC II program will be developed at the EGM. The Action Plans will be guided by the recommendations and formats provided in the Gender Mainstreaming Strategy.

Capacity Building Program

The Gender Assessment will encompass questions related to capacity building needs for water and sanitation utilities, municipal authorities and civil society. The Gender Mainstreaming Strategy will then encompass a capacity building program action plan detailing types of training needs and potential delivery mechanisms.

The Capacity Building plan will be integrated into the existing WAC I and II Training and Capacity Building Program, which was developed in coordination with IHE-Delft.

Expert Group Meeting

Participatory forums to exchange information, experience, and expertise is a strong mechanism by which gender mainstreaming can be supported. The EGM will facilitate the sharing of information, results and lessons at the local level. It will be held 13-17 June 2005, in Mombasa, Kenya and will bring together representatives of the multi-stakeholder platforms of selected WAC II demonstration cities, GWA networks and facilitators, UN Habitat WAC II managers, NGO representatives working in the WAC program, or specializing in urban water and sanitation sector and/or capacity building, resources from national women's machineries, UN Habitat partners, particularly the AfDB and donors. A key expected output of the EGM will be draft City level Gender Mainstreaming Action Plans for selected WAC II demonstration cities.

Gender Mainstreaming Policy Consultation

A high level Gender Mainstreaming Policy Consultation will be held at an appropriate time, after the draft City level Action Plans have been finalized, and concrete activities. The main objectives will be:

- To inform and influence national economic and development policies/processes such as PRSPs and water and sanitation sector reforms/processes through local gender integrated, pro-poor analyses
- To commit to and plan for systematic support for the 'genderization' of water and sanitation utilities;
- To support gender mainstreaming in the overall UN Habitat water and sanitation program for Africa, with possible exchange of information with the Water for Asian Cities program and the UN Habitat Regional Asia Office.
- To propose monitoring and evaluation mechanisms including appropriate tools and indicators for gender impact assessment and measurement of progress with MDGs.

Lake Victoria Region Water and Sanitation Initiative

As a regional program within the WAC II program, the objective of the Lake Victoria Region Water and Sanitation Initiative (LVWATSAN) is to support the small towns in the Lake Victoria to achieve the MDG's for water and sanitation by strengthening their capacity to manage waste, increase access to safe water, reduce water pollution in Lake Victoria and improve living conditions for the populations around the Lake.

A rapid appraisal of 26 towns around Lake Victoria has already been completed and investment plans for approximately 15 cities has been developed. However, as yet, little integration of gender analyses has been implemented. As is stated in the Concept Paper for a Pilot Project on Gender Mainstreaming in the Lake Victoria Region Water and Sanitation Initiative prepared by the GWA Secretariat, gender responsiveness is critical to enable the achievement of the goals of the Initiative in providing sustainable water and sanitation services to un-serviced and poor communities in the secondary towns on Lake Victoria, to enhance institutional and human resource capacities at local and regional levels for the sustainability of improved water and sanitation services, to operationalise upstream sector reforms in a gender inclusive manner at the local level, to reduce the environmental impact of urbanization in the Lake Basin, and to promote economic development through enhanced cooperation in the Region.

Appendix C: Methodology

METHODOLOGY

After the training of the Gender Water Alliance(GWA) facilitators in Nairobi, a de-briefing session was held with the WAC City Manager and the UN HABITAT program manager in Accra after which the a nine-member team was set up to form stakeholder platform to support the Gender Water Alliance (GWA) Facilitator to manage and conduct the RGA. The team consisted of 5 women and 4 men (The GWA facilitator included) with rich knowledge on gender, poverty, and water and sanitation situation in Accra city drawn from various institutions (see annex B). The GWA Facilitator was assisted by an assistant. The team held several meetings to plan for the assignment and assigned roles. The team members were very enthusiastic about the assignment and offered to play various roles including providing literature, preparing questionnaires, scheduling appointments with the utilities and participating in the Community situational assessment. The brevity of time for the assignment and the schedules of team members however made it somewhat difficult for team members to fully play their assigned roles. A mailing list was set up to aid in communication amongst group members. Access to the internet was however not readily available to certain team members and this hampered communication at times.

The RGA team members participated in a series of meetings to plan and implement the RGA activities. The team members designed and reviewed the needed set of questionnaires for the collection of the gender sensitive and pro-poor information. In addition, the team members took part in the actual data gathering processes. The team also assisted the GWA Facilitator in the acquisition of the necessary literature that was reviewed to complement the field data generated.

The choice of the location for the situational assessment was a team decision as well as the tools used. Two focus group discussions were held at the community level, one with men and the other with women as well as the administration of questionnaires to community members. A transect walk was also undertaken through the community.

A set of questionnaires were developed to aid in semi structured interviews with the utilities (the Ghana Water Company Limited and the Accra Metropolitan Authority, the Ministry of Local Government and Rural Development and various WAC program officers.

The Literature review and the compilation of the final report was done by the GWA facilitator and the assistant and reviewed by the City Manager after which it was subjected to a review by the RGA team.

Samples of FGD guide and Interview Questionnaires

GUIDE FOR FOCUS GROUP DISCUSSION (FGP)

The Focus Group Discussion (FGD) should be held after the Transect Walk. The Transect Walk will give you an idea of what the service infrastructure looks like. The FGD will help you gather information about the uses and cost of the services from the point of view of women and men in the community.

1. Who is responsible for water provision? Provision, quality, maintenance.
2. How do you as women (or men) use the water?
3. Do you have access to water 24 hours a day?
4. Do you have to pay for water? How much? Who pays? Women or Men?
5. Can most women and men in the neighbourhood pay for water? If not, what alternative do women and men have?
6. Who is responsible for sanitation services? Provision, quality, maintenance.
7. What kind of sanitation facilities do most residents have? For women, men and children?
8. Are they adequate? If people have to pay, are they affordable, clean, safe and accessible?

9. Are there particular problems that women (or men) have with sanitary facilities? What are these?
10. Are services providers responsive to the water and sanitation needs of the residents?
11. What water conservation strategies are being practiced by men, women, boys and girls?
12. how often in a month do you suffer from diarrhoea
13. for how many days are you sick from diarrhoea
14. what effect does it have on you as a person
15. is there any difference in access to water / sanitation on systems by women, men, girls and boys
16. does the community has a role
17. What is the relationship between community institutions with local government/ utilities/ service providers?

QUESTIONNAIRE –WATER SUPPLY (Community Situational Assessment)

SOCIO ECONOMIC BACKGROUND

- (1) Age.....
- (2) Sex (a) Male () (b) Female ()
- (3) Marital status (a) Married () (b) Single () (c) Divorced () (d) Widow/Widower ()
- (4) Level of education (a) Primary () (b) J.S.S () (c) Middle School ()
- (d) S.S.S () (e) University () (f) others (specify).....
- (5) Employment status (a) Self-employed () (b) Civil servant () (c) Not employed ()
- (d)Private sector () (e) others (specify).....

WATER SUPPLY (COMMUNITY/ HOUSEHOLD LEVEL)

- (6) Size of household.....
- (7) (i) Do you live in a compound house? (a) Yes..... (b) No.....
- (ii) How many people are there in your household? (a)Men..... (b)Women.....
- (c) Girl..... (d)Boy.....
- (8) Who is the head of the household?
- (9) What is the source of water supply to your household/community?
- (a) Pipe water..... (b) Tanker services..... (c)Hand dug well with pump.....
- (d)Borehole..... (e) Others (specify).....
- (10) (i)Which one do you often use?
- (ii) What is the water used for?

Activities

- (a) Drinking and Cooking and ()
- (b) Washing of food items and utensil ()
- (b) Toilet ()
- (c) Laundry ()
- (d) Bathing ()

(e) Others (specify).....

