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PRO-WASH
Practices, Research and Operations in Water, Sanitation and Hygiene

Integrating Gender Equality and Social Inclusion in WASH and IWRM: A Quick Guide for Practitioners

This annotated bibliography of examples and resources is designed to support water, sanitation, and hygiene (WASH) and integrated water resource management (IWRM) practitioners in integrating gender equality and social inclusion outcomes (GESI). In particular, the guide is designed to support the US Agency for International Development (USAID)'s Resilience Food Security Activities (RFSAs). WASH and IWRM remain an important component of RFSA programming, and equality is closely linked to WASH, IWRM, and food security and nutrition outcomes.

Amongst a growing recognition of the importance of GESI within development initiatives, the number of accessible case studies, toolkits, guidance notes, and other materials continues to grow. Curated by Practices, Research and Operations in Water, Sanitation and Hygiene (PRO-WASH),[1] this quick guide is designed to help practitioners find and use materials to support GESI in WASH, food security, and IWRM interventions. This guide can also be helpful when designing programming, such as during the RFSA refinement period, as many resources may be helpful as part of desk reviews and to inform program design. It is important to note that aspects of GESI, WASH, and IWRM are wide ranging and therefore this guide has focused on the most common forms of activities undertaken by RFSAs. Improvements in GESI can strengthen WASH/IWRM outcomes as well as nutrition and food security outcomes.

1 PRO-WASH is an initiative funded by USAID's Bureau for Humanitarian Assistance (BHA) and led by Save the Children. PRO-WASH supports partners to improve WASH work through capacity strengthening, knowledge sharing, and applied WASH research opportunities. Please contact us at prowash@savechildren.org

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Five Reasons to Integrate Gender Equality and Social Inclusion Into WASH and IWRM Activities

Why does gender equality and social inclusion matter to WASH and IWRM?
Literature[2,3,4,5] speaks to five reasons.

Activities that focus only on the first three reasons can be at risk of *using* women, girls, and the socially marginalized to improve WASH/IWRM.[6] A more transformative approach *partners with* women, girls, and the socially marginalized to foster equality and improve WASH/IWRM in parallel.[7]

Welfare	**WASH and IWRM are both important to the full enjoyment of life for all**. Global mandates including the Sustainable Development Goals (SGDs), the Dublin Principles and the recognition of the human right to water and sanitation highlight the importance of WASH/IWRM for the full enjoyment and wellbeing of life and the alleviation of cycles of poverty.
Efficiency	**GESI integration can lead to improved WASH/IWRM outcomes.** The active engagement and agency of women, girls, and the socially marginalized has been shown to lead to improved efficiency, sustainability, and effectiveness of WASH and IWRM systems.
Equity	**WASH and IWRM improvements are often not equitable.** Women, girls, and the socially marginalized are often the last to benefit from improvements in WASH and IRWM. **Not everyone has the same needs.** Women, girls, and the socially marginalized often have unique WASH challenges and WASH practices are often seeped in traditional norms and stigma.
Empowerment[8]	**Improvements in WASH/IWRM can empower the marginalized.** Strengthened WASH and IWRM practices often require the empowerment of marginalized voices within the home, workplace, community, and society.
Transformative Equality[9]	**Improvements in WASH/IWRM can transform inequalities.** In many traditions, women and girls are responsible for household management of water, sanitation and hygiene. Yet, men are responsible for the community management and governance of water, sanitation and hygiene. As such, improvements in IWRM/WASH can 'ripple out' to positively transform social structures and systems.

2 Moser, C. O. N. (1993). *Gender planning and development: Theory, practice and training.* Routledge.
3 MacArthur et al. (forthcoming). A spectrum of gender equality approaches in WASH: Towards gender-transformative practice.
4 CAP-NET, GWA. (2014). Why Gender Matters in IWRM: a tutorial for water managers.
5 USAID. (2020). Gender Equality and Female Empowerment in WASH. Technical Brief 4.
6 Such activities have '**instrumental** potential'
7 Such activities have '**transformative** potential'
8 Learn more about women's empowerment in Soeters et al. (2019) Women's empowerment: Sharpening our focus
9 Learn more about gender-transformative WASH (1-minute video).

Three Ways to Integrate Gender Equality and Social Inclusion Into WASH and IWRM

There are three key ways to integrate gender equality and social inclusion within WASH and IWRM activities.[10] All three approaches are valid, and purposeful consideration is important to select the most appropriate approach. Transformative change takes longer, is difficult to monitor, and has higher risks of potential harm. However, GESI-sensitive approaches may not lead to sustainable social changes and communities are at risk of backsliding. As WASH/IWRM teams may be less likely to have GESI expertise, emerging best practice advocates for coordination with Gender, Youth and Social Dynamics (GYSD) leads and pursuing partnerships with gender-equality organizations.[11]

