

**DOMESTIC WATER SUPPLY PROGRAMME
SHINYANGA REGION**

REPORT OF GENDER PLANNING WORKSHOPS

**Shinyanga: 5-6 May 1994
Maswa: 9-10 May 1994**

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1. Background

The overall objective of this consultancy was to translate the conclusions and recommendations of the Gender Impact Study (GIS) carried out in Shinyanga region into operational measures and concrete activities to be implemented under the Domestic Water Supply Programme (DWSP). (see Annex 1 for Terms of Reference) The main purpose of the workshops was to discuss and agree upon (with changes) the recommendations and conclusions of the GIS, with the output from the workshop (this report) forming a basis for the supplementary report to the Plan of Operations which serves as the basis for the yearly workplans and budgets. Annex 2 contains the consultants' work schedule). The main participants of the workshops were the District Management Teams, representatives of the DHV team, members of the Regional Management Team and resident researchers who took part in the GIS (see Annex 3 for the list of participants of the two workshops).

2. Workshop Programme and Methods

Although the main purpose of the workshops was to enable the recommendations of the GIS to be translated into the Plan of Operations, the programme was designed to have a role in an ongoing process of gender sensitization and gender planning for the implementers of the DWSP. The workshop was initially planned for a period of three days to include general exercises and discussions on the need for gender planning and to allow enough time for the incorporation of gender-sensitive activities in district level plans. It was then reduced to two days (on the recommendation of the DHV consultants). Only one general activity on gender planning was therefore included, followed by a review of GIS recommendations, including the identification of problems which might arise in implementation and strategies to overcome them. The final section of the programme included action planning, based on the concrete strategies for implementation identified in the previous exercise. (See Annex 4 for the programmes.)

There were difficulties in carrying out the full programme. The first workshop in Shinyanga began at 11am instead of 8.30am due to the late arrival of participants from Kahama and Shinyanga Rural. It was therefore only possible to work out detailed plans of activities for the implementation of two recommendations. The second workshop began at 10.30 am and had to finish at 1pm the next day since it had been declared a public holiday to celebrate the election of Nelson Mandela as President of South Africa. It was therefore not possible to go beyond the strategies for implementation in the second workshop. However, it should be noted that the six district workplans in Shinyanga region already incorporate many gender considerations. Since the DHV consultants and members of the regional management team were very much part of the activities carried out in these workshops, gender sensitivity in all the phases of programme activities has been facilitated and promoted.

Small group work followed by report back and further discussion in plenary were the methods employed in the workshops. On the

whole, they were successful in promoting the involvement of the participants and were productive and efficient in terms of output. Formal chairing, apart from the opening session (see Annex 5 for opening address), was avoided, with the two consultants acting as facilitators for the plenary discussions.

3. Output of Workshops

3.1 The "gender statements" exercise

The objective of this exercise was to elicit from the participants the rationale for gender planning, by discussing the differences (and inequalities) in women and men's roles, workload and access to resources.

Following the opening address and introductions, the participants were divided into groups to discuss the following statements:

- a. "GENDER" IS SOCIAL, "SEX" IS BIOLOGICAL.
- b. WOMEN AND MEN HAVE DIFFERENT ROLES AND WORKLOADS.
- c. MEN AND WOMEN HAVE DIFFERENT ACCESS TO RESOURCES.

A summary of the report back is presented below. One summary has been prepared for both workshops since the views expressed were very similar.

a. "GENDER" IS SOCIAL, "SEX" IS BIOLOGICAL.

Gender is "social" because it refers to the relationship between men and women which is determined by the society in which they live. Sex refers to the physical and biological differences between males and females. Sex is fixed and cannot be changed and influenced. Gender roles, the activities that men and women do, relate to attitudes, education, cultural norms and taboos and economic structures. These roles can therefore change, although change is not easy because the roles are deeply rooted in culture. Economic changes and education can facilitate change in attitudes and norms and gender roles.

b. WOMEN AND MEN HAVE DIFFERENT ROLES AND WORKLOADS

Childbirth and breast feeding are biologically defined roles which women have while men "facilitate reproduction". Other roles are dependent on the society in question. Women do more domestic tasks: cooking, washing, fetching water, childcare and so on. Women are also involved in community activities. The activities which women and men share vary according to the region in Tanzania but include farming and in some areas, house construction. Tasks which are exclusively assigned to men include hunting and carrying bodies for burial and, in some areas, tending cattle. Men are "in charge overall", "overseers" of economic matters" and responsible for security of the community.

