

Gender Assessment

FP094: Ensuring climate resilient water supplies in the Comoros Islands

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Annex XIII: Gender Assessment and Action Plan

Ensuring climate resilient water supplies in the Comoros Islands

I. Introduction

The proposed project is designed to support the Government of Comoros's efforts to address climate and water related disaster risk, including droughts, floods and water quality that impact the country's drinking and irrigation water supply. The total direct beneficiaries will be 470,000 (51% female and 49% male) who will benefit from improvements to drinking and irrigation water supply infrastructure resilience. Furthermore, 800,000 people (46% female and 54% male) will benefit from improved national and sub-national climate resilient water governance in Comoros.

This gender assessment provides an overview of the gender situation in Comoros, with a specific focus on climate-resilient water supplies and Integrated Water Resources Management, identifying gender issues that are relevant to the project and examining potential gender mainstreaming opportunities. This gender assessment is based on:

- A desk review of relevant national policy documents, including the National Gender Equity and Equality Policy (PNEEG), the Growth and Poverty Reduction Strategy Paper (PRGSP), Comoros development strategy for 2015-2019 and others;
- Recommendations and lessons learned from past studies and assessments on gender from the Government of Comoros, the United Nations, civil society organisations, the private sector and multilateral development banks;
- Stakeholder consultations.

II. Gender equality and social inclusion in Comoros

Comoros is a least developed country (LDC), with one of the lowest human development rating (ranked 159 out of 188 countries), and an economy heavily reliant on agriculture for food security, poverty alleviation and economic growth. The Human Development Index for Comoros is 0.503 (0.443 for women and 0.545 for men), indicating a net gender difference in health, education and standard of living.¹ The Government of Comoros recognizes the importance of gender mainstreaming in ensuring sustainable development and reducing poverty through various policies and actions.

Comoros is a Muslim country and culture is firmly anchored in religious traditions and customs. Religion has a strong influence on gender roles and most religions are androcentric, emphasizing male interests and male power.² In this way, Islam is predicating women's position as that of the homemaker, focusing on the family, with little power and lower status as compared to men. Despite the strong patrilineal traditions

¹ Ibid.

² Holland, J. (2006). *Misogyny: the world's oldest prejudice (1st Carroll & Graf ed.)*. New York: Carroll & Graf: Distributed by Publishers Group West.

stemming from religion, Comorian women have acquired a certain presence in society due to parallel matrilineal traditions. Oftentimes, Comorian women have the power of decision within the family and they are also able to take employment outside of the home. This shows signs of openness to women's participation in society, more so than other similar Muslim countries in the region.

Addressing gender dimensions within the project design and implementation, this proposal works to identify and integrate interventions to provide gender responsive and transformative results. Women and girls are more vulnerable than other parts of the society, including to the effects of climate change, often due to existing social norms. The risks and impacts of climate change further aggravate women and youth's relative poverty.

As part of this analysis, women and youth are seen as agents of change and key players in efficient water management practices. Some of the key recommendations emerging from this analysis include the need to train women and youth ground on gender-sensitive techniques on water management, to establish and formalize women-led Water Management Committee and ensure gender inclusion in various policies and national documents. The Gender Action Plan in Section IV includes the complete list of recommended gender actions.

Poverty

Comoros is a Least Developed Country (LCD), as classified by the UN system. 80% of the population living in rural areas is considered poor, with 46 per cent living in absolute poverty (living on less than 1.25 dollar (equivalent to 522.737 KMF per person per day).³ Looking at gender differences, 30.4% of women live below the poverty level compared to 38.6% men. This gender difference (in women's favor) is skewed due to the fact that many women are economically dependent on family members to provide for them.

Gender differences in income levels are substantial with men earning an average of 2'123 dollar (GNI, PPP), and women 778 dollar (equivalent to 325,252 KMF)⁵. This difference in income is due to a majority of women doing unpaid work (such as housework, agricultural and farming activities).