Type	Definition	IWRM example	WASH example
GESI-sensitive	**Sensitive** activities **acknowledge** the social and gender power dynamics, yet work within existing social structures and often leverage traditional gender roles. [equity and efficiency focused]	Supporting policies for gender quotas on watershed or IWRM committees in rural communities.	Engaging existing women leaders in Community Led Total Sanitation (CLTS) activities to increase reach and engagement of marginalized community members.
GESI-responsive	**Responsive** activities **consider** the social and gender power dynamics which perpetuate traditional roles and responsibilities, yet do not actively aim to address structural inequalities. [empowerment focused]	Engaging women leaders in the siting of Muliple Use Systems (MUS) water points, but not actively aiming to change the social structures which consistently leave them out of such decisions.	Empowering women and other marginalized groups to participate in sanitation entrepreneurship, but not actively addressing the structural barriers.
GESI-transformative	**Transformative** activities consider and **address** social and gender power dynamics which perpetuate structural inequalities. They purposefully aim to strengthen WASH/IWRM outcomes and GESI outcomes[12] simultaneously. This often includes both gender-specific and integrated activities. [transformative equality focused]	Partnering with women to transform decision-making practices in water governance committees through gender-specific women's empowerment coaching and integrated group training.	Engaging men in the promotion of handwashing[13] aiming to address perceptions that only mothers are responsible for household hygiene.

10 There are many ways that these can be labeled or described. This quick guide adopts the typology by MacArthur et al. (forthcoming). A spectrum of gender equality approaches in WASH: Towards gender-transformative practice.
11 UTS-ISF (2022). "We cannot work alone": A study of WASH and gender equality civil society partnerships
12 Explore potential outcomes in Carrard et al. (2013). A framework for exploring gender equality outcomes from WASH programmes. *Waterlines, 32*(4), 315–333.
13 Cavill, S., & Huggett, C. (2020). Good mums: A gender equality perspective on the constructions of the mother in handwashing campaigns. *WH2O: The Journal of Gender and Water.*

Key Definitions

Box 1 - Gender equality and social inclusion[14]

Gender equality and social inclusion (GESI)	A GESI approach considers unequal power relations and inequalities experienced by individuals as a result of their social identities, including gender, location, (dis)ability, wealth, education, age, caste/ethnicity, race, sexuality.
Social inclusion	Social inclusion is the process of improving the ability, access, dignity, and opportunity for people who are disadvantaged on the basis of social identity, to take part in society.
Intersectionality	Intersectionality is the recognition that social inequalities and disadvantages including gender, location, (dis)ability, wealth, education, age, caste/ethnicity, and race are often overlapping and interconnected.
Gender equality	Gender equality is the state of equal rights, respect, responsibilities, and opportunities for all people regardless of gender.
Gender equity	Gender equity is the fair treatment for individuals of all genders according to their respective needs.

Box 2 - WASH and IWRM

Integrated water resources management (IWRM)	The management of water resources for social equity, environmental sustainability, economic efficiency, and water governance.
Multiple Use Systems (MUS)	Water systems that provide both domestic and income-generating water access.
Agricultural water	Water systems such as irrigation used for income generation in farming.
Domestic water	Household water for drinking, cooking, bathing, and cleaning.
Sanitation	Household and community sanitation systems and practices.
Hygiene	Household and community hygiene systems and practices including bathing, handwashing, and menstrual hygiene management.

14 These definitions are adopted from the Gates Gender Equality Toolbox.

Experiences, Resources, and Tools: Annotated Bibliography

Mobilizing Households and Communities

Common Strategies	*Refer to this section if your program includes activities such as:* • Community Mobilization and Promotion • Demand Creation • Behavior Change Communication (BCC) • Community Led Total Sanitation (CLTS) • Action Research and Participatory Rapid Appraisal (PRA) • Participatory Hygiene and Sanitation Transformation (PHAST) • Care-Groups • Community Monitoring Groups
Introduction	Many WASH and IWRM practitioners adopt community mobilization and promotion approaches to raise awareness and improve behaviors. This includes activities related to 1) the access and use of water for cooking, drinking, and bathing; 2) the promotion of handwashing and menstrual hygiene; and 3) the use of safely managed sanitation. In later sections, this guide will cover the engagement of committees and small enterprises for improved access and use of services.
Background	As women and girls are traditionally responsible for much of household WASH, there are opportunities to promote equality, inclusion, and WASH/IWRM in parallel. For example, the engagement of men and boys can transform harmful gender dynamics and lead to more lasting change. A GESI-transformative approach purposefully aims to address gender and social inequalities alongside mobilization activities.
Cautions	**Triple Burden/Roles** - It is important to understand all the work done with families and communities so that the different types of work can be valued. This can help avoid unfairly or unknowingly increasing workloads. In particular women often have three types of work: 1) reproductive (domestic and care work), 2) productive (income generation, informal and formal), and 3) community management (collective support and engagement). Involving women in community mobilization can be empowering, but also can add to workloads. Consider how to balance these tensions, by involving women in project design.
Foundations	**Equality and Non-Discrimination (EQND) in Sanitation Programmes at Scale.** This issue of Frontiers of CLTS explores the concepts of equality and discrimination to identify ways to create more inclusive and sustainable processes and outcomes for sanitation programming. *[English, French, Portuguese, open access guidance]* **Rural sanitation and climate change: Putting ideas into practice.** This issue clarifies opportunities for climate-resilient sanitation interventions and presents several case studies of community mobilization. *[English, French, Portuguese, open access learning brief]* **Participation of women in water supply and sanitation: Roles and realities.** This extensive literature of program reports (nearly 800 documents), includes details on the value and importance of including women in water supply and sanitation programs. The review was followed up a decade later to include a focus on water resource management. *[English, open access practice reviews]* **Does Increased Water Access Empower Women?** This paper argues that improved water access can have a positive impact on women's empowerment adopting a gender-responsive modality. *[English, closed access academic publication]* **An analysis of water collection labor among women and children in 24 sub-Saharan African countries.** This meta-analysis quantifies the work related to water collection for children and women from Demographic Health Surveys (DHS) and Multiple Indicator Cluster Surveys (MICS). *[English, open access academic publication]*