Women work longer days with more continuous tasks and less time than men to rest, particularly in rural areas. Women usually work 16 hour days. Men work from one to seven hours a day and have more rest and leisure time, to drink and attend "ngomas" for example. There was some discussion about whether men and women had a heavier workload, not in terms of time but in terms of types of work. The participants felt that men do the heaviest tasks although some participants said this view was rather subjective.

c. MEN AND WOMEN HAVE DIFFERENT ACCESS TO RESOURCES

It was generally agreed that men have much greater access to resources. Land, cash crops and household assets were cited as examples. Even when women had access to resources such as food crops and kitchen utensils, they were not perceived to "own" these, but were "caretakers" of the assets. In the event of separation, women, in customary rather than legal terms, could not take these with them.

It was generally felt that men had much greater decision making power. Women have no control over the few resources they have access to. The view in both workshops was that women themselves could be considered "a resource owned by men" and one group said that women were regarded as "working tools" of men.

Given men and women's different positions and the inequalities between them, the need to disaggregate along gender lines for more effective and equitable planning was emphasized. The groups in both workshops were very open to ideas and discussion on these issues. The exercise was useful for bringing gender into focus and building consensus as a group, before the analysis of the recommendations of the GIS. It also served to highlight the need to examine the feasibility of the recommendations in the socio-cultural context in the region.

3.2 Review of Recommendations from the GIS and Strategies for Implementation.

A summary list of recommendations under eight headings was prepared as a tool for discussion in district-based groups. In Shinyanga, members of the regional programme team joined various district groups. Participants were asked if they agreed with the recommendation and if implementation was feasible. If not, they were asked to explain why. If they were feasible, they were asked to describe problems which might arise in implementation and discuss concrete strategies to overcome the problems.

Most recommendations that were discussed are contained, albeit sometimes very briefly, in the Plan of Operations, as guidelines for action. Recommendation 1b (see below) on the composition of the Village Water and Sanitation Committee (VWSC) is only contained in the Plan of Operations, but was included because of its importance in promoting the participation of women in

decision making. Recommendation (no. 8) concerning the coordination of animation activities at village level with those of other programmes was suggested by a participant in the first workshop in Shinyanga.

A summary of discussions held in both workshops, with problems identified and concrete strategies for action, are described below for each recommendation, or in some cases, for a closely related group of recommendations. It is important to note that the views expressed in this and the preceding exercise are, in the main, the views of district level officials and cannot be assumed to automatically represent villagers' views.

Recommendation:

3.2.1 ON THE NEED TO INCREASE INVOLVEMENT OF USER GROUPS (ESPECIALLY WOMEN) IN DWSP

- a. Use participatory methods of gathering data on number, location and type of water points. In particular, to include women by not only using meetings but collecting information at informal venues e.g. existing water points, ngomas, fields and households.

Discussion and problem identification:

There was general agreement on this recommendation. Participants agreed that it was useful to gather information at informal venues in order to get women's views in particular. Shinyanga (urban), however, voiced the view that women participated freely in the meetings that district officials had held to discuss DWSP.

It was felt that "ngomas" as a venue for data collection was not appropriate, because people were busy and had their minds on other activities. The group from Shinyanga Rural also thought that fields were inappropriate locations for the same reasons. Existing water points and households were agreed to be suitable locations.

In general, it was felt that care should be taken to avoid misinterpretation of the data collector's motives. All data collection has risks if not well-handled, taking into account the setting and attitudes of those involved. The purpose of the visit/interview in informal locations should be made very clear to participants of the said studies.

The group from Meatu, while agreeing with it, pointed out that such methods of data collection were time-consuming, requiring preparation, funds and staff. The Bariadi group said that the facilitators and animators lacked knowledge and skills in Participatory Rural Appraisal (PRA) methods and that the DPMT had not acquired sufficient skills to be competent trainers.

Strategies:

1) Appropriate training of animators was felt to be important in ensuring sensitive approaches to interviews and data collection. The question of training is discussed under recommendation 2, on the use of animators at the village level.

2) The team from Maswa felt that existing groups, eg women and youth groups, should also be consulted and their views incorporated.

Recommendation:

- b. The Village Water and Sanitation Committee, VWSC, with 6 members should have at least 3 women. Either the Chairperson or the Secretary should be a woman (see page 75, Plan of Operations).

Discussion and problem identification:

Although it was generally agreed that this measure was important, participants expressed concern about the ability and freedom of women to effectively participate on these committees. There was particular concern about women in the role of chairperson. Some participants felt that women were constrained by their lack of education while others said it was "shyness according to culture". However, the view was also expressed that there are many competent women but that they are held back and controlled by men. The Maswa group expressed concern about the possible lack of experience and knowledge of elected candidates, both male and female.

