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PROCEEDINGS
OF THE
WID ANNUAL REVIEW WORKSHOP
FOR PROJECT LEADERS AND WID CONSULTANTS
21-22 APRIL 1998
TRIVANDRUM, KERALA

Royal Netherlands Embassy

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**PROCEEDINGS OF THE WID ANNUAL REVIEW WORKSHOP FOR
PROJECT LEADERS AND WID CONSULTANTS, 21-22 APRIL, 1998
TRIVANDRUM**

1 BACKGROUND OF THE WORKSHOP

1.1 Introduction

The fourth WID annual review workshop for project leaders and WID consultants was hosted by the WID section of the Royal Netherlands Embassy at Kovalam, Trivandrum, Kerala, from 21-22nd April, 1998. A total of 46 participants representing 19 organisations and projects from 9 states and one union territory (New Delhi) were present at the workshop. They included project leaders, WID consultants, gender backstopping resource persons and embassy staff. (See Annexure 1). The main objectives of the workshop was to review the "gender backstopping" structure and process that was initiated in 1997 and to inventorize alternative ideas for support of RNE to improve gender aspects of Dutch funded projects. It is relevant at this point to look at the process through which "gender backstopping" was put into place by the WID section of the Royal Netherlands Embassy.

1.2 Gender Backstopping : A brief history

The antecedents of gender backstopping emerge from the first workshop for "WID consultants to Indo-Dutch Bilateral programmes" with 35 participants held in Goa in January 1996. This workshop was held primarily as a capacity building programme for WID consultants with a gender training input from the embassy. In the course of the training and a group exercise, some WID consultants discussed various problems they faced at the individual, institutional, organisational and policy level and expressed a need for regular support from the embassy. Various forms of inputs were discussed, and the participants (predominantly WID consultants) decided to network through the newsletter. Close on heels of the first workshop, a similar workshop was held again in Goa in April 1996 for WID consultants and project leaders who could not attend the first one. Again, the total number of participants were 35, but it was a mixed group of professionals, which included WID consultants, women project managers of women-only programmes (eg. Mahila Samakhya) among others. The problems faced while dealing with gender issues in different projects was discussed formally in the course of the gender training and informally during other discussions. These two workshops form the genesis for the embassy to embark on an experiment of gender backstopping for the different bilateral projects.

To concretise the idea of gender-backstopping into action, the third WID annual workshop in April 1997 kicked off the process by bringing together project leaders, WID consultants and six gender backstopping consultants identified for the exercise at Nimrana, near New-Delhi. Here, in this workshop, modalities of the exercise were discussed. The workshop was structured to facilitate intensive brain-storming and cross-fertilisation of ideas in small groups comprised of project-leaders, WID

consultants and the respective resource-persons identified as *gender backstoppers*. It was here that gender-backstoppers were christened as "*resource-persons*" and some preliminary clarity emerged on the process and structure. It was decided that the resource-persons visit the project in consultation with project leaders and WID staff and share their expertise on issues brought out by the project. Based on this workshop the terms of reference and "Do's and don't's" were sent by the embassy to the resource-persons. (See Annexure 2). As the exercise was experimental, the guidelines were kept as broad as possible to facilitate different needs, and resource persons were instructed to visit the projects before the year ending 1997.

1.3 Gender Backstopping : Back to the Present

The Kovalam workshop was designed to review and discuss the gender-backstopping experiment in all its details and learn from the experience of both partners - the WID consultants and the resource-persons - who over the latter half of 1997 had interacted and explored ways of working together. The workshop sought to bring the different perspectives and view-points of partners, and was structured in a way that gave space for both divergent and convergent view to emerge. Details of the programme are outlined in Annexure 3. It was also an occasion to meet the new first secretary, WID of the RNE Ms. Joke Muylwijk.

1.4 The Kovalam Workshop: Methodology and Issues

This section will outline and elaborate on the proceedings of the workshop which reviewed 19 projects across 10 states and evaluated/reviewed the gender backstopping exercise in a participatory way. The presentations were organised state-wise where projects working in a particular state made their presentations in which they outlined the project objectives, implementation and discussed their experience in gender mainstreaming, the gender aspects of the project and gender backstopping. At the end of these presentations, the gender backstopper designated for the particular state made their presentation. This methodology ensured that both perspectives were heard. It also paved the way for highlighting issues that needed to be discussed and thrashed out in detail in group discussions the following day.

In her welcome address, Ms. Kitty van der Heijden outlined the reasons for gender backstopping which was very India-specific. The main aim of this workshop was to take stock of the action taken in the past year from both perspectives - the projects and concerned gender backstopping resource persons. She hoped there would be a frank evaluation of this process in the workshop. Last year was a difficult year at the embassy with a major reorganisation process that got underway. However, backstopping was an experiment and she would like to know whether this support structure was sufficient and the new ways and means of ensuring support from the embassy.

Mr. J.W. Knijnenburg inaugurated the workshop with a journey into the past on development co-operation in India. Twenty years ago gender aspects were unheard of. However, in the 80's separate WID divisions were set up by the Dutch Ministry for Development Co-operation and ever since, this has come a long way.

He expressed the need to learn from each other by pooling our experience and ideas in forums like this workshop. Gender backstopping is particularly challenging work, especially in India, where 50% of women are victimised and need help. He hoped to get a honest feedback from the projects in this workshop on the gender backstopping experience.

Ms. Joke Muylwijk in her introductory address highlighted the objectives of the workshop. This workshop was meant for sharing, listening and learning from each other of experiences in projects with regard to WID/gender activities and with regard to gender backstopping. RNE worked in mainly 4 states that included Gujarat, Kerala, Andhra Pradesh and Uttar Pradesh. However, projects were ongoing in 10 states in the 4 main sectors - land and water, rural water supply and sanitation, environment and women in development. Gender mainstreaming and women's participation was important in all development projects for successful implementation. But she cautioned about participation in terms of the different things it meant for women - where it could be useful or merely exploitative. She hoped that participants would discuss frankly their experiences of gender backstopping and the advantages and disadvantages they perceived. She encouraged everyone to suggest ways to improve, continue or stop the gender backstopping altogether.

1.5 Project Presentation

Projects were invited to make their presentations in terms of the following :

- Type of the project.
- Gender aspects of the project.
- Gender backstopping - its process and outcomes.
- Opinion about Gender backstopping assistance by the RNE as an experiment.

This report will outline the presentations in the order in which they were organised at the workshop. The list includes:-

- Gujarat
- Haryana
- Andhra Pradesh
- West Bengal
- Uttar Pradesh
- Karnataka
- Kerala
- Maharashtra
- Tamilnadu
- New Delhi.

The reports of the presentations are included as ANNEX I.

