

WATER REUSE PROGRAMME - PROGRAMME GENDER ACTION PLAN

The purpose of the Gender Action Plan is to provide gender specific and time-bound framework within which to operationalize the relevant Gender Policies and the findings from this gender assessment. Implementation of the Gender Action Plan will require ensuring that the WRP and the Water Partnerships Office has the established competencies, tools, and processes to achieve the outlined results. This gender action plan focuses upon the programme level where separate gender action plans will be prepared for individual projects that speak to the current action plan below. It is envisaged that support from the Gender Forum in DBSA will help support various elements of this plan, in the absence of a dedicated Gender specialist.

IMPACT STATEMENT: The improved economic empowerment of women through the establishment of a national water reuse programme that integrates gender-responsive initiatives and interventions into the design and implementation of projects as well as in the procurement, management and operational functions. This will be done by (1) enhancing the capacity of women in senior leadership in utilities, (2) continuous learning and adapting the programme to gender sensitive practices, (3) improving the working conditions, procurement processes, creating gender-specific contracting provisions and appointment of staff, (4) improving the protective gear, equipment and sanitary facilities on site (5) selecting projects that are gender-responsive and that do not exacerbate existing social inequalities and (6) ensure that there are appropriate budget allocations for gender activities.

OUTCOME STATEMENT: Women are empowered to actively participate and benefit from the WRP and the improved water supply value chain that is developed.

Programme Level

Intervention A: Planning and Governance

Action	Indicator and Target	Timeframe/Budget	Responsible
A.1 Embed gender considerations in the establishment and operationalisation of the Water Partners Office (WPO) a) Develop appropriate gender mainstreaming policy for the WPO b) Apply gender specific quotas to staff complement c) Apply gender specific quotas in senior decision-making positions d) Engendered participation in project management processes	a) Gender responsive and inclusive HR Policies developed and approved by WRP Oversight Committee o 100% of gender issues are considered in the GM Policy (including procurement policy, SEAH and grievance mechanisms)	Y1 of establishment of the WPO 10 000 USD	DBSA Gender Specialist and Gender Forum WRP oversight Committee Review by Programme Gender Specialist once appointed.

<p>e) Gender-sensitive working conditions Contracts with gender-responsive provisions such as: maternity and paternity leave, childcare and pension provisions; offering flexible hours and remote working for employees; Creating separate sanitation facilities for men, women, and gender-neutral parties; establishing breakaway, prayer, and breastfeeding rooms</p>	<ul style="list-style-type: none"> o Communication to 100% of employees, once approved b) % of women in WPO <ul style="list-style-type: none"> o 40% target (national target is a minimum of 30%¹) c) % of women in senior, decision-making positions <ul style="list-style-type: none"> o 40% target d) % of female participation in sanitation policies for water committee members, Boards, and agencies <ul style="list-style-type: none"> o 40% Target e) Contracts in place outlining the gender-sensitive work conditions <ul style="list-style-type: none"> o 100% of appointment contracts are gender sensitive o 100% of operational office modalities consider gender in their protocols 		
<p>A.2 Engendered procurement policy</p> <ul style="list-style-type: none"> a) Ensuring procurement processes (women in the value chain) target historically disadvantaged run companies and/or women-led companies b) Ensure all projects have Terms of Reference and Requests for Proposals are engendered 	<ul style="list-style-type: none"> a) Contracts to reflect quota for historically disadvantaged companies or women-led companies <ul style="list-style-type: none"> o 40% of contracts to be contracted to b) Engendered ToRs and RfPs are produced <ul style="list-style-type: none"> o 100% of ToRs and RfPs are engendered 	<p>Y1 of establishment</p> <p>10 000USD</p>	<p>DBSA Gender Specialist and Gender Forum</p> <p>Review by Programme Gender Specialist once appointed.</p>
<p>A.3 Budget for gender activities</p> <ul style="list-style-type: none"> a) Ringfencing of a gender-specific budget that links to programmatic activities (staffing, 	<ul style="list-style-type: none"> a) Secured budget allocations for gender-activities 	<p>Throughout programme</p>	<p>DBSA Gender Specialist and Gender Forum</p>