(11a) How many times do you get water in a week? (i) Once a week..... (ii) Twice a week.....
(iii) Three times a week ... (iv) Four times or more.....

(11b) Where do you safe your water in your household? (i) in a Tank..... (ii) in a poly tank.....
(iii) in a barrel..... (iv) Gallon..... (v) Others (specify).....

(12) How many buckets/basins/gallons of water do you use in a week approximately?
(a)Barrels..... (b)Drums..... (c)Basins..... (d)Buckets..... (e)Gallons..... (f) Liters.....

(13a) Who normally collects the water? (i)Boys..... (ii)Girls..... (iii)Women..... (iv) Men.....

(13b) How does water collection by girls affect their schooling and other activities?
.....
.....

(14) How far is the water point/source from your home?
(i) 0-250m..... (ii) 251-500m..... (iii) 501-750m..... (iv) 751-1000m.... (v) Above 1km.....

(15) How long does it take you to transport water back home from the water point?
(a)Less than 5mins... (b)5-15mins... (c)16-30mins... (d)31-45mins... (e)46-60mins... (f)Above 1hr.....

(16) Before the provision of the water facilities, how long did it take you to transport water back home from the water point?
(a)Less than 5mins... (b)6-15mins... (c)16-30mins.... (d)31-45mins....(e) (e)46-60mins. ... (f)Above 1hr..

(17a) Do you queue at the water source? (i)Yes..... (ii)No.....
(17b) If yes, how much time does you normally spend in the queue at the water source?
(i) 5-15mins..... (ii) 16-30mins.... (iii) 31-45mins...(iv) 46-60mins ... (v)Above 1hr..

(18a) Who takes decision in the household on how much to spend on water?
(i)M en.... (ii)Women.... (iii) Girls..... (iv) Boys.....

18b) who actually pays for water in your household?
(i) M en.... (ii)Women.... (iii) Girls..... (iv) Boys.....

(19a) If it's the woman, how much of her earnings is spent on water in a day/week/month?
(i) 1-20% (ii) 21-40%..... (iii) 41-60%..... (iv) 61-80 %..... (v) 81-100%.....

(19b) If it's the man, how much of his earnings is spent on water in a day/week/month?

(i) 1-20% (ii) 21-40%..... (iii) 41-60%..... (iv) 61-80 %..... (v) 81-100%.....

(20a) Who in the community is responsible for managing water?

(20b) If it's a committee, how many women are on the committee?

(20c) What are their positions? (i) (ii).....

(iii)..... (iv)

(21) At what level are they involved in the management?

(a) Policy formulation () (b) Decision making on technology ()

(c) Project implementation () (d) Facility maintenance ()

WATER SERVICE PROVIDERS

(22a) Who are the water service providers in your community?

(22b) How much do they charge for their services?

(23) How is the water service provision done?

(i) Intermediary to household (direct)..... (ii) Tanker to household (direct).....

(iii) Tanker to intermediary (community to household).....

(24a) Do you have women managed water services in your community? (i) Yes..... (ii) No.....

(24b) Do the water service providers have female workers? (i) Yes..... (ii) No.....

(25) Do female workers have equal opportunities at work as their male counterparts?

(i) Yes..... (ii) No.....

(25b) If No, Give reasons.

- i)
- ii)
- iii)

26. What water conservation strategies are being practiced by:

- i. men.....
- ii. Women.....
- iii. Boys
- iv. Girls?

27. How often in a month do you suffer from diarrhoea.....

28. For how many days do you sick/suffer from diarrhoea.....

29. What effect does it have on you as a person?
.....
.....

30. Is there any difference in access to water systems by women, men, girls and boys?
.....
.....

31. Does the community have a role? Find out
.....
.....
.....

32. What is the relationship between community-based institutions with Local Government / Utilities / Service Providers?

.....
.....

QUESTIONNAIRES FOR SANITATION

Section A: Demographic Characteristics

1. Name of the Community:..... Sex: Male..... Female.....
2. Level of Education: a) No Education b) MSCL/JSS c) Secondary School d) tertiary
3. What is the size of your household? a) Men b) Women c) Boys d) Girls
4. Who is the head of the Household?
5. Occupation/Sources of Income:

Section B: Household Sanitation

6. Do you live in a Compound House? Yes..... No.....
7. Is the Landlord/Lady different from the Head of Household?
8. What type of latrine facilities do you have in the house? KVIP: VIP:.....
Water closet:..... Bucket:Others (Specify).....
9. How much do you pay for using the facility?
10. Who in the house uses the toilet facility: a) women..... b) boys..... c) girls..... d) Men.....
11. What is the situation of the toilet facility: a) very good..... b) good c) bad.....
12. If bad are you prepare to contribute towards its improvement
13. Do boys/girls, men/women use the same toilet facility in the house? Yes..... No.....
14. Who in the house decides who use the toilet facility?
15. Who cleans and maintain the toilet facility and how was the cleaner chosen?
16. Who cleans the bathhouse?
17. Who in the house maintains environmental cleanliness and how was such person chosen
18. How does the household/individual in the house dispose off their refuse?
a) household sites..... b) Communal sites..... c) Anywhere.....
19. Who in the household/community manages these sites?

Section C: Community Level

20. Is there a toilet communal latrine the Community? Yes..... No:.....
21. Who owns the facility? Government/District/Area Council.....
Town Development Committee..... Private Person.....
22. If it is a communal latrine who cleans and maintain the facility?
Men/boys..... Women/Girls.....
23. How much do you pay for using the facility (per visit).. ..
24. What is the management structure like for the Communal latrine?
25. If there is a management committee, How many men and women form the membership?
.....
26. What are the positions of the women on the management committee?
.....
27. What role did women in the community played in selecting the latrine technology, citing of the facility?
.....
28. In your estimation what fraction/percentage of your income do you spend on toilet usage in a month?
.....
29. What are the other barriers, if any, prevent women/girl from making use of the toilet?
.....
.....
30. What are the impacts of inadequate sanitation facilities/services on?
a) Women / girl:.....
.....
.....
b) Men / boy
.....
.....

31. How often in a month do you suffer from diarrhoea.....
32. For how many days do you sick/suffer from diarrhoea.....
33. What effect does it have on you as a person?
.....
.....
34. Is there any difference in access to sanitation systems by women, men, girls and boys?
.....
35. Does the community have a role? Find out
.....
.....
36. What is the relationship between community-based institutions with Local Government / Utilities / Service Providers?
.....

**MLGRD (LGPSU) / AMA
URBAN SANITATION (Please ask for supporting documents as much as possible)**

1. What is the current sanitation (sewerage) coverage in Accra?
Ans:
.....
2. What financial arrangements (UESP) are in place to develop, maintain and provide sanitation services?
Ans:
.....
3. Do you have an expansion plan in place for the next five years? (a) Yes (b) No. (c) N/A.....
4. What is your existing and projected budget (in the next 5 years) for the provision of sanitation services in Accra?
Ans
.....
5. Are your tariff structures based on social justice and equity? (a)..... (b)
6. Is there any system (financial and otherwise) in place to enable communities develop, provide and maintain sanitation services for themselves? (a) Yes (b) No.
7. What other role/roles do communities have?
Ans:
.....
8. What is the relationship between community institutions and local government/utilities/service providers?
Ans.
.....
9. Are women and men from the slums/poor areas involved in the management of sanitation facilities in the city?
(a) Yes (b)
10. What support is being provided by MLGRD/AMA to the poor women and men to facilitate community management services?
Ans.
.....
11. Are there relevant legislature (legislative instruments) governing the inclusive and equitable provision of sanitation facilities for poor women and men in slums? (a) Yes..... (b) No.
12. In which areas have this relevant legislature activity been implemented
State