2 THE PLENARY SESSION: CONSOLIDATION OF IDEAS ON GENDER BACKSTOPPING

The presentation of the 19 Indo-dutch bilateral projects across 10 states and the varied experiences and views on gender backstopping reflected the diversity and complexity of individual projects. The workshop proceeded by having a brainstorming session in the plenary followed by intensive discussions in small groups. A total of 4 groups were formed taking into consideration different sectors and different expertise. In each group, embassy representatives from different sectors were present. The team-leaders formed one group. (See Annexure 4)

In the plenary five critical questions for discussion were raised :

- 1) *What is your opinion on the support of RNE in the projects in the past years?*
- 2) *Is there a felt need for gender backstopping ? Or should the gender backstopping be continued?*
- 3) *If so, what form or shape should it take?*
- 4) *In the last two days, what are the lessons we have learnt from the past experience?*
- 5) *How can we take the agenda for gender mainstreaming forward?*

Several reactions emerged to these set of questions. A summary of points that emerged from a lively discussions were as follows:

- A needs assessment from the project perspective is important. Some projects have been going on for 10 years others are younger - each one is in a different cycle of activities and each one has its own set of priorities and needs. The projects should have the prerogative of defining what kind of support it needs in its gender-agenda and gender mainstreaming. Gender backstopping is necessary, but the form should change from the present one. For example, the Agrobiodiversity project of the M.S.Swaminathan foundations clearly shows just gender expertise is not enough. Backstopping here should combine both technical and gender expertise. Similarly, there are projects that need changes at the policy level, others at the institutional level. So the team-leaders will need to play an important role in deciding the kind of gender backstopping that is needed.
- This raises the issue of what if projects are not gender sensitised or aware of gender issues or do not see gender as a priority?
- Women's participation is important and needs to be increased. But often, projects get bogged down in day-to-day implementation that there is little time left for reflection in terms of strategies and directions to be taken. Here, a network can facilitate interaction among projects. There should be some mechanism for regular training.
- Networking is needed and it will be useful to meet once or twice a year and collectively discuss issues and explore strategies for addressing them.

- If the backstopper is seen only as personal counsellor for the WID consultant or personnel, it is meaningful if it works out, in terms of moving ahead with the gender agenda. Further, only in projects where gender issues have been properly addressed the success of gender backstopper could be counted.
- On gender backstopping, sometimes it takes an "outsider" to see the project through in terms of its richness and its flaws. From the point of an "insider" and their subjectivity, they may not even notice as they are involved fully on a day-to-day basis with little time for reflection. The idea of a networking - of having a forum to meet and discuss is meaningful. However, if an individual is selected for backstopping the right kind of expertise is essential.
- Backstopping is a process and should be made into one, rather than being a "one-off" event. It will help address gaps within projects, but projects also have to be receptive to the idea and accept inputs.

These initial set of ideas and responses laid the foundation for intensive thrashing out of issues in the groups.

3. REDEFINING GENDER BACKSTOPPING FOR INDO-DUTCH BILATERAL PROJECTS: THE GROUP DISCUSSIONS

Four groups met and discussed in detail the nature, form and content that gender backstopping could take in the future for Indo-dutch bilateral projects. Presentations were made in the last session of the workshop.

Group 1

This group, the team-leaders' group first sorted out the commonalities among the project and then looked at the gender components. As most Indo-dutch bilateral projects are guided by a policy and no project is gender neutral, all projects are expected to bring about change which is a good fundamental to begin with.

After considering various points, they focused on the needs of the project and how one could consider backstopping. This group felt that it is the responsibility of the team leaders to identify problems and then organise resources to respond to those problems/issues if on site support or visit is needed.

Backstopping needs to be replaced by NETWORKING. Additional on-site visits by experts can be taken care of through short-term consultancies. Networking at the state level will provide support for the WID consultants in achieving programme objectives. The structure suggested is quarterly meetings of WID consultants, gender specialists and team leaders at the state level or even sector wise. Networking can also help in solving problems or could be used to identify assistance from other sources.

After the presentation a discussion ensued on how team-leaders perceived gender needs vis-a-vis technical needs. For a team-leader both are equally important. One participant felt this indicates a real mainstreaming of gender issues.

Group 2

This group had clearly identified needs in terms of support for WID activities. However, the ideas presented by are subject to feasibility and facilitation by the embassy.

The following needs were outlined:-

- Gender components in various projects need to be defined explicitly.
- Project - specific needs assessment to be done.
- Gender sensitisation training to be done at all levels for all "actors" within the project. NGO's, GO's and others need to be involved. This can be a long-term programme that can kick-start with one workshop and continue with follow-up training.
- Key professionals need to be identified to "reinforce" the initial training periodically.
- Support for gender expert in terms of external resource persons or budgetary provisions need to be made. For example, a separate gender expert

per project as well as some periodic back-up or capacity building in terms of training, research etcetera.

- Database of projects need to be created for highlighting experiences in dealing with gender issues. For example, the successes and failures of different strategies, unusual events, interesting features - all of which will enable us to "cross reference" situations in order to gain experience and find solutions.
- Regular and periodic monitoring of projects is an absolute necessity.

The Means to above Needs : Proposed Methods and forms of support.

- Identify resource personnel, experts, consultants etc.
- Create and maintain database.
- Organise/sponsor training of both - trainers and institution.
- Facilitate networking efforts. Examples to this being a) e-mail, b) newsletter of the WID section could be used by the project, c) workshops in a structured way where common concerns, issues and experiences can be shared. d) exposure visits as solutions to problems, structured and systematic visits organised for study. Here some home work of projects visited will need to be done.
- Embassy could organise/sponsor short specific missions.
- Find funds for research on for example - measuring attitudes and change and gender indicators of empowerment. A research group could assist by using data and information provided by the project.
- Specific structured workshops that will facilitate sharing. This could be on a regional basis or sector specific. Field staff to be included and local language used as means of communication.
- Written feedback from the embassy in terms of monitoring (positive or negative)
- More direct contact of the embassy with the project. This will motivate field staff and resolve issues on the spot.

After the presentation, clarification was sought on what was meant by "identifying key resource persons" and the periodicity of the structured workshops. As for the former, it meant people who are in direct contact with the projects and know who's who, but others don't. The periodicity will have to be decided, but this will help in bringing field staff together for a common sharing and learning.

Group 3

The central question raised by this group was "Is there a need for Gender Backstopping structure? The answer was unanimous YES! However,

- It is to be based on project specific needs and whether Gender backstopping emerges as a felt-need.
- In terms of "form", instead of one person, it should be a group of people with relevant knowledge and experience.
- It should not be a one-time activity, but a periodic, regular and long-term programme.
- A network of projects working together would be ideal and it could be

- state-wise. This will be useful to draw upon different experiences.
- The Gender Backstopper should not be a substitute for WID/Gender consultant for any project.
- Backstopping should be based on the nature, stage and feasibility of the projects.

Support from RNE needed in the following:

- Development of gender sensitive strategies.
- A one-to-one direct communication between RNE WID section and Project WID section.
- Help in experience-sharing, interactions.(Eg State and Regional level)
- Gender Sensitisation trainings (Project/Government staff)
- Regular visits from RNE to all project sites.
- WID report needs to be included in the overall project report.
- Networking of projects for backstopping needed.