Participants from Kahama district noted that it was extremely difficult for single and married women to participate in committee meetings. It was only acceptable for widowed, divorced and "unmarriageable" women to participate. In other areas, women could only attend meetings accompanied by their menfolk.

The Bariadi group also pointed out that women faced time constraints, given their numerous daily tasks.

Strategies:

1) Animators be well prepared and committed to motivate women to take up leadership positions. Even more important, animators to sensitize men and engage in dialogue with them about the need for women's participation in decision-making within the improved village water supply system and development initiatives in general. Approaching the men before the women was seen to be essential for effective involvement of women and indeed, a safer course of action for animators since direct approaches to the women could be and in other programmes, have been, misconstrued.

2) Women (and men) be given training for their roles in committees and be given positions where they would be obliged to express themselves.

3) Women involved in women's groups could be encouraged to report on the activities and discussions of women's groups.

4) Women should be chosen using the criteria of competence. The experience of Kishapu and Negezi be emulated in this respect.

5) For women to participate, meetings should be scheduled at convenient times and locations, because of their numerous tasks. In addition, it may be necessary to consider childcare provision, particularly for prolonged training.

Recommendation:

3.2.2 ON THE NEED TO IMPROVE GENDER SENSITIVITY

- a. Train men and women who have special responsibilities in DWSP at the village level, e.g. members of the VWSC (see page 93-100, Plan of Operations).
- b. Use mapping and pocket chart voting exercises for sensitisation.
- c. Have animators for sensitization at the village level.
- d. Conduct TOT workshops for district facilitators and village animators.

Discussion and problem identification

There was general agreement on the above recommendations. The district teams are encouraging the selection of one man and one woman as village animators. However, a number of problems were raised in relation to the envisaged role of animators and their training.

1) The question of whether animators would work well without incentives and remuneration was raised in both workshops and discussed at length in the first workshop. Other donor-funded programmes (such as Caritas, World Vision and UNICEF) use animators and provide them with incentives and sometimes transport (bicycles).

2) There are varied perceptions as to the nature of DWSP on the part of government officials. Some officials at the district level who were new to the programme spoke about the programme as if the donor (Netherlands Embassy/ DHV consultants) "own" it, while others felt it is the responsibility of government at the regional level. On the other hand, the DHV consultants insist that while DWSP is a government programme supported by the Netherlands, the village is ultimately responsible for their own improved water supply and that donors and government assist villagers in their efforts to obtain adequate, clean and safe water. The DHV consultants' view is in line with changed Tanzanian government policy in the social sectors. However, the

issue relating to donor remuneration for animators is obviously linked to views of "ownership" of DWSP.

3) Concern was expressed about whether the length of training was sufficient for both the animators and ward level facilitators. This is because animation methods were new to all groups and more time was needed to acquire skills and practise these methods. The rationale for the number of days for each level of training was explained by the DHV consultants. However, the district teams still felt that animators would be ill-prepared for their tasks.

In the second workshop, the district teams were particularly concerned about the training of animators while in the first workshop, district groups were more concerned with the number of days they themselves (as facilitators) had for follow-up in the field.

4) The need for adequate support to ward level facilitators was much discussed in the first workshop in Shinyanga. District level staff who are given allowances for two days of field visits per month did not feel that this was sufficient to supervise ward level staff and village animators. However, the Programme Assistant in each of the three sectors involved in the programme has approximately ten days allowances per month for field visits. In Kahama and Shinyanga Urban, follow-up and supervision of ward level facilitators and village animators is planned and budgeted for. In Shinyanga Rural, the situation needs to be worked out.

5) The problem of bringing together animators for training was also raised. Villages are scattered and transport and accommodation costs need to be considered.

Strategies

1) Consensus on the issue of incentives for animators was not reached. It was felt by the DHV consultants that it was too early in the programme to make definite statements on the future performance of animators without incentives from donors. Existing strategies place the responsibility for improved water supply firmly within the village and any remuneration must therefore come from the villagers. However, many participants, particularly in the first workshop, were of the opinion that the programme would be ineffective if this problem was not addressed. It is of obvious importance to monitor the situation since animators play a key role in the programme.

2) It was generally felt that it was important for regional/district government to get a common approach and coordinate between donor agencies involved in development work to use animators, although some were not sure whether this would be done.

3) Consensus was not reached on strategies for follow-up and support for ward level facilitators. Most district department heads in the first workshop remained adamant on their need for

an increased number of field work days (and allowances for these).

4) Strategies to address the problem of the length of training for facilitators and animators were discussed. The preparatory phase of DWSP has taken over a year and there was pressure from the villages for tangible results. It was therefore felt that further courses could not and should not be organised but that ongoing opportunities for training and follow-up in the field and on site should be maximised.