Case Studies	**Gender-sensitive community mobilization** • **Gender and rural water services—lessons learned from RWSN members**. This synthesis document highlights a variety of experiences of practitioners working to promote gender equality in rural water services around the globe. *[English, open access, case studies]* • **Working effectively with women and men in water, sanitation and hygiene programs—Vanuatu Case Study Snapshot**; **Fiji Case Study Snapshot.** These case studies from Vanuatu and Fiji reflect on the transformative promotion of gender equality and WASH in parallel. *[English, open access, case studies, Pacific focused]* • **Transforming gender relations through water, sanitation, and hygiene programming and monitoring in Vietnam**. This academic article explores the impact of the Gender and WASH Monitoring Tool in transforming structural gender dynamics for rural households in Vietnam. *[English, closed access academic article, Vietnam focused]* **Disability inclusive community mobilization** • **WASH and Older People**. This learning paper explores the "WASH needs of older people in both development and humanitarian contexts, as well as the fundamental role older people play in facilitating other people's WASH access, health, and wellbeing." *[English, Portuguese, French, open learning paper]* • **Building skills in disability inclusive WASH**. This case study from Timor-Leste describes a partnership between two disabled people's organizations (DPO) and four WASH agencies. The study describes how field visits were linked with practical problem solving sessions. *[English, open access case study, Timor-Leste focused]* • **Rapid Review of Disability and Older Age Inclusion in Humanitarian WASH Interventions**. This rapid review used a secondary data desk review and key informant interviews to identify knowledge gaps in good practice support for individuals with disability and of older age in humanitarian WASH settings. *[English, open access review]* • **WASH is a connector not a divider**. This set of three individual case studies from Nepal highlights the role WASH can play in bridging disability inclusion within communities. *[English, open access case study, Nepal focused]* **Sexual and gender minorities inclusive community mobilization** • **Stepping Up: Ensuring sexual and gender minorities are not left behind**. This learning brief provides reflections from the Water for Women Fund's South Asia Regional Learning Event. The brief highlights how understandings of WASH experiences for SGMs can be enhanced by a broader understanding of the systemic exclusion that SGMs experience more broadly. *[English, open access learning brief, South Asia focused]* • **Sanitation and gender: Looking beyond the binary**. This blogpost highlights the gaps in knowledge and practice related to transgender and intersex access to sanitation. *[English, open access blogpost]* • **Transgender-inclusive sanitation: insights from South Asia.** This journal article sythesizes insights related to transgender individuals in sanitation programming in South Asia. The paper presents three case studies from India and Nepal on recent activities to create more inclusive sanitation and presents recommendations for future practice. *[English, open access academic article, South Asia focused]*

Resources

Analytical Frameworks

- **A framework for exploring gender equality outcomes from WASH programmes.** This journal article provides a rigorous framework highlighting 45 potential gender equality outcomes related to WASH programs. The outcomes include changes within one's self and in relationships within the household and public arenas. *[English, open access pre-print, framework]*

Guidance for working with Women, Men, Girls and Boys

- **Engaging men and boys for gender-transformative WASH** and **Emerging Practice for the Engagement of Men and Boys in WASH.** These guidance documents from the sanitation learning hub provide evidence and case studies for the value of bringing men and boys into community WASH discussions. *[English, open access, guidance and case studies]*
- **Working effectively with women and men in water, sanitation and hygiene programs.** This field guide, initially designed for work in the Pacific, with more global relevance includes a series of community activities for critically discussing traditional roles and responsibilities for household and community WASH. *[English, open access, guidance, Pacific focused]*
- **Exploring gender aspects of community water, sanitation and hygiene.** This manual, developed by WaterAid Timor-Leste focuses on facilitating dialogue between women and men to promote fairer WASH practices. *[English, open access, guidance, Timor-Leste focused]*