-
13. How was it implemented?
State
 14. What benefits, apart from health do urban poor women derive from managing sanitation facilities?
State
 15. Are gender issues addressed in connection with sanitation coverage and management in the city?
Ans
 16. How does your Project address the Sanitation needs and concerns both women and men?
Ans
 17. Were women and men's opinions sought in the Project preparation? (a) Yes (b) Yes
How were their opinions sought? Ans
 18. Is the Project likely to have adverse effects on the poor and women? (a) Yes (b) No
Explain
 19. Is there any mechanism for public participation in the management of sanitation facilities?
(a) Yes (explain)
 20. Is there any forum for engaging civil society organization and /or poor communities in the management of sanitation facilities in various communities. (a) Yes (b)
 21. What is the coverage for private and public sanitation services in Accra metropolis?
Ans.
 22. Currently what is the coverage of sanitation facilities and services in poor areas in Accra
Ans
 23. Why is the level of sanitation coverage for women, men and children in pro-poor areas? (Or In your view why is it so?)
Ans
 24. Is your coverage data disaggregated in terms of boys, girls, men, boys?
(a) Yes (b) No
 25. Who are the service providers in these poor areas in Accra?
Ans
 26. Who are the service providers for sanitation services for schools in the low income areas?
Ans
 27. What services are provided? State
 28. Are they adequate? (a) Yes (b) No

29. In terms of gender who are mainly the managers of public and private toilets and solid waste collection firms?
 Ans
30. What is the cost sharing mechanism in place for the provision of sanitation services in low income areas?
 Ans
31. What impact does inadequate health services have on the wellbeing of residents of these low income areas?
 Ans
32. Describe existing private sector involvement in the delivery of waste management services?
 Ans
33. Were the poor involved in the identification of sanitation issues and the current system of management?
 a. If yes, How
 b. If no, why
34. What progress if any has been made over the last five years in making waste management departments and the services they provide more sustainable.
 Ans
35. What gender sanitation issues have been identified for national consideration?
 Ans
36. Which of the national sanitation issues are addressed in your outfit?
 Ans
- a. Have they made any impact ? (a) (b)
37. Is the National Sanitation Policy Framework gender sensitive and pro-poor in urban areas?
 (a) Yes (b) No
- Does it cover children's sanitation issues at school and home?
 (a) Yes (b) No.
 - Are the targets and indicators clearly stated? (a) (b)
 - Are the objectives, roles, responsibilities and activities clearly stated?
 (a) Yes (b)
 - Are there Monitoring systems in place to check progress of implementation?
 (a) Yes (b)

Ability to pay for sanitation services

38. What are the utility sanitation service plans for poor areas?
 Ans
39. What is the average cost of sanitation services for poor women and men in urban areas/slums?
 Ans
40. What is the relationship of the cost to their incomes?
 Ans

School level sanitation

41. Currently what is the sanitation situation for girls and boys in schools in the poor urban areas/slums?

- What sanitation facilities are available in these schools? Ans
- Are they girl-friendly sanitation facilities? (a) Yes (b)
- What sanitation services are providing for the girls and boy in these schools?

Ans.
.....
.....

Sanitation services and health impact

42. What are some of the common diseases prevalent in poor areas in Accra ?

Name them

43. Can the deteriorating health conditions of poor women, men and children can be linked to the sanitary situation in poor areas in Accra?

(a) To a large extent (b) To some extent (c) Not at all

Ownership and sustainable sanitation services

44. Do you have management committees for the management of the facilities?

(a) Yes (b)

45. What role do women play in sanitation services provision?

Ans
.....
.....

▪ what is the level of women's are representation in the sanitation management committees?

(a) Yes..... (b) Medium (c) Low

▪ do women chair any of the sanitation management committees? (a) (b)

▪ what sanitation activities are given to women to do in the management committees and in the community as a whole ?

State
.....

46. What can be done to encourage the government, institutions and individuals to ensure active pro-poor communities involvement and ownership in the provision and management of sustainable sanitation services?

Ans
.....

47. Is the Budgetary allocation for health and watsan services adequate? (a) Yes (b) No

48. Are there relevant legislature (legislative instruments) governing the inclusive and equitable supply of sanitation for poor women and men in slums? (a) Yes (b)

49. which areas have this relevant legislature activity been implemented?

Gender

1. What is Gender?

Ans
.....
.....
.....

2. Do you have a policy / action plan / strategy for gender mainstreaming? (a) Yes (b) No

3. Is it known and agreed to by staff ? (a) Yes (b) No

4. Does it have clear targets and indicators? (a) Yes (b) No

5. Does it have clear goals, objectives, roles, responsibilities and activities? (a) Yes (b) No

6. What monitoring systems are in place to check progress of implementation?

Ans
.....

.....
Do you have a gender focal person/unit? (a) Yes (b) No
If yes, what do they do?

7. What is the ratio of men to women in your unit
i) top management
ii) middle level
iii) lower levels

8. At which level do you have more women?
▪ Top management
▪ Middle Level
▪ Junior Level

1. Any reason for the current situation?
Explain
.....
.....

2. Are staff regularly trained on gender issues in your organization? (a) Yes (b) No

3. Are staff in general familiar with gender issues? (a) Yes (b) No

4. How many board members are men..... Women.....?

5. Do men and women receive equal salaries for the same jobs? (a) Yes (b) No

6. Are career opportunities or advancement possibilities in your organization equal for both men and women?

(a) Yes (b) No

7. Is it necessary to change the current situation?
(a) Yes Why?
.....
(b) No why?
.....

8. What efforts are being made to improve the current situation?
Ans
.....

9. What role does gender play in your activities and decision making processes?
Ans
.....

10. Will gender considerations have any impact on your work in anyway? (a) Yes (b)

11. What are the gender issues you have identified in connection with watsan operation maintenance and rehabilitation?
Ans.
.....

12. Do you have a system for mainstreaming gender in all projects/programs? (a) Yes (state)
.....
.....

13. How do you do it? (Explain)
.....

-
14. Do you have resources allocated for gender activities in your institutions?
a) Yes (b)
 15. Do you have gender disaggregated data? (a) Yes
(b)
 16. Does the organization have information materials (pamphlets, brochures, newsletters, annual reports, publications) which have been produced to reflect gender concerns? (a) Yes (b) No
 17. Is Gender perceived as a threat or unwanted? **(ASK for honest answers, the response will indicate what capacity building needs are required?)**
Ans
-

ADVOCACY, AWARENESS RAISING AND INFORMATION SHARING.

1. What current/ existing programmes/practices do you have in advocacy, awareness raising and information exchange. **(collect samples eg newspaper adverts or weekly bulletins for scanning in report)**
2. Please give a breakdown on the advocacy, awareness raising and information sharing programs/campaigns and the issues they target in the area of urban sanitation.
.....
.....
3. What impact the campaigns have made? (a) High (b) Medium
(c)
4. Any forum for engaging civil society etc? (a) Yes (b) No
5. How gender sensitive are these programmes or how is Gender mainstreamed into these programs?
Ans
6. Who are the key actors in these programmes (a) women (b) men (c) poor

Water Supply (Institutional level) -GWCL/WRC/EPA

Please ask for supporting documents as much as possible

A. Pro-poor Governance and Follow-up Investment (GWCL only)

1. What is the current water and sanitation (sewerage) coverage in Accra?
2. What financial systems are in place to develop, maintain and provide Watsan services?
3. Do you have a plan for coverage in the next five years?
4. What is your existing and projected budget for water and sanitation services in Accra?
5. After the introduction of the Public Private Partnership, what is the projected cost of water per bucket?
6. Are there any tariff structures based on the issue of social justice and equity?
7. Any lifeline subsidies?
8. Is there any system (financial and otherwise) in place to enable communities develop, provide and maintain Watsan services for themselves?
9. Are women and men from the slums/poor areas involved in the water supply sector in the city?
10. What support is being provided by GWCL etc to the poor women and men to facilitate community management services?
11. Are there relevant legislature (legislative instruments) governing the inclusive and equitable supply of water for poor women and men in slums?
12. In which areas have this relevant legislature activity been implemented?
13. How was it implemented?
14. What benefit apart from health do urban poor women derive from managing water and sanitation facilities?