Recommendation:

3.2.3 ON THE NEED TO INCREASE GENDER SENSITIVITY IN THE DWSP STRUCTURE

- a. Establish advisory positions of gender/WID experts at RPMT/DPMT levels (see page 87 and 89, Plan of Operations).
- b. Employ gender-sensitive staff at district and ward levels.
- c. Sensitize existing CDAs, Health Assistants, Water Field Assistants in animation and gender issues.

Discussion and problem identification

With the current situation of retrenchments, there is no government provision for new posts. Hence, advisory positions and new employment are not possible. However, Kahama, Meatu and Maswa will have gender/WID advisors attached to the District Rural Development Programmes, funded directly by the Netherlands Embassy.

Strategies

Existing staff in the sectors of Community Development, Health and Water should be trained in gender/WID issues. Some participants felt that Community Development should play a leading role in ensuring that gender issues are incorporated in mainstream development programmes. However, it was pointed out that the Section for Women's Affairs and Children is not formally involved in the programme. Others felt that any of the three sectors involved in DWSP could have this role.

Recommendation:

3.2.4 ON INCREASED EQUALITY IN THE DIVISION OF LABOUR AND GENDER ROLES

- a. Involve men and women in all the stages of the water programme through animation techniques. So far, few women have been involved in decision-making.

There was general agreement on this recommendation and the discussion and strategies are summarised under recommendation 1b.

Additional strategy

Another important aspect which relates to women's continued involvement in improved water supply schemes, was the need for greater numbers of women to be trained in the technical aspects of construction, operation and maintenance (eg. "fundis" for construction, village mechanics, scheme attendants and well caretakers). District groups felt that this was possible, although difficult since there are few women technicians to date and attitudes of both men and women would have to be changed through sensitization work.

Recommendation:

3.2.5 ON REDUCTION OF WORKLOAD AND DISTANCE TO WATER SUPPLY (see page 15 of Plan of Operations)

- a. Improve water storage capacity at household level (page 29, Plan of Operations).
- b. Establish small-scale industry for constructing light carts using bicycle tyres.
- c. Mobilize user groups to construct rain water tanks at household level.

Discussion and problem identification

1) The great majority of individual households cannot afford rain water tanks, nor are the roofs of the houses suitable. However, in Maswa, a cost-sharing scheme to construct water tanks has begun under the District Rural Development Programme, with some individual households.

2) Light carts for the transportation of water are used in many urban centres. However, women are not usually involved in this activity.

Strategies

1) Districts are currently considering technical possibilities of rain water harvesting for communities and institutions, for example, schools and hospitals, in areas where there is sufficient rain to make this a viable option.

2) In the first workshop, it was noted that reducing the waiting time at water points might mean a reduction in women's social time and that this issue should be discussed with the women. However, it was felt that this should not undermine the Programme's objective to provide sufficient water within the shortest distance possible.

3) The Meatu district team discussed the possibility of encouraging women's groups, in a pilot area where the terrain was suitable, to construct light carts for the transportation of water. A proposal would need to be made to donor agencies for seed money and community development staff would need to be

trained in construction skills, which they would pass on to women's groups.

Recommendation:

3.2.6 ON SUSTAINABILITY AND PARTICIPATION

- a. Define and make explicit the concept of a user group.
- b. Clarify the actual amount to be contributed by the user group.

Discussion and problem identification

At the time of the Gender Impact Study, the term **user group** was not clear to villagers as well as district teams. Presently, district teams define **user groups** to include:

- * whole communities eg villages and sub-villages
- * groups eg 50 households or 250 individuals
- * institutions eg schools and hospitals.

No problems were expressed with these definitions.

At the time of the study (GIS) there was some confusion about the amount to be contributed by the user groups. The Regional Programme Manager informed participants at this workshop that the Regional Steering Committee for DWSP defined in January 1994 that the user group would contribute 35% of a total of Tz sh 795,660 for a complete pump system constructed by the district (a sum of Tz sh 275,000).

Participants expressed concern about changes in what villagers were being asked to contribute. This causes confusion among the villagers and facilitators at the ward/district levels.

Strategies

Facilitators in the field should be promptly informed when changes are made in the contributions expected from villagers.

Recommendation:

3.2.7 ON THE USE OF EXTRA WATER (FROM DWSP)

- a. Investigate how extra water may be used for small horticultural enterprises, cattle etc.

Discussion and problem identification

In most cases, this is not a viable option since water is scarce. However, should there be extra water, horticulture was a greater priority than cattle. It was noted that in the HESAWA programme, well attendants used excess water for vegetable gardens around the water point, as a form of remuneration for their tasks. Such initiatives have already been taken in Shinyanga region. In a

village in Shinyanga Rural, for example, an informal women's group use extra water for seedlings which are then sold.