Guidance for disability-inclusive development

- **Inclusion made easy: A quick programme guide to disability in Development.** This guidance note explores opportunities to best engage individuals with disabilities in community mobilization and other interventions. WASH is a featured component of the guide. *[English, open access guidance]*

Monitoring, Evaluation, Accountability and Learning

Participatory and qualitative tools

- **Participatory evaluation: Tools for managing change in water and sanitation.** This World Bank toolkit argues for the value of participatory (collaborative and generating) evaluation to explore indicators such as sustainability, effective use, replicability and gender change in water and sanitation programs in rural communities. *[English, open access, guidance]*
- **Gender and WASH Monitoring Tool** (GWMT). This community mobilization and monitoring tool developed by Plan International aims to both monitor gender related WASH changes and to *"raise awareness among communities about gender roles and relationships in household and community"*. *[English, open access, guidance]*
- The **qualKit** is an online toolbox to support practitioners exploring qualitative changes in gender equality and social inclusion in WASH programs. To date the toolbox includes nine research approaches and 16 tools and techniques to support data collection, analysis, synthesis and use. *[English and French, open access, guidance]*
- **Methodology for participatory assessments. With communities, institutions and policymakers.** This 'Metguide' is a detailed toolkit drawing on participatory appraisal and organized by the types of participatory data collection and analysis techniques to support practitioners working in communities and beyond. *[English, open access, guidance]*

Resources continued on next page

Resources (cont.)	**Quantitative tools** • **The water, sanitation and hygiene—gender equality measure (WASH-GEM) is a five-domain quantitative measure** designed to explore gender equality changes for women and men both related to WASH and in broader life beyond WASH. The measure has been tested and validated in Nepal and Cambodia with further testing in Bhutan, Laos, and Ghana. WASH-GEM materials include an implementation training site, a conceptual journal article and an article highlighting the meausre's co-design process. *[English, open access website and academic articles]* • **Empowerment in water, sanitation and hygiene index.** This quantitative index, modeled after the Women's Empowerment in Agriculture index (WEAI) is designed to compare levels of women's and men's empowerment within WASH programs. The paper presents results from the index's use in Burkina Faso. *[English, open access academic article]*

Strengthening Water Resource Management and Governance

Common Strategies	*Refer to this section if your program includes activities such as:* • Water user associations (WUA) • Water user committees (WUC) • Multi-use systems (MUS) • Natural resource management • Environmental sustainability
Introduction	The representation and participation of women and other marginalized groups in natural resource management and governance has been shown to lead to more sustainable, equitable and functional systems.
Background	Pursuits of gender equality and social inclusion within IWRM and other forms of water governance includes the balancing of efficiency, functionality, equity and sustainability through the transformation of social structures and systems that govern the traditional roles and responsibilities of women and men.
Cautions	**Tokenism** — In many cases, the engagement of women and other marginalized individuals in resource management can lead to symbolic rather than honest representation. In some cases women may not even know that they have been elected to committees or asking male relatives to fill in their places.
Foundations	**Integrated Water Resources Management.** This background paper begins with an explanation of the Dublin Principles for IWRM and the important role of women (Principle III) and presents frameworks for cross-sector integration and balancing economic efficiency, social equity and ecological sustainability. *[English, open access background paper]* **Gender equality and inclusion in water resources management.** This action piece by the Global Water Partnership, presents the case for GESI in WRM and details four action areas to drive gender equality in water resource management and sectoral water use. *[English, open access background paper]* **Gender and water: Securing water for improved rural livelihoods: The multiple-uses system (MUS) approach.** This guidance document begins with a focus on women as water users, women as water and livelihood managers and therefore argues for the value of multiple-use systems in supporting women's empowerment related to water. *[English, open access background paper]*

Case Studies

Social accountability (voice)

- **Exploring gender-transformative change in social accountability (GTSA) practice.** This case study from Bangladesh describes the application of a GTSA approach to improve water access. The study describes how GTSA aligns with World Vision's Citizen Voice in Action approach. *[English, open access case study, Bangladesh focused]*
- **Women's WASH platforms in Bangladesh and Cambodia.** This case study from Oxfam from Cambodia and Bangladesh, discusses aspects related to women's resources, mobility, and participation in platforms (community committees) using participatory appraisal techniques. *[English, open access case study, Bangladesh and Cambodia focused]*

Water resource management and security (participation and representation)

- **"A half empty bucket"**. This case study from Zambia explores the different functions and gender representations within: 1) the Zambian Water Resources Management Authority, 2) Catchment Councils, 3) Sub-catchment Councils, and 4) Water User Associations. The study shows that women are unaware of the functions of the water institutions in Zambia. *[English, open access academic publication, Zambia focused]*
- **Women's Meaningful Participation in Water Security**. This literature review examines gender-transformative practices towards meaningful participation of women in water security. The authors provide recommendations on how to progress a transformative agenda in water security. *[English, open access K4D Helpdesk Literature Review.]*
- **Gender Perspective in Water Management: The Involvement of Women in Participatory Water Institutions of Eastern India.** This academic paper investigates women's participation in participatory irrigation institutions in eastern India and shows that women's concerns were often not taken into account. *[English, open access academic publication, India focused]*
- **Women and water management in times of climate change: Participatory and inclusive processes.** This paper describes two South-North initiatives connecting community-based environmental and climate change education. The cases explore how watershed-based governance structures can increase the participation of women and other marginalized groups in political processes. *[English, closed access academic publication]*

Water committees (quotas and meaningful engagement)

Note: This section primarily deals with **volunteer** engagements. For paid roles please see the small enterprise materials.