15. Have you identified any gender issues in connection with water coverage, operation and maintenance and the proposed rehabilitation?
16. How does the project address the needs and concerns of women and men
17. Have women and men's opinions been sought in the project formulation? How did you do it?
18. Is the project likely to have adverse effects on the poor and women?
19. Is there any mechanism for public participation in water and sanitation issues?
20. Is there any forum for engaging civil society / poor communities
21. How have the activities of ISODEC and other civil society organizations affected the design for privatization and the World Bank Loan which was later converted into a grant?

Water Demand Management (WDM)(GWCL only)

1. Is there a unit in GWCL tasked with WDM
2. What WDM instruments are in place or planned
3. How does it affect women and men in poor areas especially in the urban slums
4. Have you observed any conservation strategies being practiced by women/men, girls and boys in poor areas?
5. Is there any link between gender and efficient and effective water demand management?
6. Are there any relevant gender and pro-poor water demand management legal frameworks at Local Government level
7. Is Water Demand Management a part of the national water policy being drafted?
8. Do you have a framework / policy at national level and community level
9. Do you have any financial systems in place to address water demand management and to promote water conservation?

Urban Water Catchment Management

1. What activities are currently going on that have negative impact on environment and water sources
2. What efforts are being made to protect the water sources? Or what practical steps is your outfit taking to curtail human activities that affect the environment and water sources negatively.
3. Are environmental management issues integrated into your framework?
4. **Who** developed those mechanisms in your framework and **how** were they developed?
5. Are there women and men involved in the monitoring? If No, why?
6. Why is it important to put poor women and men on the monitoring of urban catchment?
7. What specific findings have come out of the monitoring exercise on the environment/water sources protection?
8. Which of them have been addressed
9. Any financial systems in place for water conservation
10. What are the roles and responsibilities of poor women and men in urban watershed or catchments management
11. What are the gender sensitive issues considered for poor women and men in the catchment management strategies?
12. To what extent does environmental framework support poor women and men livelihood strategies in the city in the area of :
 - what do they do to ensure food security
 - what do they do to supplement their income

Gender

18. What is Gender?
19. Do you have a policy / action plan / strategy for gender mainstreaming?
20. Is it known and agreed to by staff
21. Does it have clear targets and indicators
22. Clear goals, objectives, roles, responsibilities and activities.
23. what monitoring systems are in place to check progress of implementation
24. Do you have a gender focal person/unit- what do they do?
25. What is the ratio of men to women in
 - i) Top management
 - ii) Middle level
 - iii) Lower levels
26. At which level do you have more women?
27. Any reason for the current situation?
28. Are staff regularly trained on gender in your organization?
29. Are GWCL staff in general familiar with gender issues?
30. What about gender issues as relates to the board of directors?
31. How many board members are men..... Women.....?
32. Do men and women receive equal salaries for the same jobs?
33. Are career opportunities or advancement possibilities in your organization equal for both men and women?

34. Is it necessary to change the current situation? Why?
35. What efforts are being made to improve the current situation?
36. What role does gender play in your activities and decision making processes?
37. Will gender considerations have any impact on your work in anyway?
38. What are the gender issues you have identified in connection with Watsan operation maintenance and rehabilitation
39. Do you have a system for mainstreaming gender in all projects/programs?
40. How do you do it?
41. Do you have resources allocated for gender activities in your institutions?
42. Do you have gender disaggregated data?
43. Does the organization have information materials (pamphlets, brochures, newsletters, annual reports, publications) which have been chosen to reflect gender?
44. Is Gender perceived as a threat or unwanted? (**ASK for honest answers, the response will indicate what capacity building needs are required?**)

ADVOCACY, AWARENESS RAISING AND INFORMATION SHARING

7. What current/ existing programmes do you have in advocacy, awareness raising and information exchange. (**collect samples eg newspaper adverts for scanning in report**)
8. Please give a breakdown on the advocacy, awareness raising and information sharing programs/campaigns and the issues they target in the following areas:
 - Water demand management
 - Urban water catchment management
 - Pro poor water governance
9. What impact the campaigns have made
10. Any forum for engaging civil society etc?
11. How gender sensitive are these programmes or how is Gender mainstreamed into these programs
12. What are the key actors in these programmes (women/men, poor)

VALUE-BASED WATER, SANITATION AND HYGIENE EDUCATION PROGRAMME

QUESTIONNAIRE ON GENDER ASSESSMENT

Name of organization/School -----

District

City :----- **Region** -----

A. COMPONENTS OF VBWSHE

Indicate whether your school/community is involved in the following VBWSHE activities.

		No	Yes
1.	Using Water Classrooms to conduct practical activities?	<input type="checkbox"/>	<input type="checkbox"/>
2.	School Water Audit?	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>

3. Teaching of water related topics in the Curriculum?
4. Carrying out water Education within the Community/homes?
5. Participating in water education programmes of Water Company?
6. Educating people on maintaining water Quality?
7. Educating people on issues related to Water Hygiene?
8. Educating people on issues related to water Sanitation?
9. Educating people on Water Health Care issues? E.g. pollution
10. Twinning arrangements with other schools/communities?

A2 Please indicate how responsibilities of men, women, boys and girls are addressed in the activities above in the school /community

1. Female teachers/women

.....

...

.....

.....

2. Male teachers/men

.....

.....

.....

3 Boys (in and out of school)

.....

4. Girls (in and out of school)

B

B1 Who are responsible for the following aspects of the VBWSHE programme?

<u>Aspects</u>	<u>Key Players</u>
1. Conception	
2. Planning	
3. Implementation	
4. Monitoring	
5. Evaluation	

B2 What are the responsibilities of the following persons in collection and use of water in your school/community?

1. Female teachers/women	
--	--

.....
2. Male teachers/men
.....
.....

.....
3. Boys (in and out of school)
.....
.....

.....
4. Girls (in and out of school)
.....
.....

B3 In your opinion, is the water company, (organizations that supply water) biased with respect to gender?

Yes

No

If yes, please show some of the ways that biases can happen.

(a)
.....

(b)
.....

(c)
.....

(d)
.....

B4 In your opinion, is there gender or income equity with respect to use of water in your community/school

Yes No

If yes, please show some of the ways that biases can happen.

- (a)
- (b)
- (c)
- (d)

C

C1 State how impacts of VBWSHE programme are being monitored in your school/community?

.....
.....
.....
.....

C2 What are the impacts of the VBWSHE programme in your school on gender?

:

- (a) Impact on female teachers/women
.....
- (b) Impact on male teachers/men
.....
- (c) Impact on boys
.....

(d) Impact on girls
.....

D

D1 Which Professional sectors/organizations provide water and sanitation services in your school?

- (a)
- (b)
- (c)

D2 State impact of each of the water service providers on VBWSHE activities.

- (a)
- (b)
- (c)

D2 State whether there is gender disparity among the service providers.

E

E State impact of VBWSHE on the pro-poor in the school community with respect to gender.

- (a) low income women
.....
- (b) low income men
.....
- (c) low income boys
.....
- (d) low income girls
.....

F

F State how VBWSHE is informing policy-makers and planners as far as the provision and management of water and sanitation is concerned?

.....
.....

.....
.....

.....
.....

.....
.....

.....
.....