3.2.8 ON THE NEED FOR INCREASED FACILITATION/ MOBILIZATION

Coordinate animation activities in the village with those of other programmes (eg CSDP, HASHI)

This recommendation from a participant of the first workshop in Shinyanga was discussed under recommendation 2, on the training of animators.

3.3 Action Planning Exercise (first workshop only)

This was only possible in the first workshop and there was only time to work on detailed activities relating to the implementation of two recommendations. Participants were divided into three district groups: Shinyanga Urban, Shinyanga Rural and Kahama. The groups were asked to discuss activities to implement each strategy, including who would do what and when, and the support needed from district and/or region. The regional staff formed a fourth group to discuss activities in support of the district.

The first task for the district groups related to the strategies which had been identified to make the participation of women on the VWSC more effective. (Recommendation 1b)

Strategy 1: To sensitize men (as well as women) about the importance of women's participation.

The Shinyanga Urban team felt this could be done by the animators, after training (which has not yet been carried out), with close supervision from the district. Meetings could be held with "all the men".

The Shinyanga Rural team came up with training for village government and influential people in the village, such as religious leaders, as well as a selected group of women (about 10). The Community Development Department should carry out this training at village level as soon as possible and would require teaching aids, allowances and transport.

The Kahama group suggested that the DPMT be responsible for sensitizing government officials, political and religious leaders on the need for women's participation in various development programmes. This could be done during a range of meetings at district level. The facilitators at ward level and animators at village level would also carry out this work during follow-up training, training of the VWSC, training of animators, during public meetings, village councils, "sungu sungu" meetings and religious gatherings. The group felt that transport, training

materials, funds for allowances and support from the DHV office would be required.

Strategy 2: To train women for their roles on the VWSC (eg in management skills).

Training activities for the VWSC are already contained in both the Plan of Operations and the district workplans. Care would be taken to train all members of the committee, including the women.

Strategy 3: To ask women on the committee to report on the activities of women's groups.

All district groups thought that this could be done if the secretary or chairperson of a women's group was on the VWSC or could be invited to the VWSC.

Strategy 4: To train animators to encourage women's participation.

Shinyanga Urban and Shinyanga Rural had not yet trained animators so that this aspect of animators' work could be included in their training.

The second task related to training women in all aspects of programme implementation, including technical aspects. (related to recommendation 4a).

Strategy 1: To give women skills in technical work.

Strategy 2: To use existing women technicians in the water sector as trainers.

Shinyanga Urban planned to train women as scheme attendants during construction and rehabilitation activities.

Shinyanga Rural would also do this in June-July 1994, using facilitators at the ward level but thought that the region should provide additional women staff as trainers.

While the district groups worked on action planning, the regional group came up with a list of activities to assist the districts in the Programme:

1. To conduct orientation training for district staff geared to the Programme and gender issues.
2. To train female employees in their relevant professions to work in the Programme eg women technicians.
3. To organize donor meetings to formulate long term strategies on gender issues.
4. To assist districts in producing audio-visual materials eg. posters and flip charts.
5. To assist districts in monitoring and supervision of Programme activities.
6. To assist districts in mobilization of the community by producing a Programme newsletter.

Unfortunately, the discussion of the above activities (district and regional level) and how they could be incorporated into existing plans was somewhat derailed, since there was a misperception that new funds were earmarked and readily available for the implementation of gender-specific activities. The budget for DWSP for 1993-94 is already defined although there is some flexibility in terms of a reworking of priorities. There was some misunderstanding about the earmarking of funds from the Embassy for activities following the GIS, which had to be clarified. It was explained that a general fund does exist within the Embassy for women's activities, but that proposals had to be formulated and justified. The Community Development/WID advisor (DHV) had previously sent information on this particular fund to the districts.

4. Assessment of the Workshops

The workshops were useful in contributing to an ongoing process of gender sensitization and gender planning. They were also important in making more practical the recommendations of the Gender Impact Study.

However, from a gender planning perspective there were constraints relating to two main factors:

a. **Time constraints:** The limited time available and the use of the list of recommendations from the GIS as the principal focus for discussion. Since some of the recommendations of the GIS were rather general, considerable time was spent discussing issues related to the general implementation of the programme. This therefore reduced the time available for incorporating in detail gender-sensitive activities into workplans. It also reduced the time available for discussing other aspects relevant to gender planning, for example, the role of women's groups in the Programme and the importance of gender-disaggregated monitoring.