Group 4

The consensus reached in this group was unanimous - Gender backstopping is essential, but a change in form is needed. The suggestions for backstopping is as follows:

- A resource group can be formed and number of backstoppers need to be increased to benefit the project more comprehensively beyond just the WID consultant.
- Different organisations have different needs at different levels - this recognition is important for classification and appropriate support structure.
- Gender sensitisation training needs to be done at all levels in every project from the field staff to project staff to team leaders and government functionaries.
- Networking by sharing of experiences need to be done across projects both sector -wise and across sectors and at the state and regional level.
- Structured organisational studies and exposure visits need to be done.
- Process documentation of gender activities and their impacts needs to be done for monitoring in order to increase knowledge and experience on gender issues. This will also form a good data-base.

The role of RNE in the backstopping process

A facilitative role is expected from the RNE in mainstreaming gender perspective in the project. Clarification was sought regarding this. Concretely, it meant delineating expectations embassy has from projects with regard to mainstreaming gender issues as some projects are not aware of what exactly "gender mainstreaming" means. This could be done in a consultative way which is a long-term process and definitely not a one-time event. The RNE is placed in a position of advantage of receiving information from different project and has a "macro-view" of issues and management of projects. The embassy could facilitate access to similar projects with similar problems and communicate common problems and issues through a newsletter.

4. COMMON CONCERNS, COMMON GROUND: SUMMARY OF POINTS THAT EMERGED IN GROUP DISCUSSIONS

- Project specific needs-assessment study to be done, either by WID or outside expert.
- Gender Sensitisation training to be done at levels and stages of the project for all staff including "reinforcement" training.
- Genderbackstopping is needed, but by a group of experts, not an individual.
- Regular and periodic monitoring to be done by RNE.
- Reactions and prompt feedback to be given to project reports by RNE
- Networking essential and can take various forms depending upon the need like workshops, newsletters, email and exposure visits.
- Study needed in measuring attitude change and gender indicators.
- Database needed to consolidate facts, knowledge and experiences of various projects.

5. CONCLUDING REMARKS AND DISCUSSION

In the concluding session, ideas, suggestions and issues regarding gender backstopping were consolidated and a concrete plan of action emerged. They took the shape of having initial region-wise or state-wise meetings of projects. Sector-wise workshops will follow soon after. The first secretary WID Joke Muylwijk would attend all the meetings. The time-table state-wise is given at the end of this section. Clarifications and discussions focused on the following:

1. Gender Sensitisation training:

Certain suggestions that emerged can be done by the project themselves. For example, gender training needs-assessment by projects, by sectors is needed. Inventorising needs with time plan will be useful. Training programmes have to be tailor-made to suit projects and need to be contextually relevant. This will involve intensive research and will be expensive. Networking has come an important suggestion so using networks for assessing training methods suited for different projects will be helpful.

2. Monitoring of projects by RNE

This is a difficult proposition, because 240 projects means a lot of strain on the embassy. Regular visits to these projects spread all over India will be impossible. However, maximum efforts will be made by the embassy to explore ways of monitoring in the short term. The WID section in the embassy needs extra staff to deal with this. Ms.Kitty said she would suggest to the ambassador the need to expand WID section.

3. Qualitative Monitoring and developing gender indicators

Measuring attitudinal and behavioural changes were most challenging issues in gender monitoring because of dealing with qualitative data. An effort towards finding methods for doing this would help projects immensely in assessing empowering impacts for women.

Ms. Joke Muylwijk, summed up the workshop by highlighting the important issues that emerged.

- Regionwise workshop will be held every 4 months. The beginning will be made this year and a provisional time-table is given at the end of this section.
- Primarily, Gender Sensitisation Training needs-assessment is the responsibility of -the project. Projects can communicate to the embassy their specific needs and the embassy will try and match these needs.
- Backstopping to be replaced by Networking.
- Networks will have thematic treatment.
- Maximum efforts will be made by RNE to respond to each project in terms of letters, written communication and visits. But given the constraints of shortage of staff etc, the feasibility is not very high.

I.

Provisional timetable for kick-starting networks state-wise

1. Andhra Pradesh, Tamilnadu (+AME) and New Delhi July-Aug'98 in Hyderabad.
2. Karnataka and Kerala Aug.'98 in Trichur
3. Uttar-Pradesh, West Bengal and Haryana Sept-Oct.98 in Siliguri
4. Gujarat and Maharashtra Nov-Dec'98 TWA as host.



ANNEX 1. Project Presentations:

1.1 GUJARAT

1.1.1 The Centre for Environment Education - Mr. Mayank Joshi

Mr. Joshi of CEE in the fluoride affected districts of Gujarat, for example, Saurashtra. The effects of fluoride on health of the population is far-reaching with little hope for cure. The solution is simple - safe drinking water. The project, with the help of the government brings water to fluoride affected villages from a reservoir 45kms away and is mainly aimed at making people aware of the facilities available and involve them in the management/maintenance of the system. The system is handed over to the committee of village people called "Pani samiti".

Women's participation in the managing and maintenance of safe drinking water has increased. Awareness building leads to raising of expectations and this in turn facilitates the samitis and people for improving their situation. Participation, however, is limited to certain areas and specific issues which does not sustain interest in the long run. Strategies have to be devised for ensuring long-term participation. One serious concern is the decrease in men's participation as women's participation increases. This needs to be addressed so as not to lose male support in development activities. One example is Haripad, a progressive village where the consensus among women after training was that only women become members of the pani-samiti. Soon after, men withdrew from development activities including the voluntary cleaning committee that cleaned streets.

The gender backstopping structure could not be availed fully since the project was in the last phase. But they feel expertise in many areas needs to be developed and support is welcome.

1.1.2 Training women in Agriculture - Mr. A.G.Dixit and Ms. Gitaben Solanki

The project for 'Training Women in Agriculture' started in 1990 and was initially centred around six districts in Phase I. In Phase II from July'97, 12 districts were included in the project. Initially, in Phase I the training for women farmers was for 7 days. It was trimmed down to 5 days because it was difficult to involve women from far-off areas and distances women had to travel. Now the training is held in taluk headquarters. Training improved the self-confidence of women farmers. Family support from in-laws and husbands was also observed.

1.1.3 Gender backstopping resource person for Gujarat - Mr. Ashok Shah

In Gujarat, the inputs of Mr. Ashok Shah, resource person for gender backstopping was in terms of redesigning the training course material in the training of women in agriculture. The inputs were geared towards strategies for ensuring better participation of women. The women were brought to the taluk headquarters and parallel training programmes held for men and women. Though this was not

always possible, it acted as a motivation. There were problems with staff and this was sorted out by having 5-day training with a better focus on issues affecting women farmers.