G

G1 The following are some key issues which of The VBWSHE PROJECT. Tick which of them affects your school/community.

- (a) Shortage of water
- (b) Pollution of water
- (c) High cost of treating water
- (d) Water borne diseases
- (e) Payment of high water bills
- (f) attitude towards water use
- (g) attitude towards water conservation
- (h) leakages of pump lines
- (i) sanitation services
- (j) Any others

G2

G1 Tick which of the issues you wish could be addressed through the VBWSHE activities in your school/community.

- (k) Shortage of water
- (l) Pollution of water
- (m) cost of treating water
- (n) Water borne diseases
- (o) Payment of water bills
- (p) attitude towards water use
- (q) attitude towards water conservation
- (r) leakages of pump lines
- (s) poor sanitation services
- (t) Any others

G3 does income disparities influence any of the issues you have mentioned?

.....

.....

Yes

No

If yes describe.

.....

.....

In your opinion, do gender disparities influence any of the issues you have mentioned?

Yes

No

If yes, describe.

.....

.....

Appendix D: Gender Situational Analysis Of Under Serviced Or Un Serviced Neighbourhood - TESHIE

Background and Demography of Teshie (The Study Area)

Teshie is a mixed community but with a large indigenous population. It is generally a low-income community and lies along the coast between Accra and Tema. The larger part of Teshie is off the water reticulation system, whilst areas with reticulation do not receive water regularly as a result of the general short fall in supply against demand in the city of Accra. Most Teshie residents therefore depend on tanker, cart operators and vendors for much of their water supply needs. As indicated earlier on, Teshie is one of the seven communities that had benefited from the community infrastructure upgrading project under the MLGRD. Teshie had therefore been provided with 1.68 km of vehicular access road, 2.7 km of pipelines, 15 standpipes, 76 streetlights and 3.0km of storm drains.

Teshie for demographic purposes has been classified into two: **South Teshie** is the coastal part and inhabited mostly by the traditional Gas who are fishermen and fish processors. This part, which is the old town, displays a higher number of people per house, though with a relatively lower population (See Table 3 below). Although there are water mains in this part of the settlement, water has never flowed there for the past three years. While the utility claims the pipes are very old and have to be changed, the residents allege that it is deliberate so that the high income areas in adjoining communities could be served. More importantly the utility argues that because the areas of lower elevation are inhabited by relatively more affluent people, they have installed large storage tanks which have to be filled before the water can flow to the higher elevation areas. Therefore when pressures are low during a particular ration day in the week, the poorer inhabitants do not receive water and this state of affairs can be repeated for several weeks.

One consumer in Northern Teshie whose area is on a weekly ration, indicated that he has not had to purchase water from tankers for several months because he has sufficient storage for three weeks supply. Therefore if the area should miss their turn in the ration for up to two weeks, he will still have water available for use. On the other hand some of the poor respondents living in Southern Teshie indicated that their storage capacity is hampered by their financial inability to purchase storage tanks. It should be appreciated also that given the living conditions, space requirements will indeed be a hindrance to the procurement of any sizable storage tank.

Table 3: Demographic Information on South Teshie

Population	Sex		No. of Houses	Average No. of People /House	No. of Households	Average Household Size
	Male	Female				
35,410	16,529	17,273	2,226	16	8,025	4.4
	46.7%	53.3%				

Source (National Census, 2002)

North Teshie depicts a mixed population, though the traditional Gas are still the dominant population group. In North Teshie, there are relatively newer houses and the population is not as dense as in the South as shown by the lower population per house ratio in Table 4. Water flows at least once in every two weeks, according to the residents, but there is a larger portion, which is not served at all and is mostly occupied by the relatively poorer population.

Table 4: Demographic Information on North Teshie

Population	Sex		No. of Houses	Average No. of People /House	No. of Households	Average Household Size
	Male	Female				
56,949	27,815	29,134	4,862	11.6	12,707	4.5
	48.8%	51.2%				

Source (National Census Data, 2002).

Political and Administrative conditions

Traditional authorities are the highest decision making body. The land is a stool land and for that matter the chiefs and individual families who are natives own land. Women do not have access to family lands.

Teshie has a Town Council which constitutes one of the three town councils of the Kpeshie Sub-Metro District. Teshie is made up of four (4) electoral areas: - Nii Ashitey Akomfra, Sango Djor, Tsui-Bleoo and Old Town. All the Assembly persons are men. The few women interviewed indicated that they saw the roles and responsibilities of an Assembly member to be involving and tedious and they could not have time to be Assembly members. Men attested to the fact that to be efficient Assembly person required dedication and time.. The Sub-Metro with support from AMA is responsible for championing the political, economic and social development agenda of the government.

Social-Cultural Conditions

Most of the indigenous inhabitants of Teshie are idol worshippers with a number of Christians as settlers. Teshie is a typical Ga speaking community but the population is to some extent heterogeneous. Other ethnic groupings include Akans, Dagombas and Ewes.

Economic Conditions

The main occupation in Teshie is fishing (70%) and it is male dominated. Women are usually engaged in trading and commercial activities. Women who are in fishing industry act as retailers for the sale of fresh or smoked fish. Inhabitants also worked in the informal sector which includes Drinking Bars, Chop bars and Baking. There is however a high level of under-employment and unemployment and women and the youth are mostly affected. This was evidenced by the number of people who were idling about in the afternoon during the survey.

Water and Environmental Sanitation Conditions

Water

In the area visited, the water flows not more than 24 hours in a week that is Saturday late morning to Sunday morning. As already indicated, few households are connected to the main pipeline while the majority fetch from few stand pipes provided at vantage points, most of the women therefore had to stay up on Saturday nights to collect water when the pipelines were flowing with water.

“My mother and I are having sleepless and uncomfortable night on Saturdays as we will be waiting for the pipe to be opened so that we can store water for our family household”.

Quote from a school girl at Teshie

This situation has led the residents to rely mostly on tanker water service providers who distribute water to retailers who then sell to the residents. These retailers store water in either plastic or concrete tanks.

Two separate focus group discussions held with men and women yielded very interesting results; while women were of the view that the quality of the water they fetched from the retailers' water points could not be said to be wholesome because the surroundings were always dirty, men on the other hand said that the water was pure because it was free from particles and also looked clean.

The problem of long queues at water points and the subsequent average time wastage of an hour was seen by women and girls as affecting their chores and income-generating activities. The men were however more concerned with the associated problem of riots and gossiping which they felt was a disgrace to their husbands.

Both women and men complained about the high cost of water; an 18 litre bucket of water from the community standpipes cost ₦300.00(\$0.03), compared to ₦800.00(\$0.09) and ₦1,000(\$0.11) from the retailers. In cases of extreme water shortage, water was sold at 1,500.00 cedis (\$0.17). It is worthy of note that consumers in the middle and high income communities pay the GWCL approved rate of 80 cedis(\$0.01) per bucket of water.

Fixing of the price per bucket of water was always a unilateral decision arrived at by the retailers and was based on the cost of getting the water from the tanker service providers and the quantity of water available. According to the inhabitants, water supply absorbed 15-20% of their monthly budget. It was also realized from the interviews that, most of the household heads were women and therefore paid for water. The interesting phenomenon that was exposed was that even in the cases in which men were household heads; it was their wives who bore the major cost of water used in the home.

All the vendors seen were women although investigations revealed that they were sometimes hired to sell and manage the water for their male counterparts who owned the water storage facilities. The practice of water vending by women seemed to reinforce the assertion that water was women's business.

The amount of money paid to the vendor was not fixed but based on the profit realized. Vendors who happened to be the wives of water storage facility owners were not paid for their services although they would usually ensure that the facilities were filled or supplied with water as the case may be. The women however found ways and means to ensure their financial needs were met through this business.