- **Has the vision of a gender quota rule been realized for community-based water management committees in Kenya?** This academic paper explores the strengths and challenges of integrating a gender quota for rural water management in Kenya, refocusing the argument not on the number of women in a committee, but the way women are represented and participate. *[English, closed access academic publication, Kenya focused]*
- **Women and rural water management: Token representatives or paving the way to power?** Presenting a case from rural Tanzania, this academic paper explores how informal structures influenced women's participation in formally created decision-making spaces for managing household water. *[English, closed access academic publication, Tanzania focused]*

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Case Studies (cont.)	• Does women's participation in water committees affect management and water system performance in rural Vanuatu? This paper presents quantitative analysis of 1,175 community-owned in rural Vanuatu showing that women's substantive involvement led to better functioning committees and water systems. *[English, closed access academic publication, Vanuatu focused]* • Sustaining reverse osmosis water treatment systems: An example from Bangladesh**.** This case study explores the role of paid caretakers and management committees of reverse osmosis water treatment systems. While there were fewer women in caretaker roles, women were active in the water management committees. Women within the committees were given leadership training to strengthen confidence and effective leadership. *[English, open access case study, Bangladesh focused]* • Women as hand pump technicians: empowering women and enhancing participation in rural water supply projects. In this article, women from Ghanaian WATSAN committees were trained as volunteer handpump technicians. This changed how trained women were seen in the community, shifting gender norms about the types of work appropriate for women and increased the confidence of the women participants. *[English, closed access academic publication, Ghana focused]*
Resources	**Capacity Strengthening** • Gender and Integrated Water Resources Management (IWRM) — Cap-Net**.** This self-paced and free online training course explores the knowledge and tools required to integrate women and vulnerable participants into IWRM. It explores the impacts of climate, inclusive participation and gender on IWRM practices. *[English, online course]* **Analytical Frameworks and Models** • ***A typology of participation —*** Participatory exclusions, community forestry, and gender: An analysis for South Asia and a conceptual framework. Development for natural forestry management, but with relevance to water management more broadly, this framework describes five levels of participation for women and other marginalized individuals in governance structures: nominal, passive, consultative, activity-specific, and interactive (empowering). Others have adapted these levels for use in a community-based participatory activity. {English, closed access} • ***A framework for water governance —*** 'Good' water governance and gender equity: A troubled relationship. In this academic paper, the authors present a useful framework for exploring the resources, mechanisms and outcomes in relation to gender-sensitive water governance. They argue that policies should reflect on how societal resources are allocated and to consider how different types of people influence outcomes. *[English, closed access academic publication, theory-focused]* • A gender-transformative social accountability model**.** This working paper reflects on the value of integrating gender-transformative and social accountability approaches. The authors present a gender-transformative social accountability model and describe its use in practice. *[English, open access publication, theory-focused]* • Checklist on integrating gender into agricultural water management. This checklist explores opportunities to integrate gender into multiple-use water systems. *[English, open access publication, theory-focused]*

Fostering GESI Within Organizations and Instituions

Common strategies	*Refer to this section if your program includes activities such as:* • Gender-focused capacity strengthening and training • Gender-sensitive planning and budgeting • Internal gender audits • Self assessments
Introduction	Gender equality and social inclusion starts within organizations and institutions. Notably, WASH and IWRM workplaces are often less inclusive. Historically, more men have worked within WASH and IWRM in part because more men have traditionally studied engineering and economics. In this section, you will learn how to best promote GESI within your organizations and the institutions you work with. This includes working with stakeholders, large private sector firms (like utilities), and government.
Background	Several recent studies have highlighted the challenges of diversity and inclusion within WASH and IWRM workplaces. This challenge increases in higher level leadership roles with people of color and women often left out of leadership. Diversity and inclusion within organizations and leadership is an important step ensuring policies and programs to meet diverse needs and in reshaping workplace norms towards equality.
Cautions	**Backlash** - As social transformation requires structural and systematic changes, there are cases where organizations experience backlash.[15] Partnering with a GESI-focused organization can help identify and address issues of backlash.
Foundations	Leadership for SDG 6.2: Is Diversity Missing? This journal paper studies the global sanitation sector highlighting the lack of diversity in sanitation organizations. *[English, open access academic publication]* A Call To Action: Organizational, Professional, and Personal Change For Gender Transformative WASH Programming. Highlighting five cases from civil society and research organizations, this paper argues that change is required first within organizations in order to enact change in communities. *[English, open access academic publication, Asia and Pacific focused]*
Case Studies	**Supporting GESI within Organizations** • Working towards gender-responsive water, sanitation and hygiene at the organisational level. In this example Plan Vietnam, describes a process of reviewing a WASH project's theory of change to *"explicitly assess the effectiveness of gender equality strategies and assumptions utilised in WASH interventions." [English, open access report, Vietnam focused]* • Successes, challenges, and support for men versus women implementers in water, sanitation, and hygiene programs: a qualitative study in rural Nepal. This paper explores the experiences of 13 women and 18 men as local implementers and highlights the complex gender dynamics and norms which influence their day-to-day work lives. The example centers on areas of improvement for organizations, rather than a successful case. *[English, academic publication, Nepal focused]* **GESI within WASH/IWRM Government Departments** • "Women who have a WASH job like me are proud and honoured" Focused on the local government officers in Cambodia, this report investigates three challenges faced by women: 1) lack of leadership training , 2) family and household responsibilities, and 3) less management experience. It provides in-depth recommendations for partnering with local governments. *[English, open access report, Cambodia focused]* *Case Studies continued on next page*