1.2. HARYANA

1.2.1 Haryana Operational Pilot Project - Dr. K.K.Gaur

HOPP started in 1995 and addresses the problems of waterlogging and salinity in two districts and 10 villages of Haryana. The main objective of this project is to strive to preserve agricultural land in saline areas. In each village, 2000 hectares is demarcated out of which 1000 hectares is pilot area and 1000 as control area. The attempt is to retrieve 2500 hectares every year by involving the people of the village. HOPP provides very little scope for women's participation or other women in development activities as women work for 14-15 hours every day and are invisible in the public sphere and, therefore, inaccessible for project activities. The sex-ratio in the prosperous state of Haryana is abysmally low and is 870 women for 1000 men making it the lowest in India.

The Netherlands policy of involving women motivated the project to address ways in which women could be involved. Operation and maintenance is the main activity and preserve of men and the idea of women being involved in O&M is not culturally accepted by men. So the project has come up with the idea of involving women as motivators and communicators. In each village, 12 women are identified as motivators and weekly meetings organised. Technical training and other miscellaneous works are entrusted to the women motivators. The target group is farming community and there are barriers to women taken up "self-financing" schemes (income generation).

The resource person for gender-backstopping, Ms. Zarina Bhatti visited the project for 3 days. After field visits and discussions with the project staff, she felt their approach in the project was quite adequate and satisfactory.

1.3. ANDHRA PRADESH

1.3.1. APWELL - Ms. Jhansi Rani

The long term objective of the APWELL project is to improve the living conditions of small and marginal farmers. This is the 4th year of a 5-year project that was initiated for encouraging environmentally sustainable agricultural practises among farmers. Women farmers are included in the project and gender integration is based on partnership between men and women. For every district where APWELL is operational, a Gender Development Officer (GDO) is appointed who is assisted by both male and female community organisers. 30% of the project staff are women and special efforts are made to include women from both women-headed and men-headed households by making one woman from each household as a main applicant or co-applicant.

Gender sensitisation programmes in APWELL are organised for both men and

women. Training is imparted on skills and knowledge. Behavioural components - ingrained biases and prejudices need to be addressed to make progress with gender sensitisation. Women members are taken on exposure visits to other farms for motivation and invited speakers give talks on relevant issues. The Water Users Group that is formed for managing the irrigation system is formed after sensitisation of both men and women. Women occupy important positions in these groups.

The gender backstopping exercise was useful in terms of strategies suggested for mainstreaming gender. However, instead of having 1 resource person as a backstopper, all WID consultants and backstoppers should have discussions once every quarter. Developing strategies for dealing with inbuilt biases about gender issues in men and women is a strongly felt need.

1.3.2 The SNIRD's Intervention with Gender Perspective - Mr. Jayanth Newport

SNIRD was registered in 1987 and has a host of developmental activities with a strong emphasis on gender. They work in 44 fisherfolk village for sustainable resource utilisation programme, community participation in water management in 30 villages and all programmes are informed by practical gender needs and strategic gender interests of women.

Their gender strategy is well-reflected at the institutional level where women's representation has increased in the governing and general body as also in field. Maternity leave has been increased from 60 to 90 days and paternity leave introduced for 10 days. SNIRD's activities are vast and wide ranging. They include health and literacy programmes, banking, management of water supply systems, marine eco-system management and environmental friendly agricultural practices with involvement of women at all levels. Gender sensitisation training is a regular feature. Over the years, SNIRD has changed from a sectoral approach to an integrated approach with a strong gender component.

1.3.3. The Hyderabad Green Belt Project - Mr. Mohan Rao, Mr. S.A.Salla, Mr. Vipla Reddy

The Hyderabad Green Belt Project started in 1994 with multiple objectives. They include greening of Hyderabad and Secunderabad cities and improving degraded pasture lands by laying emphasis on planting fuel, fodder and flower species. These activities provide income generation for rural people and much needed employment to women who form 50-60% of the labour force in this project. Women participate in digging, planting, soil maintenance both in the nurseries and plantations.

A good example of involving women is the land taken on lease from the government and women's groups formed. Needs assessment of women revealed the need for fuel and fodder. The land was handed over to women's groups for growing seedlings of fodder. The pasture has been successful and is providing the much needed fodder for their milch animals. The seeds/seedlings are sold for extra income that amounts to Rs.2,500/hectare. Women faced problems when villagers started to graze their cattle. But protests from women's groups helped in

protecting their resources. Economic status of women has improved through improvement in animal husbandry and living conditions have bettered. Other activities include basic literacy for women. As a part of agro-forestry, plantations and nurseries that give fuel and fodder to poor women have been initiated.

The Gender Backstopping experience was positive and good advice and support given. Suggestions on nurseries in slum areas for income-generation was a particularly positive input by the resource person.

1.3.4 The Gender Backstopper - Ms. Anu Sharath

Ms. Anu Sharath, the resource person for gender backstopping in Andhra Pradesh is also the WID consultant for the Netherlands Assisted Programme (NAP) that deal with rural water supply programmes in terms of monitoring, advisory and support services. Gender is a strong component of NAP and with the backstopping assignment, gender aspect got an impetus.

The inputs for backstopping focused on :-

- Examining DAC/WID criteria in terms of concrete outputs of programmes
- Identifying project-specific WID issues and
- Reporting

The process involved contacting all projects for a discussion as agreed in the Nimrana workshop. The response was positive. However, time-constraints and other problems meant that this meeting did not take place. But informal sessions continued to come to an understanding on the inputs needed and mutual benefits for both sides.

The constraints and problems faced by the gender backstopper was the following :

- 1) Limited time of 3 days per project which was insufficient.
- 2) Prior commitments of the gender backstopper and project WID consultant meant little progress could be made on mutual dates and time for proper planning and meeting.
- 3) There was a gap between project requirement and backstopping agenda.
- 4) There is little flexibility in projects to incorporate "corrections" or suggestions mid-way as projects are pre-planned. This leads to limitations in the backstopping assignment - for example, aspects of DAC/WID criteria need to be incorporated internally not as an external input.
- 5) As the planning meetings did not take off, no specific outputs emerged.
- 6) Backstopping came as afterthought, projects were not planned around them leading to apprehensions on both sides that of project WID consultant and backstopper.
- 7) Certain situations and incidences are beyond control of the backstopper (and maybe projects) and need to be examined.

Some recommendations by Ms. Anu are :

- The objectives and outputs be made clear to all concerned.
- There should be common understanding and support among RNE personnel.

- Gender backstopping should be incorporated in the planning phase.
- Periodic support and clarification from other states will be useful

1.4. WEST BENGAL

1.4.1 The North Bengal Terai Development Project - Dr. R. Misra

The North Bengal Terai Development Project is presently in the third phase of its implementation. The project input is geared to increasing agricultural productivity and has strong WID component. Government implements the project and NBTDP provides technical support. One major concern in NBTDP is strengthening of gender issues, especially the institutional aspects that facilitates support for women on a regular basis in terms of access to resources and access to technology. Towards this end, the project has achieved the following:-

- Residential training for women
- Women were recipients of the hand tube well programme
- In Situ training for women in
 - new technologies through women farmers run demonstration centres
 - formation of "economic" groups to ensure women's access to resources.
- Gender training for the staff of Department of Agriculture. Inputs were given by the Gender Backstopper.