On the other hand, the general issues which were raised, such as the training of animators, are extremely important for the effectiveness of the programme and the workshops provided an opportunity for the airing of different views. The importance of monitoring the work of the animators cannot be overemphasized since they have a critical role in the new conception of the programme and its sustainability.

b. **The timing of the workshops:** The timing in relation to current phase of the DWSP was problematic. Since the Programme is still in its preparatory phase, much of the discussion was necessarily about possible future problems, rather than an assessment of actual problems of implementation, which might have brought to the fore villagers views and opinions. As such, we were dealing with district implementers views of what might happen in the future.

In this respect, it is also important to note the gender bias in the composition of the teams. There were no women on the district

teams in the first workshop and only two in the second. This fact was discussed in the debriefing meeting with the RDD after the workshops. The RDD raised the issue and showed concern about the current situation and the need to review government employment policies.

In addition, the DPMT are trainers as well as planners and managers for the programme. Training and facilitating require different skills from those required by department heads, so that these individuals may not be the most suitable candidates as trainers. The inclusion of competent and gender-aware women on these teams could serve to encourage the participation of women at ward and village level.

Two debriefing sessions were held following the workshops, the first with the RDD, the Regional Planning Officer, the Regional Programme Manager and the DHV consultants and the second with the DHV consultants. Both groups were positive about the workshops. The RDD was pleased that the GIS had been followed up so that it was not a theoretical exercise and that district teams had received the opportunity to say which recommendations were "implementable". The DHV consultants felt that the workshops had contributed to ongoing gender sensitization and planning and that they had served to highlight the need for gender sensitivity in all phases of the programme.

ANNEX I

Terms of Reference

Gender Planning Consultancy in the Domestic Water Supply Programmes (DWSP) in Morogoro and Shinyanga Regions

General:

The overall objective of the consultancy will be to translate the conclusions and recommendations of the Gender Impact Studies carried out in Morogoro and Shinyanga Regions into operational measures and concrete activities to be implemented under the DWSP. The result envisaged is a supplementary report to the Plans of Operations which reflects this translation and will serve as the basis for the yearly workplans and budgets.

Scope of work:

- 1) Familiarisation with relevant DWSP documentation with specific reference to the Plans of Operations and the Gender Impact Studies.
- 2) Preparation and guidance of gender planning workshops in Morogoro and Shinyanga.

The preparation in the field will take one day directly prior to the workshops.

The purpose of the workshops is firstly to discuss and agree upon (with possible changes) the recommendations and conclusions of the Gender Impact Studies. Secondly the workshop aims to make the translation of the recommendations and conclusions of the Gender Impact Studies into specific, operational additions and/or amendments to the Plans of Operations regarding concrete, implementable measures at regional and district level. In particular attention will be paid to the working methods (step by-step approach, indicators or guidelines for gender-specific monitoring and reporting) and concrete activities.

The main participants of the workshops will be the District Programme Management Teams, representatives of the Regional Programme Management Team, representatives of the DHV teams and the resident researchers who took part in the Gender Impact Studies. To have a workable number of participants two workshops will be organised in Shinyanga. In Morogoro one workshop is sufficient.

- 3) Production of the annex (supplementary report) to the Plans of Operations and a report on the output of the workshop including district level activities.

ANNEX 2

CONSULTANTS' WORK SCHEDULE

Unless one of the consultants is named, the schedule below refers to both consultants. The schedule does not include familiarisation with project documentation (2 days).

- 1 May: Travel to Dsm from Dodoma (Dr. Hauli)
- 2 May: Preparation of workshop programme and materials.
- 3 May: Travel to Mwanza (due to flight delays it was not possible to reach Shinyanga on the same day)
- 4 May: Travel to Shinyanga.
Meeting with RDD, discussions with DHV consultants and finalisation of workshop programme.
- 5-6 May: Workshop in Shinyanga.
- 7 May: Write-up of workshop notes.
- 8 May: Preparation for Maswa workshop and travel to Maswa.
- 9-10 May: Workshop in Maswa.
- 10 May: Return to Shinyanga.
- 11 May: Draft summary of workshop output and outline of report.
- 12 May: Debriefing: Regional Development Director
: DHV Consultants.
Road travel to Mwanza.
Flight to Dar-es-Salaam.
- 13 May: Debriefing with Marije te Riele and Mary Rusimbi, Netherlands Embassy.
- 14 May: Travel to Dodoma (Dr. Hauli)
- 17-18 May: First draft of Shinyanga region workshops report. (Dr. Kanji)
First draft of supplementary report on Operations. (Dr. Hauli)
- 20 May: Feedback on draft report
preparation for Morogoro workshop (N. Kanji)
- 13 June: Final draft of Shinyanga workshop report and supplementary report to Plan of Operation. (Dr. Kanji)

ANNEX 3: LIST OF PARTICIPANTS (CONT.)