Sanitation

The community had public toilets in the form of three blocks of alternating ventilated improved pit latrines (KVIP) and 2 blocks of water closets. The public toilets were managed by the sub-metro and the user fees were ₦400.00(\$0.04) for KVIPs and ₦600.00(\$0.07) for Water Closets (WCs). (Note that the cost of visiting the toilet was 5 times more expensive than the cost of a bucket of water in an area with piped water supplies.) Most of the houses in Teshie do not have toilet facilities; indeed, some few rooms meant for toilets had been converted into living rooms. The household toilets were either the bucket or pan latrine type. The inadequate number of toilets coupled with the high cost of usage of the existing latrine facilities compel the residents to resort to the beach and public cemetery for indiscriminate defecation. Residents often defecate at home and discard the waste in plastic bags in open fields. The women seemed to be uncomfortable with the practice of defecation at the beach and cemetery and tried to assign reasons why they did so by attributing their practice to the long queues at the Public toilets. Most of the young men on the other hand were of the view that it was a good practice because they enjoyed the fresh air and since the sea washed it away it was of no consequence to the health of the inhabitants.

Most households used the public dumpsites with others disposing of their refuse on the beach. The women linked this practice with the few refuse containers available and placed at far distances from their homes. The men were however of the view that , it was even better to dump refuse along the beach than

keep containers with heaped refuse for several weeks before it was off-loaded by the AMA which was responsible for waste management in the city. They felt the latter situation was a public nuisance and was harmful to human health.

Women are solely responsible for the discharge and management of wastewater from bathrooms, kitchens and washing of clothes. Wastewater is usually thrown into open gutters and lanes or anywhere around the house.

The inadequate drainage system often results in flooding during heavy down pours causing havoc to life and property. Sometimes vehicle and pedestrians movement is obstructed

Coping strategies

Coping strategies practiced by inhabitants include bathing once a day, with about half a bucket full of water. In addition, bathing takes place very late in the day just to sustain them till the following day. A dress is worn more than twice before being washed.

Key water and sanitation issues for women, men, boys and girls

It was realized that women were less confident than their male counterparts and usually tried to explain perceived negative practices, as in the case of defecating and dumping refuse on the beach, whilst the men were confident even gave "good" reasons for their practices. Traditional societal norms make men more assertive than women and any program for gender mainstreaming should seek to address this whilst seeking to involve women in decision making. This is clearly seen in the fact that all the Assembly persons in the area are men.

The burden of inadequate water and sanitation is telling on the inhabitants of Teshie especially on the girl child who bears the greater burden of water portage and rubbish disposal. This could perpetuate the cycle of the girl not doing well at school, as she has little time and energy for learning, dropping out or finishing with poor grades and settling for a job that would not be lucrative and reinforcing the phenomenon of female poverty. The proposed public-private partnership for water supply should therefore seek to address the Teshie situation as a matter of urgency.

The people of Teshie, should not place development in the hands of the government alone but take steps to improve their lot. Sanitation is also a personal responsibility and inhabitants should cash in on the urban environmental sanitation projects. Government should also enforce the existing laws on sanitation one of which is the requirement for all houses to have toilets to make living places of low income dwellers more habitable.

The survey has reinforced the assertion that water is women's business in Ghana, women were the vendors of water, fetched water for the home, and in most cases paid for it. A program in water therefore should seek to put women in decision making roles as they would be better at measures of conservation and protection as compared to men.

GENERAL CONCLUSIONS AND RECOMMENDATIONS

- There is effective governance incorporating the principles of inclusiveness, equity and transparency in the urban water and sanitation sector.
- Policies and frameworks do exist at the Ministerial level to promote gender equity as stipulated in the Gender policy, the Constitution, the GPRS, and the National Water Policy.

- Implementing Agencies are however mainly gender blind, for example, the GWCL and AMA both do not pay any attention to gender issues, they have no gender statements, units, or focal persons- in the case of the MLGRD, where there was a contact person, it was at the initiative of MOWAC.
- Boards of Directors of Agencies are not gender balanced.
- Women are employed mainly at the lower levels in institutions mainly due to their educational levels and expertise and not because of discrimination.
- There is however no obvious discrimination in terms of salaries or career enhancement for women in gainful employment.
- Females are taking up leadership roles by heading households as evidenced by statistical evidence that a third of household heads are women.
- Utility staff are generally indifferent to gender issues.

Recommendations

- The WAC II program should make provision for gender sensitization for the utilities and other officers working on the thematic areas.
- UN Habitat should work with MOWAC to develop tools for gender mainstreaming at the institutional level
- UN Habitat should work with MOWAC to facilitate the preparation of gender frameworks to address gender in recruitment, training programs with indicators for measuring progress including the appointment of a focal person for gender for the utilities and allied institutions in the WAC II program.
- IEC materials should be developed targeted at senior managers, ministries, board of directors etc for raising awareness on gender issues.
- Community and women's participation should be built into all thematic areas of the WAC II program

Appendix E: RGA Team and Participants

RGA TASK TEAM MEMBERS

1. Freda Maame Bartels Mensah Ministry of Women and Children's Affairs
2. Daniel O Aidoo AMA, UESP11, Project Coordinator
3. Felicia Boakye Yiadom CRDD/Ghana Education Service, VBWE
4. Fred Lokko Ghana Water Company Limited
5. Lorretta Roberts Plan Ghana
6. Benjamin Arthur PRONET
7. Victoria Abankwa UN HABITAT
8. Freda Prempeh AMA Assembly Member, Development Planning
9. Adjei Fosu National Development Planning Commission

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ANNEXURE 1
SUMMARY OF HOUSEHOLD SURVEY RESULTS

Note on Methodology:

Table 1: Number of Families per Roof

	# of houses / households	# of families	Average # of families per house
ABBOTTABAD	9874	17672	1.79
BATAGRAM	10346	28449	2.75
KOHISTAN	8669	22792	2.63
MANSEHRA	12273	28304	2.31
SHANGLA	11384	25952	2.28
NWFP Total	52546	123169	2.34
BAGH	16612	40645	2.45
MUZAFFARABAD	12121	22858	1.89
POONCH	7435	17020	2.29
AJK Total	36168	80523	2.23
NWFP+AJK TOTAL	88714	203692	2.30

Table 2: Pre-earthquake Landlessness

	# of landlords	# of sharecroppers	%age of sharecroppers	# of mouroos/ sharecroppers	%age of mouroos/ sharecroppers
ABBOTTABAD	2457	274	10.03	7	0.26
BATAGRAM	3183	2149	40.30	1450	27.19
KOHISTAN	1030	977	48.68	590	29.40
MANSEHRA	3901	2217	36.24	416	6.80
SHANGLA	2108	1151	35.32	780	23.93
NWFP Total	12679	6768	34.80%	3243	16.68%
BAGH	15342	0	0	0	0

MUZAFFARABAD	8669	30	0.34	0	0
POONCH	6936	0	0	0	0
AJK Total	30947	30	0.10%	0	0%
NWFP+AJK TOTAL	43626	6798	13.48%	3243	7.43%

Table 3: Post-earthquake Landlessness

	# of houses (households per ERR)	# of HH in camps	%age of HH in camps	# of HH that lost land in landslides	%age of HH that lost land in landslides	# of HH own land elsewhere	# of HH willing to construct elsewhere
ABBOTTABAD	9874	100	1.01	182	1.84	35	0
BATAGRAM	10346	598	5.78	644	6.22	245	180
KOHISTAN	8669	194	2.24	97	1.12	4	0
MANSEHRA	12273	3202	26.09	1657	13.50	562	291
SHANGLA	11384	40	0.35	146	1.28	94	20
NWFP Total	52546	4134	7.87%	2726	5.19%	940	491
BAGH	16612	1236	7.44	54	0.32	1	0
	12121	620	5.11	318	2.62	939	0
POONCH	7435	115	1.55	0	0	0	0
AJK Total	36168	1971	5.45%	372	1.03%	940	0
NWFP+AJK TOTAL	88714	6105	6.88%	3098	3.49%	1880	491