The training for farmers has been ongoing and this has strengthened the institutional links with the farmers. Other innovative approaches include quiz programme on All India Radio (AIR). This has evinced much interest among women farmers and has been successful in its outreach for building knowledge base of women.

In the village level clusters, various inputs ensure formation of women's economic groups. Monthly meetings, women's conclave, women's day celebration has resulted in full participation of women and have been tested as successful mobilisation strategies.

In the women's groups, income generation activities include cultivation of paddy, potatoes, chillies, mushrooms and trees on leased or purchased land. Women access local credit system for finances. Creating facilities for stocking grains and purchase of transport by ferry all indicate the growing confidence and empowerment of women's groups. Women are also taking advantage of subsidies and training and getting familiarised with technology to run the shallow tube wells. As a result, women operated systems are in place who manage the equipment as well as tube-well clusters. These are the highlights of the past two and half years of the gender component of the NBTDP. The panchayat, district administration and the government institutions have been assisting the process of mainstreaming women in agriculture.

The genderbackstopper visited the project, met all the relevant government officials and convinced them of the importance of gender sensitization programmes for the success of the project. The training was designed by her and the project has been

satisfied with the backstopping process and the inputs given. However, without follow-up it became a one-off input which was inadequate. Clearly 3-days per project is insufficient given the mandate of providing support and inputs to projects that are quite detailed in their approach. The Gender Backstopper should be a person who has time available on his/her hands and not committed full-time to other projects.

1.5. UTTAR PRADESH

1.5.1 The Ganga ICDP/Mirzapur - Mr. Scott Gibbons

The Ganga ICDP - Institutional and Community Development Project in Kanpur and Mirzapur grew out of the former indo-dutch project Environmental Project.. It grew (?) into an integrated development project that dealt with waste-water treatment to sanitise sewerage and drainage lines and ensure adequate supply of water to flush these lines. The community development component basically motivates the community to contribute their labour and finances to the project. It has provided training to women plumbers giving them an opportunity to participate. The municipal administration has become functional in terms of tax-collection and revenues. The new solid waste management programme which was instituted has impacted on women and children as a large number of sweepers are women and improved equipment is being used by women. In many communities, women have been the main beneficiaries of clean water. Men have been mainly involved in collecting finances.

The gender backstopping did not directly link into the achievement of the main project objectives and therefore the full potential of this exercise was never realised. The time was also limited resulting in a situation where outsiders come and offer suggestions based on very limited knowledge and exposure on a very intricate and complex project such as this.

1.5.2 Rural Water and Sanitation Programme - Ms. Sudeshna Misra

This is a 5-year project that covers 6 districts and 3261 villages with both technical and social components. The main objective is to facilitate supply of water and proper sanitation through community participation. "Jal -Samitis" or Water Committees are formed for community management of the system in every village. The work is done under the aegis of the panchayat so that long-term sustainability is ensured. Fund-raising system has been put in place. Women are encouraged to manage the operations and maintenance and the response has been good. Uttar-Pradesh being a backward state in many respects, awareness and literacy levels are low. Innovative methods are needed and this is a challenge. Gender focus becomes essential.

1.6. KARNATAKA

1.6.1 The Agriculture, Man, Ecology Project (AME) Karnataka, Tamilnadu - Ms. Chitra Suresh

AME promotes sustainable agriculture in the deccan plateau among small and marginal farmers through eco-friendly methods by training, knowledge base development, linkage development and information dissemination. Gender equity and environment are the central concerns that guide AME .

Gender perspectives are incorporated at 2 levels :

1) Participatory Technology Development (PTD) that involves joint experiments in promoting non-chemical, eco-friendly crop cultivation practises with women and men farmers. Here problems faced by farmers is identified and the solutions eco-friendly explored and designed keeping the farmers constraints in mind.

2) At the Partner Institution level, gender perspective in PTD processes are incorporated in situation specific manner, so that different strategies applied can be compared and different feedback obtained.

In Andhra Pradesh, AME worked with 3 different NGO's and their partners.

Three situations were:

1) Women's group with main focus on women but tried to incorporate men's views in a household based approach.

2) Men's group where women who participate in agriculture eventually drifted in.

3) Women headed households where women were widowed, separated.

Peculiar problems were encountered here and there were considerable problems for women to carry out agricultural work. In Tamilnadu, the focus is on Integrated Pest Management (IPM) in cotton and paddy cultivation. Women were involved in the season long training and crop management system using IPM techniques.

In the former (AP) the focus was on working with women farmers as experimenters, who identified their most important problems and participated in on-farm testing of solutions. In the latter, (TN), the focus was on reducing workload of women and eliminating the use of pesticides, especially in cotton cultivation.

In terms of gender perspective AME attempts to :-

- Encourage partners to recruit women staff.
- Encourage involvement of NGOs in the PTD processes, so that the importance of women's involvement in experimentation and crop-management is understood.
- Provide training on IPM, water-shed development and institution development incorporating gender concepts, tools and analysis.
- Documentation of AME's experiences related to gender so that it provides a feedback to strengthen further inputs.

At AME, gender balance in working environment is a conscious gender-strategy. Capacity building of the team is achieved by training of trainers programme on gender perspective in AME's work. This has strengthened the understanding of gender issues within the organisation.

In terms of Gender Backstopping, meetings were held with the resource person where AME's work explained and experiences shared. The discussions centred around incorporating a gender perspective into the PTD processes in terms of methods and strategies adopted. Relative merits of different gender strategies were

also discussed.

The future needs of AME in terms of support from the RNE are the following:

1. In Raichur, the support of an external expert who is familiar with local socio-economic and cultural situation will be useful in evolving strategies and action plans within the broad framework of on-going PTD processes.
2. Even with in-house expertise, AME needs personnel support for looking at cultural-specific and local farming systems. This will enable AME to deal with implementation issues more effectively. One limitation is the knowledge of local language.
3. Support of a gender expert for AME's work in North Karnataka.

1.6.2 Bangalore Urban Poverty Alleviation Programme (BUPP)- Ms. M.Chandrankantha and Mr. Gandhi Doss

The overall long term objectives of BUPP are :-

- To create a model for sustainable and comprehensive Urban Poverty Alleviation Programme.
- To constitute an institutional structure capable of stimulating processes for sustainable Urban Poverty Alleviation.
- To develop and test guidelines, procedures, including monitoring and evaluation system.

There are two components to this programme. One is the Social Unit and the other is Habitat Unit. In terms of programmatic objectives, the Social Unit of BUPP aims to develop an institutional mechanism at slum level for enabling people's active participation in identifying, formulating, and implementing programs for overall development of the community. The strategy adopted is to develop slum development teams and provide them with necessary information and skills for achieving the above mentioned objectives. The activities include a host of activities including organization building, training, information dissemination of various government programs, exposure trips, training women in legal and health issues, coordinating with No's etceteras.