15 McDonald, P., White D., (2018). The backlash against gender equality is arising in new forms. *LSE Blogs [English, open access blog]*

Case Studies (cont.)	• **Gender equality in the government water, sanitation, and hygiene workforce in Indonesia: An analysis through the Gender at Work framework.** Focused on the government workforce for WASH in Indonesia, this paper highlights four challenges related to gender equality: 1) career progression, continued education, and professional ambitions; 2) gender equality and gendered social dynamics in the workplace; 3) family and institutional support; and 4) gender-based violence and safety in the workplace. *[English, open access academic publication, Indonesia focused]* **GESI within Utilities (Private Sector Firms)** • **Women in Water Utilities: Breaking Barriers.** Focused on women working in utilities, this World Bank study provides evidence on the extent of the diversity problem within utilities, identifies key barriers and provides examples of how to best support diversity and inclusivity. *[English, French, Arabic and Spanish, open access report, Globally focused]*
Resources	**How can I promote GESI within organizations and institutions?** Analytical Frameworks • **Gender at Work Framework**. This 50 minute webinar by UN Women introduces the gender at work framework, useful for helping organizations explore gender (and other social dynamics). *[English, video]* • **Equal Aqua: Inclusive Water Institutions Platform framework**. This guidance note introduces the equal access framework helpful for understanding how to shape WASH/IWRM workplaces more to be equitable and inclusive at a range of stages (finding, recruiting, retaining and advancing) *[English, open access report, framework]* • **Including persons with disabilities in water sector operations: A guidance note.** This World Bank guidance note includes case studies to support programs focused on disability inclusion within water sector organizations. *[English, open access report, guidance]* **Capacity Strengthening** • **UN Women Gender training**. This online training center includes a series of free and paid training options for individuals and teams to build capacity in gender equality and social inclusion theory and practice. The free trainings are self-paced and online for easy access and include basics on gender equality and women's empowerment. *[English, French and Spanish, online training platform]* **Techniques and Tools** • **Inclusive WASH workplaces tools database**. This interactive database builds on the World Bank's Equal Aqua Initiative and provides actionable ideas to consider gender equality, disability and social inequalities from recruitment to retention. The interactive database includes over 180 gender equality, disability and social inclusion (GEDSI) initiatives from organizations across the world, including water and sanitation utilities, government departments, civil society organizations, enterprises and the private sector. *[English, open access tool]* **Monitoring, Evaluation, Accountability and Learning** • **Gender Equality and Social Inclusion Self-Assessment Tool.** This self-assessment tool is designed to support organizations to look internally and identify strengths and weaknesses in understanding and applying an inclusive approach. The tool is partnered with a webinar introduction video. *[English, open access tool]*