Maswa: 9-10 May 1994

1	M.E.H Buliga	DED, Maswa
2	R. Ole Sajini	RPM- Shinyanga
3	Michael Uwaqilwa	Aq. DFB-Bariadi
4	A.B. Dongwe	DHO-Bariadi
5	L.T. Rifa	GPM-Bariadi
6	Elly D.B. Nakuzelwa	DHO-Bariadi
7	G.J. Maralle	PA-water-BRD
8	M.T. Balusha	DCDO-Bariadi
9	S. Kubega	DHO-PA-Bariadi
10	Dustajsha H Dabrouck	DCDO-PA Bariadi
11	S. Mohamed	FOR-DWE MEATU
12	J. Salumu	PA water MEATU
13	A. Muliba	DHO-PA MEATU
14	Z.M. Manyinya	CD-PA MEATU
15	M.P. Myerembe	DPIO-MEATU
16	R.T. Kimary	DPM-MEATU
17	Tsack Gosso	DHO-MEATU
18	C.P. Batunqi	DCDO-Maswa
19	K.G. Godiani	Health-PA Maswa
20	N. Sitta	PA-water Maswa
21	K.H. Uatende	PA-CD
22	J.K. Makinda	DCDO-MEATU
23	R.S. Chambulilo	DWE & Aq.DPM Maswa
24	C.C. Sane	MEATU
25	W. Piels	Coordinator Maswa DRDP
26	Ronald Floor	Req.Progr.Adviser
27	C.S. Seja	DED MEATU
28	Richard A. Haqwizi	DWE-BARIADI
29	Pauline Riak	DHV consultant, WID/CD

ANNEX 3: LIST OF PARTICIPANTS

Shinyanga: 5-6 May 1994

1	R. Ole Sajini	RPH
2	V.F.J. Mushumbusi	TIO-Shinyanga Urban
3	Matthew Sakani	PA (AFYA) Shinyanga Urban
4	Makanope R.H.	PA (CD) Shinyanga Urban
5	R.P. Seda	TPM (CD) Shinyanga Urban
6	Y.O. Lugello	TCDO (CD) Shinyanga urban
7	Ms A. Ndimbo	Town Director, Shinyanga
8	Mr J.S.L. Gille	Aq. DED-Shinyanga
9	Mr I.M. Lyimo	Aq DPLO-SRU
10	Joachim Hakizimana	DcDo SRU
11	S.A.H. Msumi	ReDo SRU
12	M.M. Irege	DWE-SRU
13	S. Mashauri	DWE-PA-SRU
14	A.L. Matina	SRU (CDO-PA)
15	Joseph Mazwa	DWE.PA KHM
16	Mchina M.S.	HFA-Kahama
17	Mkuwele H.A.	DWE Kahama
18	S.L. Simuli	DCDO-Kahama
19	C. Gunje	P.A. Maji-Reg
20	J.N. Shuma	DHO-SRU
21	Kijuu D.G.M.	DHO-KHM
22	Eric Korsten	DHV consultant, HID-adviser
23	Mulazi J.K.N.	DPM/DRLO
24	E.N. Toudi	DED-Kahama
25	T.Z. Pacho	R.W.F.
26	Alanus P.S. Nchimbi	Shinyanga Urban (TWE)
27	Ronald Floor	Regional Programme Adviser
28	G.S. Kiyabi	Kahama
29	L.T. Lyogello	Kahama
30	P.E. Riak	DHV consultant, WID/CD

**DOMESTIC WATER SUPPLY PROGRAMME
GENDER PLANNING WORKSHOP: SHINYANGA REGION**

Shinyanga: 5-6 May 1994

Objectives of Workshop

1. To discuss the recommendations of the gender impact study (GIS), amend as necessary and assess implementation of gender-specific activities to date.
2. To translate agreed recommendations into concrete activities (regional and district level) which can be integrated into the plan of operations.

Participating districts: Shinyanga urban, Shinyanga rural, Kahama.