The Habitat Unit aims at environmental improvement through provision of basic amenities and facilitation of housing program involving the community. The strategy for implementation is through organizing communities through the Social Development Team (SDT) for planning and implementation. The Habitat Unit also liaises with Government and Non-Government Organisations to solve land issues. The activities include regular SDT meetings for planning. Implementation strategies include formation of habitat committees within SDT whereby labour is identified, materials purchased, finances arranged and supervision done. Training is also imparted on low-cost construction technologies and accounts training.

For both these programmes, the project lays emphasis on ensuring sustainability and takes opportunities of existing programmes, both government and non-government as a convergence strategy. Empowerment of slum-dwelling

communities and women is also emphasised. BUPP will be entering its II phase of project activities. Phase I started in 1993.

In terms of gender aspects of BUPP, the project document in its inception report did not visualise any explicit orientation on gender issues. BUPP operates all its programmes through slum development teams which provide equal space for men and women. This has contributed to emergence of women leaders in the slum. The thrift and credit programme has gained much popularity among women and they form 70% of the members. This programme facilitated solidarity among women. Women's participation in other programmes of BUPP like habitat and environmental sanitation has been significant. At point of time in BUPP, all sector specialists were women - this was a co-incidence, and not a preplanned gender strategy within the project.

Experience of BUPP with regard to Gender certain issues were raised.

- 1) In the formation of Slum Development Team, absence of clear gender strategy in the beginning led to difficulties in realising specific space for women both in the SDT and in community mobilisation process.
- 2) Women are capable of emerging as good leaders. However, the traditional leaders do not allow them to "grow" beyond a point.
- 3) Women's double and triple burden of work results in their having to sacrifice on earnings when they get involved in developmental activities.

The gender backstopping did not take off in BUPP as Phase I was coming to a close and by the time resource person contacted it was too late.

1.6.3 The Integrated Rural Water Supply and Sanitation Project (IRWSSP), Project Support Unit (PSU) - Mr. Shivraj Shiree

The IRWSSP started in mid '93 and ended in April 1998. There is a proposed extension of another 3 years. A total of 194 villages have been covered in this project which has both physical and non-physical components. The physical components are water supply, environmental sanitation and water quality monitoring. The non-physical component includes support activities as cost-sharing, involvement of women, training, monitoring, review/assessment and evaluation. Participation of Community, especially women is encouraged in all components and stages of the project. A pilot study was done for testing methodology of community participation in planning, designing, implementation and maintenance. In the case of environmental sanitation, community participation is essential for the successful implementation. However delays due to administrative problems and understaffing of the social wing of District Project Unit has meant this component has not fully taken off.

As for rural water supply, women members form 30% in the village committee's. In the pilot study, women were responsible for organisation of material collection, for construction and supervision. Village level cleanliness and maintenance of hygiene at the household level also form a component of environmental hygiene. Women are also responsible for cleanliness of the stand-post points and the motivational and promotional activities of the village.

There is no specific gender expert involved in this project. The community development and health and hygiene expert from Government and state handle this component. For WID activities, gender training was conducted at village and district level.

The Gender Backstopping resource person designated for Karnataka was part of the project as the community development expert. So no specific activities around gender backstopping happened in this project.

1.7. KERALA

1.7.1 The Socio Economic Unit Foundation - SEU-F. Mr. K.A.Abdullah and Ms. Thresiamma Mathew

The Socio Economic Unit Foundation emerged from the Socio-Economic Unit, an Indo-dutch and Danish collaboration that assisted in implementation of rural water supply and sanitation in different parts of Kerala. The SEU-F was formed in 1996 when the 10 year period of the project duration came to an end and is now an autonomous body. At present, SEU-F works closely with the panchayats with the explicit aim of promoting hygiene in water supply and sanitation through community participation.

SEU-F has a vast experience in this area and has been a pioneer in Kerala in making water supply women-friendly by altering stand-posts and placing them according to women's convenience. The work of SEU-F has been noticed by the government and there is a proposal for total sanitation programme in Kerala.

The SEU-F also acts as a technical support unit for any agency that wants to implement rural water supply and sanitation programme. Right now, panchayats are their main client as water-supply as emerged as a felt-need expressed by grama-sabhas in their development plan document as part of the People's Plan Campaign in Kerala. Plans are also afoot to have a resource centre that will be involved in documentation and publishing journals. Women masons training programme is an important component of SEU-F. A Gender Training Centre for training in gender and development activities is also planned. Basically the foundation intends to support organisations involved in all the above activities.

One of the successful activities of the SEU-F has been the Women Mason's project. With support from donors, Women Mason's Training centres have been set up in 3 districts. There is a pilot project for training the women's groups in panchayat and in all these the emphasis is on capacity building and sustainability of women mason's project. Gender awareness Programmes are also taken up.

The Gender Backstopping resource person for Kerala was Ms.Vanita Nayak Mukherjee. Initially there was some confusion about the process. But she turned out to be a good sounding board in discussing issues as the WID section of the SEU-F was going through phase of reorientation and redesigning of activities. A one-day training on report writing was held for the staff in Trichur and in Kollam, a workshop on gender issues in rural water supply and sanitation was held with a

review of DAC/WID criteria as it applied to SEU-F.

The suggestions about gender backstopping is the debriefing that needs to be done with team-leaders and senior staff members of the project regarding gender aspects. There is a need for gender training and sensitisation of the staff - both men and women - at all levels. Training on formulation of gender projects, strategies in the field are crucial for the growth and development of the WID personnel in the SEU-F.

1.7.2 Kerala Community Irrigation Project (KCIP) - Ms. Elizabeth Zachariah and Ms. Lima Jose

The Kerala Community Irrigation Project started in December 1993 as a five year project. It is the first project in Kerala that focuses on strong social inputs with technical inputs for irrigation management by geographically demarcated communities. The three wings which work together for the successful implementation of a community irrigation scheme are the water wing, the agronomy development wing and the social wing which includes WID activities. As ground water is the source for irrigation, the water wing has to give a green signal before social-mobilising activities begin and water groups formed. However, social viability is a priority for identifying communities.

The WID activities of the KCIP are managed primarily by a WID Consultant, a WID expert and one community organiser. Other community organisers also assist in the process. In every community, a Water Users Association is formed, in which women occupy important positions in the managing and executive bodies. As a conscious gender strategy, women-only groups called "Vanita Vikasana Vedis" (VVV) are formed who begin by starting a thrift group. This group becomes the nodal point for wide range of activities. They include participatory training in leadership and management in agriculture, demonstration training in specific areas of interest, inter-community tours for exchange of experiences, follow up visits and support to start employment generation programs. The WID personnel encourage women to participate in all activities, especially those of the Water Users Association.

There was no gender-backstopping of the KCIP, but they are ready and willing for it.

1.7.3 The Gender Backstopper for Kerala - Ms. Vanita Nayak Mukherjee.

In Kerala, a total of 5 projects and 4 subprojects were identified for gender backstopping. They included three Rural water supply and sanitation projects and two Land and Water projects. Gender backstopping was done for the rural water supply and sanitation projects. The process, the methodology and the outcome of gender backstopping in Kerala will be presented in brief.