¹ https://www.gov.za/sites/default/files/gcis_document/201904/42391gon567.pdf

planning and operationalisation of activities)	<ul style="list-style-type: none"> ○ Annual budget for gender-responsive activities is secured 		Review by Programme Gender Specialist once appointed.
Intervention B: Capacity Building and Awareness			
Action	Indicator/Target	Timeframe/Budget	Responsible
B.1 Engender WRP brand development and communications strategies a) Develop specific strategy for communicating the gender activities b) Ensure that communication materials are gendered	a) Gender communication strategy completed <ul style="list-style-type: none"> ○ Approved by senior WPO management b) Publication of an annual report that reflects gendered activities <ul style="list-style-type: none"> ○ At least 2-3 gender-activities are implemented each year 	Y1 of establishment Throughout the programme	DBSA Gender Specialist and Gender Forum Programme Gender Specialist once appointed
B.2 Publish gender-focused knowledge products a) Develop gender-focused knowledge products at programme level to inform project-level outcomes <ul style="list-style-type: none"> • Identify barriers to women being appointed to senior leadership positions within utility departments • Research initiatives to attract women to STEM careers • Unpack current social inequalities in the wastewater sector and publishing findings • Identify the main skills women workers require for capacity building including communication skills, literacy, computer, management • Research the gender, water insecurity and climate change links 	a) Engendered knowledge product developed and published <ul style="list-style-type: none"> ○ At least 2 knowledge products published per year 	Y2 onwards 50 000USD	Programme Gender Specialist once appointed
B.3 Strengthen institutional capacity and awareness	a) Senior management capacity built	Annual	Programme Gender Specialist

<p>a) Develop specific training interventions for all staff (including diversity and inclusion workshops, and training on specific gender policy requirements, such as SEAH, and monitoring of gender activities, procurement)</p> <p>b) Develop capacity of senior management regarding gender mainstreaming and its processes (Oversight and grievance mechanisms)</p>	<ul style="list-style-type: none"> ○ 2 training sessions held annually ○ 100% orientation and training on guidance on labour standards and gender terminology ○ <p>b) Senior management capacity built</p> <ul style="list-style-type: none"> ○ 1 training sessions held annually 	15 000USD	
Intervention C: Monitoring, Evaluation and Reporting			
Action	Indicator/Target	Timeframe/Budget	Responsible
<p>C.1 Design of gender framework and monitoring and reporting strategies</p> <p>a) Develop a gender M&E Framework and Strategy, including a tracking tool</p>	<p>a) Gender M&E framework and Strategy in place</p> <ul style="list-style-type: none"> ○ Gender M&E Framework and strategy signed off by senior management 	<p>Y2</p> <p>30 000USD</p>	<p>Programme gender specialist and WPO Management</p>
<p>C.2 Appoint a gender specialist</p> <p>a) Undertake recruitment and appointment of a gender specialist for the WRP Programme</p>	<p>a) Gender specialist appointed</p> <ul style="list-style-type: none"> ○ Programme Gender Specialist approved and appointed by senior management 	<p>Y2</p> <p>2000 USD (recruitment)</p>	<p>WPO Management</p>
<p>C.3 Measure gender disaggregated outcomes</p> <p>a) Implement M&E Framework and Tracking tool that collects and collates sex-disaggregated data</p>	<p>a) Quarterly reports reflect sex-disaggregated outcomes</p> <ul style="list-style-type: none"> ○ Quarterly reports submitted and approved 	<p>Quarterly, once the projects are initiated</p>	<p>Tracked and implemented by the Programme Gender Specialist</p>
<p>C. 4 Undertake continuous monitoring, evaluation, and learning</p> <p>b) Implement M&E Framework and Tracking tool that ensures the following:</p> <ul style="list-style-type: none"> a) Compliance b) Employment Gender Profiles c) Training and Capacity Building d) Site-level benefits and beneficiaries 	<p>a) Quarterly reports developed</p> <ul style="list-style-type: none"> ○ Quarterly reports submitted and approved 	<p>Annually once the projects are initiated</p>	<p>Tracked and implemented by the Programme Gender Specialist</p>

e) Sexual exploitation, abuse and sexual harassment			
f) Gender resources utilisation (human and finance)			

Project Level			
Intervention A: Planning and Governance			
Action	Indicator/Target	Timeframe/Budget	Responsible
A.1 Alignment to programme level gender framework	a) Project level gender mainstreaming plans developed <ul style="list-style-type: none"> o 100% of all projects have a gender mainstreaming plan o 100% of all project gender mainstreaming plans are aligned to programme policies and guidance 	Y2 onwards 100 000 USD	Project owners and supporting service providers to develop project level plans WPO Oversight (Gender specialist)
A.2 Map institutional/governance gender elements at project-level	a) Project level gender mainstreaming assessment undertaken to clarify gaps and roles and responsibilities to address at municipal levels <ul style="list-style-type: none"> o 100% of all project gender mainstreaming plans link to municipal gaps and opportunities 	Y2 onwards 100 000 USD	Project owners and supporting service providers to develop project level plans WPO Oversight (Gender specialist)
A.3 Budget for gender activities	a) Budget for gender mainstreaming in each project has been determined and is allocated <ul style="list-style-type: none"> o 100% of all project gender mainstreaming plans are costed o Budget allocations for gender mainstreaming in all projects is secured 	Y2 onwards 50 000 USD	Project owners and supporting service providers to develop project level plans WPO Oversight (Gender specialist)
A.4 Align to Programme Procurement	a) Procure equipment from women led SMME during public procurement process <ul style="list-style-type: none"> o 30% of all equipment is purchased from women -led SMMEs 	Y2 onwards 500 000 USD	Project owners and supporting service providers to develop project level plans