Table 4-A: Coverage of 1st Phase of Housing Assistance

	# received	# claiming didn't receive	%age of those claiming to be left out
ABBOTTABAD	5178	1446	21.83
BATAGRAM	6991	2729	28.08
KOHISTAN	2556	2508	49.53
MANSEHRA	15372	2459	13.79
SHANGLA	2367	3536	59.90
NWFP Total	32464	12678	28.08%
BAGH	15670	944	5.68
MUZAFFARABAD	12536	537	4.11

POONCH	6561	419	6.00
AJK Total	34767	1900	5.18%
NWFP+AJK TOTAL	67231	15290	22.74%

Table 4-B: Reasons for Missing Out in 1st Phase of Housing Assistance

	UGRC under-estimated damage	Joint property / Occupation disputes	Away for work, injury, etc.	Never had NIC	Lost after EQ	Away in camps	Share-croppers	Commercial property	Widows	Inheritance issues	Orphans	Other reasons
ABBOTTABAD	703	.	154	410	55	-	7	100	6	4	7	
BATAGRAM	1937	3	320	34	78	56	167	5	121	.	8	
KOHISTAN	2013	22	205	110	20	90	32	.	14	.	2	
MANSEHRA	565	185	206	566	53	220	214	290	127	33	.	
SHANGLA	2999	.	184	31	70	10	195	30	10	.	7	
NWFP Total	8217	210	1069	1151	276	376	615	425	278	37	24	
BAGH	255	.	344	3	143	184	.	.	15	.	.	
MUZAFFARABAD	71	2	155	35	102	137	.	20	7	3	5	
POONCH	41	.	190	27	94	63	4	
AJK Total	367	2	689	65	339	384	4	20	22	3	5	
NWFP+AJK TOTAL	8584	2129	1758	1216	615	760	619	445	300	40	29	712

Table 5: Duplication in 1st Phase of Housing Assistance

	# of households with 1 cheque	# of households with more than 1 cheque	%age of households with more than 1 cheque
ABBOTTABAD	3290	514	13.51
BATAGRAM	4052	889	17.99
KOHISTAN	1648	374	18.50
MANSEHRA	10434	4428	29.79
SHANGLA	1165	558	32.38
NWFP Total	20589	6763	24.73%
BAGH	13661	0	0
MUZAFFARABAD	10414	108	1.03

POONCH	6137	52	0.84
AJK Total	30212	160	0.53%
NWFP+AJK TOTAL	50801	6923	11.99%

Table 6-A: Coverage of 2nd Phase of Housing Assistance

	# of settlements where AI team had visited	# of settlements where AI team had not visited	# of settlements where AI team inspected every house in settlement	# of settlements where AI team didn't inspect every house in settlement	# Held eligible by AI team	# Held ineligible by AI team	%age Held ineligible by AI team
ABBOTTABAD	23	3	20	1	2948	526	15.14
BATAGRAM	24	1	23	1	5747	1371	19.26
KOHISTAN	20	4	12	9	1609	2230	58.09
MANSEHRA	27	3	27	1	11915	3923	24.77
SHANGLA	27	4	21	6	1684	1844	52.27
NWFP Total	121	15	103	18	23903	9894	29.27%
BAGH	9	20	4	1	8547	0	0
MUZAFFARABAD	22	8	11	4	8678	1000	10.33
POONCH	15	14	9	4	3553	0	0
AJK Total	46	42	24	9	20778	1000	4.59
NWFP+AJK TOTAL	167	57	127	27	44681	11894	21.02%

Table 6-B: Reasons for Missing Out in 2nd Phase of Housing Assistance

	Not Listed in TSS (1 st Phase)	UGRC under-estimated damage	Ownership disputes	Away for work, injury, etc.	Never had NIC	Lost NIC after EQ	Away in Camps	Share-croppers	Commercial property	Widows	Inheritance issues	Orphans	Other reasons
ABBOTTABAD	255	511	5					10	100				
BATAGRAM	295	1644	3	158	9	13	102	170		25		50	
KOHISTAN	419	2414	12	115	20	65	95			12			
MANSEHRA	677	286	83	154	222	31	25	11	250	7	33		
SHANGLA	887	1141		124	31			4		10		7	
NWFP Total	2533	5996	103	551	282	109	222	195	350	54	33	57	

BAGH	22	127												
MUZAFFARABAD	230	19		10	20	15	10		15				7	
POONCH	230													
AJK Total	482	146	0	10	20	15	10	0	15	0	0	0	7	
NWFP+AJK TOTAL	3015	6142	103	561	302	124	232	195	365	54	33	64	357	

Table 7: Establishment of Village Grievance Redressal Committees

	Established		Not Established		Total Number
	Number	Percent	Number	Percent	
ABBOTTABAD	6	22.2	21	77.8	27
BATAGRAM	6	21.4	22	78.6	28
KOHISTAN	4	15.4	22	84.6	26
MANSEHRA	11	37.9	18	62.1	29
SHANGLA	12	38.7	19	61.3	31
NWFP Total	39	27.7	102	72.3	141
BAGH	8	26.7	22	73.3	30
MUZAFFARABAD	3	10.0	27	90.0	30
POONCH			30	100.0	30
AJK Total	11	12.2	79	87.8	90

Table 8: Recourse to Grievance Redressal Mechanism

	Complained to VRC		Complained to IRC		Complained to DRC		Complained to DC/DCO	
	#	%	#	%	#	%	#	%
NWFP Total	28	19.7	29	20.4	19	13.4	57	40.1
AJK Total	-	-	2	2.2	29	32.2	84	93.3
NWFP+AJK TOTAL	28	12.1	31	13.4	48	20.7	141	60.8

Table 9-A: Negative Impact of 2nd Tranche Delay on Reconstruction

	Yes		No		Total Number
	Number	Percent	Number	Percent	
ABBOTTABAD	8	30.8	18	69.2	26

BATAGRAM	12	46.2	14	53.8	26
KOHISTAN	4	18.2	18	81.8	22
MANSEHRA	14	48.3	15	51.7	29
SHANGLA	16	53.3	14	46.7	30
NWFP Total	54	40.6	79	59.4	133
BAGH	28	100.0			28
MUZAFFARABAD	29	96.7	1	3.3	30
POONCH	30	100.0			30
AJK Total	87	98.9	1	1.1	88
NWFP+AJK TOTAL	141	63.8	80	36.2	221

Table 9-B: Reasons for Negative Impact of 2nd Tranche Delay on Reconstruction

	Amount spent on other necessities		Amount spent for food		Leaving completed projects		People get disappointed		Installation delayed construction work		Labour and material rates are very high		Amount is not sufficient for construction		Other		No response	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
NWFP Total	2	1.4	1	0.7	10	7.0	-	-	10	7.0	3	2.1	9	6.3	18	12.7	89	62.7
AJK Total	17	18.9	-	-	-	-	6	6.7	5	5.6	3	3.3	45	50.0	8	8.9	6	6.7
NWFP+AJK TOTAL	19	8.2	1	0.4	10	4.3	6	2.6	15	6.5	6	2.6	54	23.3	26	11.2	95	40.9