Supporting Small Enterprises

Common Strategies	*Refer to this section if your program includes activities such as:* • Market systems development (MSD) • Sanitation marketing • SaniMarts or water vendors • Paid mechanic services
Introduction	Private sector support and provision of water, sanitation and hygiene includes roles for women and men such as technicians, masons, mechanics, sales agents and entrepreneurs. These enterprises are primarily small and differ from larger-scale utilities, which operate more formally.
Background	The integration of gender and equality and social inclusion into WASH and IWRM related small enterprises requires careful consideration and collaborative discussion to determine the types of roles that women and the marginalized desire to undertake. While gender-parity is often an aim, it may not be the most appropriate approach depending on the social and gender structures that must be considered and addressed.
Cautions	**Coercion** — In many societies, WASH-related private sector roles are stigmatized. For example, women may become sanitation entrepreneurs because they have no other form of income generation after a husband dies. In these cases it is important to support individuals to have agency (decision-making power) in their participation.
Foundations	**Participation of women in water supply and sanitation: Roles and realities.** This extensive literature of program reports (nearly 800 documents), includes details on the value and importance of including women in water supply and sanitation programs, including the private sector. *[English, open access review]* **Women's involvement in economic opportunities in water, sanitation and hygiene (WASH) in Indonesia: Examining personal experiences and potential for empowerment**. This study in Indonesia, but with relevance more broadly, has explored the experiences of 18 women involved economically in the WASH sector as business owners, mobilizers, and public sector employees. *[English, open access article, Indonesia focused]* **Gender and the sanitation value chain.** This literature review explores sanitation disparities, gender differences in the value chain, sanitation policy and emerging approaches to gender integration in development. *[English, open access literature review]* **Enablers and barriers to female water entrepreneurs' empowerment in Cambodia.** This summary outlines women's ownership and management of water enterprises in Cambodia with a focus on enablers and barriers to women's empowerment. *[English, open access summary brief, Cambodia focused]* **Gender equality and women in WASH enterprises in Cambodia: A synthesis of studies.** This visual synthesis report explores commonalities and differences between studies within Cambodia. *[English, open access synthesis, Cambodia focused]*
Case Studies	**Technicians, mechanics, masons and agents** • **Technical work of women in Nepal's rural water supply and sanitation.** This study investigates the status of women working in rural water and supply as village maintenance workers, local latrine builders, rainwater harvesting jar masons and water technicians. *[English, open access article, Nepal focused]* *Case Studies continued on next page*

Case Studies (cont.)	• **Reaching the last mile: Lessons and learnings in the sanitation market in rural Bangladesh.** This tactic report explores the opportunities and challenges related to women's engagement as sanitation sales agents in rural Bangladesh. *[English, open access report, Bangladesh focused]* • **Understanding how sanitation sales agent gender affects key sanitation behaviors in Nepal.** This mixed-methods report explores women's role in the sanitation value chain in Nepal as sale agents, and how this impacts key household behaviors such as latrine purchase and use. *[English, open access report, Nepal focused]* • **The One Million Cisterns Programme: New approaches and challenges for the Brazilian semi-arid region.** This case study describes a Brazilian program which engaged women as cistern (rainwater harvesting tank) builders and members of local water commissions. This study has also been documented in an open access journal article. *[English, open access case study, Brazil focused]* **Entrepreneurship** • **Women in WASH Enterprises – Learning from female entrepreneurship in Cambodia, Indonesia and Lao PDR**. This working paper synthesizes learnings from three countries in southeast Asia and highlights the critical role that women are already playing in these countries. *[English, open access learning paper]* • **What will it take to strengthen diversity amongst female water, sanitation and hygiene entrepreneurs in Indonesia?** This study applies the Gender-at-Work framework to understand how intersectional aspects of disability, age and occupation, shaped individual consciousness and capabilities of female entrepreneurs. *[English, open access summary brief, Indonesia focused]* • **Integrating Women's Empowerment Programming into a Market-Based Sanitation Intervention in Rural Cambodia.** This summary report documents the experiences of women engagement in sanitation income-generating activities (IGAs), including latrine sales, WASH product retail, and owning or operating latrine supply businesses. *[English, open access summary brief, Cambodia focused]*
Resources	**Analytical frameworks** • **Gender at Work Framework**. This 50-minute webinar by UN Women introduces the gender at work framework, helping organizations support women and the marginalized in businesses. *[English, video]* • **A framework for exploring gender equality outcomes from WASH programmes.** This journal article provides a rigorous framework highlighting 45 potential gender equality outcomes related to WASH programs, including those relevant for small private enterprises. The outcomes include changes within one's self and in relationships within the household and public arenas. *[English, open access pre-print, framework]* **Monitoring, evaluation, accountability, and learning** • The **qualKit** was initially designed to support programs exploring change for change agents—including small enterprises. The toolbox includes nine research approaches and 16 tools and techniques to support data collection, analysis, synthesis and use. *[English and French, open access, guidance]* • **The water, sanitation and hygiene - gender equality measure (WASH-GEM) is a five-domain quantitative measure** has been used to explore the experiences of WASH entrepreneurs and sales agents in Cambodia and Ghana. WASH-GEM materials include an implementation training site, a conceptual journal article and an article highlighting the measure's co-design process. *[English, open access website and academic articles]*