	<p>b) Procure technology that is tested with a gendered approach</p> <ul style="list-style-type: none"> ○ 75% of technology procured is sensitive to gender <p>c) % Of machinery and equipment procured from companies that are owned by historically disadvantaged individuals</p> <ul style="list-style-type: none"> ○ 50% of machinery and equipment purchased from companies owned by historically disadvantaged individuals (in accordance with broad based black economic empowerment) <p>d) Capacitation programmes are developed at project level to up- skill workers to ensure that the modernisation of technology does not adversely impact the economic empowerment of women</p> <ul style="list-style-type: none"> ○ 100% of all projects have a gendered capacitation and training programme 		WPO Oversight (Gender specialist)
Intervention B: Capacity building and awareness			
Action	Indicator/Target	Timeframe/Budget	Responsible
B.1 Shared Repository of resources, templates, and tools	<p>a) A database of templates and tools has been developed and operationalised</p> <ul style="list-style-type: none"> ○ 100% of all gender policies, guidance material and tools are available at project level through a shared portal ○ Training session held on the use of these policies, guidance materials and tools help at the inception phase of all project. 	<p>Y1</p> <p>150 000 USD</p>	WPO Oversight (Gender specialist)
B.2 Create awareness	<p>b) Municipal officials and key stakeholders are capacitated regarding gender and its project level implications</p> <ul style="list-style-type: none"> ○ 100% of projects have an awareness creation session held at the beginning 		Project owners and supporting service providers to develop project level plans

	<p>of each project regarding gender mainstreaming and its importance</p> <ul style="list-style-type: none"> ○ 100% of all projects have a mid-term project awareness session on gender mainstreaming and its progress 		WPO Oversight (Gender specialist)
B.3 Implement training activities	<p>a) Project level training interventions are gendered and available to all women at project level</p> <ul style="list-style-type: none"> ○ 100% of training interventions consider gender aspects ○ 100% of project training are attended by at least 50% women ○ All projects host at least 2 gender training sessions per year. 	<p>Y2 onwards</p> <p>200 000 USD</p>	<p>Project owners and supporting service providers to develop project level plans</p> <p>WPO Oversight (Gender specialist)</p>
Intervention C: Monitoring, evaluation, and reporting			
Action	Indicator/Target	Timeframe/Budget	Responsible
C.1 Determine the Baseline	<p>a) Project level baseline assessments are undertaken for each project</p> <ul style="list-style-type: none"> ○ 100% projects included a baseline gender assessment <p>b) Collating the findings from the assessment to support the current gender assessment and action plan</p> <ul style="list-style-type: none"> ○ Finding from the assessments are integrated into project level gender mainstreaming plans and monitoring of project impacts 	<p>Y2 onwards</p> <p>75 000USD</p>	<p>Project owners and supporting service providers to develop project level plans</p> <p>WPO Oversight (Gender specialist)</p>
C.2 Report on M&E activities (with disaggregated data, where available)	<p>a) Compliance at the project level is assessed</p> <ul style="list-style-type: none"> ○ 90% compliance with policies, guides and tools in ensured in all projects <p>b) Employment Gender Profiles</p> <ul style="list-style-type: none"> ○ Gender employment targets for all projects achieved <p>c) Training and Capacity Building</p>	<p>Y2 onwards</p> <p>200 000USD</p>	<p>Project owners and supporting service providers to develop project level plans</p> <p>WPO Oversight (Gender specialist)</p>

	<ul style="list-style-type: none"> ○ All training and capacity building interventions are monitored and reported upon in terms of gender d) Site-level benefits and beneficiaries <ul style="list-style-type: none"> ○ 100% of projects are monitored for impact on beneficiaries, using gender disaggregated data collection e) Sexual exploitation, abuse and sexual harassment <ul style="list-style-type: none"> ○ 100% of all cases of SEAH are addressed in accordance with policies and guidelines ○ 100% of all SEAH cases are sensitively documented in alignment with policies and protocols ○ In 100% of SEAH cases, appropriate actions and interventions are taken and reported. f) Gender resources utilisation (human and finance) <ul style="list-style-type: none"> ○ 100% of projects monitor and document the utilisation of gender resources, both in terms of time and budget ○ Corrective action to address utilisation of under 50% (on both time and budget) is documented and reported 		
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