The process

The process began with meeting the team-leader and having preliminary

discussions. It was also an opportunity to collect background materials on the project which included different reports and newsletters. Notes were maintained to identify the overall inputs and specifically the gender inputs. Field offices were visited in Trichur and Kollam. In addition, 10 field visits in four districts were made. One-to-one discussions were done with the WID staff that included the WID director, team-members, field organisers and technical staff. Needs assessment was done as to the kind of support needed by the WID staff.

The methodology

The methodology included telephonic conversations for clarifications before visiting the field. There was much confusion of what this exercise was all about by the projects. However, with extensive and intensive discussions some clarity emerged. Basically, the gender backstopper acted as a "sounding board" to brainstorm issues of relevance as perceived by the WID staff. WID inputs at the individual, institutional, organisational and policy levels were examined. The needs assessment exercise led to training emerging as an important need.

The outcome

The outcome of gender backstopping was mainly capacity building of the WID team. It took the form of training and discussions. In Trichur, training was given on report-writing and different forms of reporting were discussed in detail. In Kollam, a 1-day gender sensitisation workshop was given for 14 staff members which included 1 field organisers, 4 sanitary supervisors (the technical staff). It focused on:

- 1) Conceptual understanding of gender and development and its application and relevance in the field.
- 2) Gender Division of Labour and its implications for development projects.
- 3) Exercise on Practical Gender Needs and Strategic Gender Interest through a case-study.
- 4) Project planning and designing interventions.
- 5) DAC/WID criteria as applicable to the project : a reflective exercise on the past, the present and the future.

The gender backstopping was used to discuss issues specific to the project like restructuring process they had been through. Qualitative indicators for monitoring and strengthening MIS was also discussed. A participatory evaluation was done and the WID team and field staff felt it was a useful exercise.

1.8. MAHARASHTRA.

1.8.1 BAIF - Ms. Sandhya Nair and Ms. Mona Dhamankar

BAIF is a training and extension project with a focus on sustainable development which is spread over 5 states in India. Project duration is for 4 years out of which phase 1 is for two and half years and phase 2 for one and half years. The long term developmental objectives are sustainable development of rural areas and significant improvement in living conditions of rural poor. BAIF works towards a project objective to build a coherent policy, strategy and plan of HRD in training for itself and its associate societies. The activities focus on training of trainers,

field staff training programme, production of training material and systematic monitoring and evaluation of training programmes.

The training capacity of BAIF includes a functioning training centre, 120 staff members trained as trainers, 500 field staff trained in participatory extension methods and regular programme of training courses for NGO and GO staff. BAIF constantly strives in improving its training programmes. Regular TOT, technical training that incorporates modules on extension approaches, methods and tools which include gender, socio-cultural and agro-ecological contexts and reference materials for training modules are some examples. The monitoring and evaluation of training programmes includes establishment of effective mechanisms and procedures, data-bank of basic information on courses and programmes which are used as management instruments for design, readjustment of training policy and planning. In its efforts to build capacity, BAIF networks with national and international resource persons and institutions in the field of training approaches, methods and tools development.

The Gender Backstopping resource person, Mr. Ashok Shah visited BAIF, and there was some confusions about the kinds of inputs he could give. Knowing of his background in entrepreneurial activities they requested advice to promote income-generation and small scale industries. Nothing concrete came out of the exercise. BAIF's request for help to develop ideas for behavioural and attitudinal changes, and gender indicators for monitoring was also not reciprocated. BAIF welcomes the idea of gender backstopping and of outsiders giving inputs, but appropriate professionals are needed and the process has to be different and for a longer duration than just 3 days. Further, in the case of BAIF, an exclusive gender expert will not be of much help and what is required is a professional who can combine expertise in training in agriculture with gender. The idea of a network of professionals who could give support and inputs would be much more appropriate for BAIF.

Mr. Ashok Shah felt that changing attitudes and mindsets is a very long term project and it was not really his field. As for Gender Indicators, rather look at indicators, his suggestion is to look at projects that are successful in dealing with gender issues. Studying them and their methodology will be useful in terms of strategies. There are difficulties here, because one is seeing only what was before and what has happened after, and there is much to learn of what happens in-between in the intervening period.

1.9. TAMILNADU

1.9.1 Agrobiodiversity Conservation Corps project of the M.S.Swaminathan Research Foundation - Ms. Jayashree Vencatesan

The Agrobiodiversity Conservation Project is spread over four states of Tamilnadu, Kerala, Lakshwadweep and Orissa and has a 5-year duration. The objective is to enhance the capacity of local youth in environment protection and improve women's access to natural resources so as to increase their control over life. The backbone of the project is based on volunteers with a strong emphasis on gender

issues. The volunteers are paid a token amount.

Initially, when younger women were appointed, there were problems they faced in terms of continuity due to either marriage dislocations, or their double and triple burdens of work, which left them little time for doing volunteer work. Further, conservation work involves a lot of travel and this was difficult given their living conditions and the societal norms. Therefore the project team consists of mainly men.

One of the more important components of agrobiodiversity is knowledge and the project has a strong focus in research and training. The components of knowledge need to be authenticated. There is a difference in knowledge of men and women - almost a gendered pattern emerging. The reason being men and women have different uses of plants. This knowledge becomes important for the project.

Some achievements of the project are the setting up of a community biodiversity fund which is contributed by the group and decisions made on its use in terms of programmes. The elections for managing funds show that women were reluctant to take up leadership roles even if elected. Intensive training is needed to deal with this bias and mindset - but this totally outside the project focus.

Gender Backstopping will be a useful input, but given the nature of the project, the resource person will need to have expertise in gender with strong background of biology and conservation. The ability to cut across regions will be an advantage in a project such as this, and building leadership skills will be useful. Her suggestion is developing network for training.

1.10. NEW DELHI

1.10.1 Society for Promotion of Wasteland Development (SPWD) Mr. R.P. Agarwal and Ms. Vinita Suneja

SPWD is a national organisation working for natural resources regeneration programmes. It is active in 10 states of India and works in collaboration with 27 grass root level NGO's through four sub-groups having focus on water-shed development, soil improvement and small water harvesting structures. Their major concerns are 1) Identification of fragile regions 2) Identification of motivated NGO's 3) Developing linkages with research/resource institutions for adopting better technology package. 4) Acceptance of equity considerations in sharing of scarce resources and developed assets. 5) Developing effective participatory management systems which will be sustainable.

SPWD identified areas which had rich tradition of small water harvesting schemes. The implementation is done in a way that involves participants at every stage from identification, planning, execution and maintenance of structures. Participants contribute 25-30% of the project costs and develop a sense of ownership. One example is the management of tanks initiated through an NGO called Chaitanya. The tank management committee is formed and one third of members are women. A common fund is generated and based on this experience, a national support

group is being initiated.