Workshop Programme:

Thursday 5th May

- | | |
|-------------|--|
| 8.30-8.40 | Opening Address: Mr. Kitambi (RPLO) |
| 8.40-9.00 | Introduction to workshop |
| 9.00-10.00 | The rationale for gender planning: the different roles, resources and needs of men and women. |
| 10.00-10.30 | Tea |
| 10.30-12.00 | Analysis of specific recommendations of the gender impact study. Problem identification.
Group work (3 district groups) |
| 12.00-13.00 | Report back and discussion |
| 13.00-14.00 | Lunch |
| 14.00-14.30 | Report back and discussion cont. |
| 14.30-16.30 | Formulating strategies for action on gender issues
Group work (3 district groups) |

Friday 6th May

- | | |
|-------------|--|
| 8.30-10.00 | Report back and discussion. |
| 10.00-10.30 | Tea |
| 10.30-13.00 | Action planning. Group work (3 district groups and 1 regional group) |
| 13.00-14.00 | Lunch |
| 14.00-15.30 | Action planning cont. |
| 15.30-16.30 | Conclusions of workshop |

**DOMESTIC WATER SUPPLY PROGRAMME
GENDER PLANNING WORKSHOP- SHINYANGA REGION**

Maswa: 9-10 May 1994

Objectives of Workshop

1. To discuss the recommendations of the gender impact study (GIS), amend as necessary and assess implementation of gender-specific activities to date.
2. To translate agreed recommendations into concrete activities (regional and district level) which can be integrated into the plan of operations.

Participating districts: Maswa, Meatu and Bariadi.

Workshop Programme:

Monday 9th May

- | | |
|-------------|---|
| 8.30-8.45 | Opening Address: Mr. Nyitambe (RDD) |
| 8.45-9.00 | Introduction to workshop |
| 9.00-10.30 | The rationale for gender planning: the different roles, resources and needs of men and women. |
| 10.30-11.00 | Tea |
| 11.00-13.00 | Analysis of specific recommendations of the gender impact study. Identification of problems for implementation and strategies to overcome these. Group work (3 district groups) |
| 13.00-14.00 | Lunch |
| 14.00-16.30 | Report back and discussion. |

Tuesday 10th May

- | | |
|-------------|---|
| 8.30-10.00 | Action planning. Group work (3 district groups) |
| 10.00-10.30 | Tea |
| 10.30-12.00 | Action Planning cont. |
| 12.00-13.00 | Report back and discussion. |
| 13.00-14.00 | Lunch |
| 14.00-15.30 | Report back and discussion cont. |
| 15.30-16.30 | Conclusions of workshop |

**OPENING ADDRESS BY MR. J.B. KITAMBI, RPLO SHINYANGA,
TO THE WORKSHOP HELD TO DISCUSS REPORT ON GENDER IMPACT STUDY
HELD FROM 5 - 6 MAY, 1994 IN THE RIDEP HALL, SHINYANGA**

Mr. Chairman,
Dear Participants,
Ladies and Gentlemen.

It is indeed a great pleasure for me to have this opportunity to open this very important Gender Planning Workshop for the Domestic Water Supply Programme in our Region.

As you are all aware the main objective of this workshop is to discuss the recommendations contained in the gender impact study which was conducted in four villages two from each of our two districts namely: Meatu and Kahama. To a great extent the study has been necessitated by our failure to produce a sustainable rural water supply system, which is the long term objective of our Domestic Water Supply Programme and that the failure is a result of the non-involvement of the beneficiaries of the programme, especially women.

The study, therefore, is an attempt to uncover some of the major factors in our society which have led to an imbalance in the socio-cultural relations between men and women, often in favour of men and that such a situation has not been conducive in enabling women to participate effectively in the implementation of the water Programme despite they being major beneficiaries.

I note from the report you are to discuss in the next two days that according to the findings by our Researchers the existing roles between men and women are not the purposeful intentions of the males but rather a result of the socio-cultural attitudes of the society and which will have to come out with a more progressive attitude, where the roles of men and women to women as well, can be eliminated.

I also would like to call upon this workshop to pay special attention and come out with clear resolutions to some of the questions that have been put forward to our researchers by the villagers, such as:

1. Issues related to clarity on the definition of the term "User Group" although some of you might say that the researchers should have given the definition;
2. Issues related to the 10% contribution to the water account;
3. Questions like why the programme has forgotten the 'cow' etc.

On the other hand, such response from the villagers is an indication that the beneficiaries are becoming more and more aware of the Programme and their expected role.

Finally, I would like to remind participants to this workshop that this Gender Impact Study is going to be included in our Plan of Operation for the DWSP once we have accepted and approved. I therefore, call upon all of you to be very serious in your deliberations. I understand you all received the GIS document well in advance and I hope you have been able to go through it to enable you to participate effectively in this workshop.

I would like to end by extending my very sincere thanks to the Netherlands Government for financing the study and to those who participated in the research work. Finally, but not least, I would like to thank DHV Consultants for organizing this workshop which to me is a very good way of getting the required inputs to the document from beneficiaries at different levels.

With these remarks, I now declare this workshop opened.

Thank you for your kind attention!