Table 10: Land and Property Disputes

	Landlord-Sharecropper Disputes		Water Disputes		Right of Way Disputes		Boundary Disputes		Illegal Occupation Disputes		Joint Property Disputes		Inheritance/Succession Disputes		Guardianship Disputes		Preemption Disputes	
	Pre-EQ	Post-EQ	Pre-EQ	Post-EQ	Pre-EQ	Post-EQ	Pre-EQ	Post-EQ	Pre-EQ	Post-EQ	Pre-EQ	Post-EQ	Pre-EQ	Post-EQ	Pre-EQ	Post-EQ	Pre-EQ	Post-EQ
ABBOTTABAD	0	2	4	37	2	0	3	0	0	6	33	19	21	10	0	0	12	43
BATAGRAM	10	132	4	11	9	0	0	13	0	0	15	235	10	15	0	0	13	254
KOHISTAN	0	28	5	10	4	20	0	0	0	0	30	59	0	45	0	0	7	60
MANSEHRA	5	21	1	5	0	4	0	1	0	1	85	89	7	5	41	0	50	374

SHANGLA	15	304	39	64	6	0	0	20	10	0	9	48	0	5	0	20	69
NWFP Total	30	487	53	127	21	24	3	34	10	7	172	450	38	80	41	102	800
BAGH	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MUZAFFARABAD	1	0	0	0	0	10	0	20	0	1	4	0	0	0	0	0	0
POONGH	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AJK Total	1	0	0	0	0	10	0	20	0	1	4	0	0	0	0	0	0
NWFP+AJK TOTAL	31	487	53	127	21	34	3	54	10	8	176	450	38	80	41	102	800

Table 11-A: Preferred Mode of Dispute Resolution

	Informal (Jirga, Panchayat)		Informal (Sulh, Mediation)		Masghat Committee		Formal (Police, Court/ District Admin.)		Formal only after informal fails		# other		Total # of Respondents	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ABBOTTABAD	24	88.9	9	33.3	0	0.0	6	22.2	3	11.1	0	0.0	27	
BATAGRAM	26	92.9	4	14.3	1	3.6	1	3.6	9	32.1	0	0.0	28	
KOHISTAN	26	100.0	5	19.2	0	0.0	5	19.2	7	26.9	0	0.0	26	
MANSEHRA	25	83.3	7	23.3	2	6.7	3	10.0	5	16.7	0	0.0	30	
SHANGLA	23	74.2	7	22.6	3	9.7	3	9.7	9	29.0	2	6.5	31	
NWFP Total	124	87.3	32	22.5	6	4.2	18	12.7	33	23.2	2	1.4	142	
BAGH	30	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	30	
MUZAFFARABAD	30	100.0	0	0.0	1	3.3	0	0.0	0	0.0	0	0.0	30	
POONCH	24	80.0	0	0.0	0	0.0	6	20.0	0	0.0	0	0.0	30	
AJK Total	84	93.3	0	0.0	1	1.1	6	6.7	0	0.0	0	0.0	90	

Table 11-B: Informal Dispute Resolution – Reasons for Preference

	Cheaper		Faster		Socially acceptable		No social pressure		Better Enforcement		Ends friction		Other		Total Respondents	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ABBOTTABAD	15	55.6	1	3.7	19	70.4	1	3.7	1	3.7	2	7.4	0	0.0	27	
BATAGRAM	16	57.1	2	7.1	20	71.4	3	10.7	0	0.0	4	14.3	0	0.0	28	
KOHISTAN	15	57.7	2	7.7	20	76.9	1	3.8	0	0.0	7	26.9	0	0.0	26	
MANSEHRA	11	37.9	2	6.9	22	75.9	4	13.8	0	0.0	4	13.8	1	3.4	29	

SHANGLA	20	66.7	1	3.3	20	66.7	2	6.7	0	0.0	5	16.7	0	0.0	30
NWFP Total	77	55.0	8	5.7	101	72.1	11	7.9	1	0.7	22	15.7	1	0.7	140
BAGH	18	60.0	13	43.3	11	36.7	7	23.3	2	6.7	4	13.3	0	0.0	30
MUZAFFARABAD	17	56.7	11	36.7	17	56.7	11	36.7	3	10.0	8	26.7	0	0.0	30
POONCH	15	62.5	10	41.7	13	54.2	5	20.8	2	8.3	12	50.0	0	0.0	24
AJK Total	50	59.5	34	40.5	41	48.8	23	27.4	7	8.3	24	28.6	0	0.0	84

Table 11-C: Formal Dispute Resolution – Reasons for Preference

	Enforcement is more likely		Informal is biased		Other		Total Respondents
	#	%	#	%	#	%	
ABBOTTABAD	1	11.1	2	22.2	0	0.0	9
BATAGRAM	0	0.0	4	40.0	6	60.0	10
KOHISTAN	2	18.2	0	0.0	0	0.0	11
MANSEHRA	4	50.0	0	0.0	0	0.0	8
SHANGLA	1	8.3	2	16.7	6	50.0	12
NWFP Total	8	16.0	8	16.0	12	24.0	50
BAGH	0	0.0	0	0.0	0	0.0	0
MUZAFFARABAD	0	0.0	0	0.0	0	0.0	0
POONCH	2	33.3	6	100.0	3	50.0	6
AJK Total	2	33.3	6	100.0	3	50.0	6

Table 12: Awareness of Processes

	1 st tranche criteria		2 nd tranche criteria		Where to file complaint		AI inspection schedule		EQ-resistant designs		How to get NIC		How to get property documents		How to get succession certificates	
	#Y	#N	#Y	#N	#Y	#N	#Y	#N	#Y	#N	#Y	#N	#Y	#N	#Y	#N
ABBOTTABAD	24	3	26	1	9	18	17	10	9	17	24	3	18	9	12	18
BATAGRAM	25	3	25	3	11	17	18	10	8	20	19	9	14	14	10	18
KOHISTAN	19	6	18	7	6	19	10	15	6	19	16	8	7	18	6	19
MANSEHRA	26	4	26	4	15	15	22	8	13	17	27	3	24	6	17	13
SHANGLA	29	2	27	4	7	24	13	18	6	25	23	7	14	17	11	20
NWFP Total	123	18	122	19	48	93	80	61	42	98	109	30	77	64	56	84

BAGH	30		28	2	3	27	1	29		30	30		30		6	24
MUZAFFARABAD	30		30		6	24		30		30	30		27	3	18	18
POONCH	30		28	2	7	23	3	27	1	29	30		29	1	9	24
AJK Total	90	0	86	4	16	74	4	86	1	89	90	0	86	4	33	54
NWFP+AJK TOTAL	213	18	208	23	64	167	84	147	43	187	199	30	163	68	89	144

Table 13: Unfairness or Corruption

	Patwans in 1 st tranche		Patwans in property documents		AI team in 2 nd tranche		Distt. Govt. officials in registering grievances		NADRA officials		Bank officials		NGO staff		Nazim naz
	# Y	# N	Y#	N#	Y#	N#	Y#	N#	Y#	N#	Y#	N#	Y#	N#	Y#
ABBOTTABAD	9	18	6	21	2	19	4	22	7	20	12	15	4	22	13
BATAGRAM	13	15	11	17	8	20	6	21	8	19	14	14	8	19	11
KOHISTAN	17	8	7	16	6	18	7	18	4	21	13	12	5	19	15
MANSEHRA	10	20	7	22	8	21	5	23	6	22	7	22	5	23	13
SHANGLA	19	12	13	18	8	19	6	21	7	23	14	16	11	19	15
NWFP Total	68	73	44	94	32	97	28	105	32	105	60	79	33	102	67
BAGH	10	20	8	22	9	20	3	8	6	22	4	25	6	23	1
MUZAFFARABAD	12	18	12	18	15	13	6	9	1	24	2	24	7	20	1
POONCH	15	15	18	12	5	18	1	4		28		29		26	
AJK Total	37	53	38	52	29	51	10	21	7	74	6	78	13	69	2
NWFP+AJK TOTAL	105	126	82	146	61	148	38	126	39	179	66	157	46	171	69