As for gender backstopping, there is a definite need in this project. But given the number of NGO's and complexities of issues involved in this project, instead of an individual, a group would be more effective to brainstorm and deal with gender issues. At present there is no exclusive gender expert working within the project. Some problems that need to be addressed are : 1) The exclusion of women from political and economic decision making 2) Male aggression against women. The observation in SPWD is that economic independence is an essential condition, but not a sufficient one for liberating women. When women are organised around saving groups and they gain some confidence in handling money once they return home, they are prey to male domination in political and economic spheres and male aggression. Women's double and triple burdens mean that women's workload is increased when they become involved in project activities. Therefore, the methodology for women's empowerment needs serious thought and consideration and has to be situation specific.



ANNEX II

Agenda for the WID - Workshop on 21 & 22 April '98

Location : Ashok Kovalam Beach Resort, Trivandrum

Monday 20 April

12.00 - 22.00 Arrival of Participation from various states

13.00 - 14.30 Lunch

16.30 - 18.00 Tea

19.00 - 20.00 Informal Introduction by Rita Moulik

20.00 - 22.30 Dinner

Tuesday 21 April

Session I

09.00 - 09.10 Welcome Address - Mrs Kitty van der Heijden (Plv HOS)

09.10 - 09.20 Inauguration of the workshop - by Netherlands Consul General
Mumbai Mr. J.W.Knijnenburg

09.20 - 09.30 Introduction of the workshop, the objectives, the programme by Joke
Muylwijk, logistics by Vanita Nayak Mukherjee

09.30 - 10.15 Introduction to each of the projects, presented by gender specialist or
WID consultants (or program managers)

- Brief description of project
- Gender aspects of project, what is being done
- Experience with last years gender backstopping

10.15 - 10.40 Tea

10.40 - 12.30 Continuations of the presentations

12.30 - 2.00 Lunch

Session II

14.00 - 15.00 Continuations of presentations of individual projects

15.00 - 16.30 Plenary discussion on emerging issues from the presentations,
resulting in a planning of the programme for Day II

16.00 - 17.00 Tea

17.00 - 20.00 Performance of women's group from Kerala

20.00 - 22.00 Dinner

Wednesday 22 April

Day II

Session I

08.30 - 08.40 Discussion of programme and logistics

08.40 - 09.30 Presentations of projects

- BAIF, Pune

- M.S.Swaminathan Research Foundation, Chennai

- SPWD, Delhi

09.30 - 10.30 Plenary discussion about the lessons learnt on “gender backstopping”
as it was experienced in the past year

10.30 - 11.00 Tea

11.00 - 13.00 Discussions in working groups to develop, collect and inventorize
suggestions for needs, forms and methods of support to be supplied
by (through) the RNE.

Discussions on other emerging issues for which this workshop is the
right forum.

13.00 - 14.00 Lunch

Session II

14.00 - 15.30 Presentations by group leaders/reporters

15.30 - 15.45 Tea

15.45 - 18.00 Concluding session : planning for the coming year (s)

ANNEX III

LIST OF PARTICIPANTS 4TH WID WORKSHOP, 20-23 APRIL 1998 TRIVANDRUM

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ANNEX IV

TERMS OF REFERENCE FOR BACKSTOPPING CONSULTANTS

April 1997, a one year experiment

The primary objective of the Women and Development section of the Royal Netherlands Embassy is to integrate women into mainstream bilateral Dutch assisted projects and programmes. All Indo-Dutch programmes aim at removing disparities in status and living conditions between men and women. They especially encourage women to participate in development by voicing their needs, thereby enabling them to directly influence the direction of development within mainstream projects.

Based on the principle of empowerment, the WID policy, as laid down by the Development Assistance Committee of the OECD, stresses the active involvement of women in the development process. The Netherlands tries to keep this in sharp focus in all WID activity by

- a. consulting women on project design;
- b. involving local women in project implementation;
- c. identifying and removing obstacles to women's participation; and
- d. utilising WID expertise throughout the project cycle.

Dutch development cooperation in India currently focusses on the following mainstream areas; Drinking Water and Sanitation, Land and Water Development, and Environment. These programmes are planned and implemented in cooperation with government departments, parastatals, and non-governmental organisations. Often, through innovative ways they attempt to overcome obstacles to women's participation and aim at strengthening the influence they exert over projects implemented in their vicinities, instead of reducing women within the programmes to mere beneficiaries.

Concentration areas in India under Dutch development cooperation are restricted to the states of Uttar Pradesh, Gujarat, Andhra Pradesh and Kerala. Karnataka, for the purpose of WID backstopping, is included. There are a few projects outside these concentration areas. Again, within the states, development activities are concentrated in a number of districts only.

Terms of Reference

1. Visit projects of the Indo-Dutch bilateral cooperation programme once in a year - in consultation with the projects.
2. Provide backstopping to the WID coordinator of the projects.
3. Backstopping is to be tuned to the standard progress reporting cycle of the projects themselves
4. Backstopping includes assisting the projects in preparing a "WID-status Report" for the project as part of the project's regular progress reporting, which include the following :

- i. Describe the way women are consulted in the design of the project, both in terms of the original design, monitoring its progress and evaluation, any bottlenecks encountered and solutions found (at the policy level, institutional and organisational).
- ii. Describe how women have been active participants during the implementation of the project, any bottlenecks encountered and solutions found (at the policy level, institutional and organisational).
- iii. Describe and analyze the constraints to female participation in the project, and which conditions must be created (including financial) in order to enhance women's autonomy. Indicate how the project itself may be a factor to overcome (some) of these constraints.
- iv. Describe how W&D expertise is planned to ensure the full participation of women.

Guidelines for the Resource Person

The Workshop concluded with a number of do's and don't's for the resource persons:

DO's

1. The resource person may help in organising gender training.
2. Extra activities required from the resource person beyond the allocated 3 days may be borne by the project.
3. The resource person will assist in clarification and implementation of the 4 DAC/WID criteria to the project personnel.

DONT's

1. The resource person does not report back to the Embassy except for their own contractual financial matters and justifications / explanations of itinerary.
2. A resource person will not be a mediator between the project management and the gender incharge.
3. The WID person will not use the resource person as a buffer for enforcing WID interventions in a project.

ANNEX V

Group I

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Mr. Frank Hanrath
Mr. Jan van der Wal
Mr. Scott Gibbons
Mr. Ghandi Doss
Mr. R.P.Agarwal
Mr. Avinash Zutshi

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Ms. Shashi Khanna
Ms. Sudeshna Misra
Ms. Vinita Suneja
Ms. Lina Joshi
Ms. Jayasree Vencatesan
Ms. Mona Dhamankar
Ms. Gitaben Solanki
Ms. Vipla Reddi
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Mrs. Elizabeth Zachariah
Mrs. M.Chandrankantha
Ms. Thresiamma Mathew
Ms. Kanta Kapur
Mr. Mohan Rao
Mr. S.Ashial Salla
Ms. Nandini Prasad
Ms. Gita Menon

Group IV

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Ms. Madhu Khanna
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Mr. S.Srikanth