Ensuring Inclusive facilities and Services

Common Strategies	*Refer to this section if your program includes activities such as:* • Infrastructure design and construction • Human Centered Design (HCD) • Facility audits
Introduction	WASH and IWRM interventions are often centered around a form of physical infrastructure including water treatment systems, water lifting systems, and household or community latrines. However the systems and services that keep this infrastructure functional are just as important. Ensuring inclusivity in these facilities and systems is critical to equitable WASH and IWRM outcomes. The majority of scholarship and practice in this area relates to sanitation.
Background	Ensuring incisive facilities and services involves focus on a number of cross-cutting aspects such as: climate resilience, disability inclusion, and sexual and gender minority inclusion. While it may not be possible to include all aspects simultaneously, finding ways to partner with specialty organizations can help prioritize activities and interventions. Other programs have rotated cross-cutting interventions between program districts, learning from one another in each year of the project. *It is important to note that resilience and inclusion are not just related to facilities and services, but should be built into community mobilization, water resource management, institutional systems, and small enterprises. This section highlights inclusive and resilient consideration for facilities and services.*
Cautions	**Stigma** - There are often gender-based stigmas and taboos related to water, sanitation and hygiene - including menstrual hygiene management. For example, in Uganda women are not allowed to use the same sanitation facilities as men. In other contexts, pregnant women fear using a pit latrine as they worry their child may 'fall out' while using the latrine. In some areas in Nepal, women must self-cloister during menstruation. In Bangladesh, latrines must not face Mecca and therefore must be positioned North-South not East-West. In India, the use of a latrine by men is seen as weak and only for the elderly and children. Clear understanding of these stigmas and taboos is important to ensuring inclusive and consistent access.
Foundations	The Frontiers of CLTS practitioner-focused guidance issues are multilingual resources focused on inclusive and sustainable sanitation facilities and systems. • **Norms, Knowledge and Usage**. This issue explores the connections between social and gender norms in the use of sanitation systems and facilities. *[English, Hindi, French, Portuguese, open access learning brief]* • **Making Sanitation and Hygiene Safer: Reducing Vulnerabilities to Violence**.This issue summarizes the challenges related to gender-based violence in sanitation access and use. *[English, French, Portuguese, open access guidance]* • **Participatory Design Development for Sanitation**.This issue introduces concepts of participatory design practice for sanitation facility and service delivery design. *[English, French, Portuguese, open access learning brief]*

Case Studies	**Gender sensitive facilities and systems** • **Inclusive WASH facilities and the Indonesian education system.** This case study from Indonesia highlights the connected changes in inclusive physical infrastructure and inclusive education policy. It clarifies the "benefits of working with government to influence policies and design guidelines around building construction as an effective way of ensuring WASH facilities are disability accessible." *[English, open access case study, Indonesia focused]* • **Designing gender sensitive sanitation for floating villages**. This Cambodian case study describes the collaborative process of co-designing gender-sensitive sanitation systems for floating village communities on the Tonle Sap lake. Focus groups, school engagements and community consultations promoted an inclusive design process. *[English, open access case study, Cambodia focused]* **Disability inclusive facilities and systems** • **Disability inclusive flood action plan**. This case study from northern Bangladesh documents the process of partnering with people with disabilities (PWDs) to "reconstruct…latrines and tubewells designed to continue functioning during flooding disasters". The study highlights the multiple values of including PWDs in the process of designing WASH facilities. *[English, open access case study, Bangladesh focused]* • **Access to drinking water for people with disabilities.** This case study form Burkina Faso highlights the process of including people with disabilities (PWDs) in the design of more inclusive drinking water systems. Aspects such as the height of taps, access ramps and level ground were identified as areas to increase PWD access. *[English, open access case study, Burkina Faso focused]* • **Access to water, hygiene and sanitation for persons with disabilities.** This Malian case study highlights both technological solutions to water source and latrine access as well as the use of training to increase WASH use by individuals with disabilities. Solutions include adapted latrines and water sources for better access. *[English, open access case study, Mali focused]*
Resources	**Toilet Design Clinics in Naivasha, Kenya.** This case study presents a unique tool for fostering inclusive facilities. Toilet design clinics are structured consultation processes in collaboration with project planners and engineers. The objective is to find innovative solutions to infrastructure design, placement and management. *[English, open access learning brief, Kenya focused]* **Female-Friendly Public and Community Toilets: A Guide for Planners and Decision Makers**. This guidance provides justification and clarification on what makes a toilet 'female-friendly. It provides recommendations and steps from global literature and practice. *[English, open access guide]* **Key components of a female-friendly toilet.** This visual infographic is a quick way to present the key aspects of a female-friendly toilet design with menstrual hygiene management facilities. *[English, open access poster]* **Compendium of accessible WASH technologies.** "This compendium presents low-cost technologies to improve the accessibility of household water, sanitation and hygiene (WASH) facilities. It is designed for use by people working directly with communities in rural areas of Sub-Saharan Africa, including health workers and community volunteers." *[English, French, Portuguese, open access technology compendium]*

LEARN MORE

Water Currents: Gender and WASH | Globalwaters.org

Water Currents: Inclusive WASH | Globalwaters.org

Towards Inclusive WASH series (AusAID's Innovations Fund)

Water for Women Fund

Water for Women Research - Institute for Sustainable Futures

Leave No One Behind - Rural Water Supply Network

Gender Archives - Sanitation Learning Hub

WASH and Gender in the Pacific

ABOUT PRO-WASH

Practices, Research and Operations in Water, Sanitation and Hygiene is an initiative funded by USAID's Bureau for Humanitarian Assistance (BHA) and led by Save the Children. PRO-WASH aims to provide support to implementing partners in order to strengthen the quality of WASH interventions through capacity strengthening, knowledge sharing, and applied WASH research opportunities.

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