Labor Force Participation

The number of households headed by a single woman is 40.2%, compared to 2.8% of households headed by a single man. Female-headed households comprise an average of 3.9 dependent individuals whereas male-headed households have an average of 3.4

³ International Labor Organistaion (2015). Programme Pays pour le Travail Décent 2015-2019. http://www.ilo.org/addisababa/countries-covered/comoros/WCMS_445887/lang--fr/index.htm

⁴ 1 USD = 418.063 Comorian Franc (KMF)

⁵ Ibid.

dependent individuals.⁶ Furthermore, 47% of the unemployed are women, with only 13.7% of women in the wage-earning group.

Across Africa, there has been a general rise of female single-parent households⁷. Children in households headed by a woman show higher educational participation and performance. This is because when women are in charge of the household economy they tend to invest more money in their children's education. However, single women might be more vulnerable in terms of their lack of power and decision-making on a community and national level. Their rights are less looked after and, thus, "most African single-mother homes miss not the father as such, but his connections and the fruits of nepotism and patronage that they bring."⁸

Education

There has been a slow albeit positive development in education in Comoros. In 2014, the expected years of schooling were 11.0 for women and 11.9 for men⁹. In 2012, the school enrolment rate was 79.4 per cent of children where the ratio of girls to boys was 0.96 for primary school: 0.96, and 0.89 for secondary school.¹⁰

When looking at years of schooling, there are net differences between men and women. There is almost 2 years gender difference of years in school; on average, men go to school 5.6 years and women 3.7 years.¹¹ There are also considerable gender differences in the literacy level; women scoring significantly lower than men at 71.2 percent and 80.7 percent respectively (total average of 75.9 per cent).¹²

The primary school dropout rate is 44.6 per cent¹³. Considering the gender differences in education, looking at women's lower levels of education, there is reason to believe that girls drop out of school more frequently than boys do. However, gender disaggregated data on actual school dropout is not available at the time of writing. Women also attain higher levels of education at a much slower pace than men do and, consequently, have much less access to specialized (and higher paid) professions.

⁶ African Development Bank (2009). Gender Profile of the Union of the Comoros. <https://www.afdb.org/fileadmin/uploads/afdb/Documents/Project-and-Operations/Comoros%20-%20Country%20Gender%20Profile.pdf>.

⁷ World Family Map (2014). <http://worldfamilymap.ifstudies.org/2014/articles/executive-summary>

⁸ Mungai, C. (2014). Children 'better off' with single mothers in poor nations, report suggests. Mail & Guardian Africa, 13 July, 2014. <http://mgafrica.com/article/2014-07-10-children-better-off-with-single-mothers-in-poor-nations-report-suggests>

⁹ Human Development Report (2015) (data from 2014). hdr.undp.org/sites/default/files/2015_human_development_report.pdf

¹⁰ Ibid.

¹¹ Ibid.

¹² African Development Bank (2016). Country strategy paper 2016-2020. <http://www.afdb.org/en/documents/document/comoros-2016-2020-country-strategy-paper-87573/>

¹³ Human Development Report (2015), this data point is from 2003. hdr.undp.org/sites/default/files/2015_human_development_report.pdf

Political participation in decision making

Women have very little influential power on national levels. Studies show that women's empowerment and equality is important to ensure sustainable development in terms of increased productivity, effectiveness, climate resilience and increased health and well-being.¹⁴

Comorian women have the right to vote and to be elected. Women are not subject to discrimination in relation to civil and political rights. The General Commission for Solidarity and Gender Promotion is the Government entity responsible for gender equity. There are also gender focal points in each Ministry to safeguard gender equality issues. The willingness of the Government to include more women as well as adopting a gender perspective is important¹⁵. Still, progress is slow, and women rarely get elected to political office. In fact, women hold only 3 per cent of parliamentary seats despite increasing numbers of female candidates available. In practice, political instability and lack of resources result in little or irregular progress in terms of gender equality and the protection of women's rights.

On the community level, women are in general more involved in decision-making and are often bearer of important aspects of climate-related projects. Unfortunately, when community projects are put in place and financed by the government, women are at times, vaguely consulted.¹⁶

Access to Resources

Owing land offers independence for women and can be an important form of income and security. The right to own land is an important right that women do not benefit from universally and at the same level as men. According to a tradition of matrilineal rule in the Comoros, women can inherit and own land. However, in reality inheritance is shared between boys and girls with boys usually receiving more than girls by cultural tradition and Islamic law¹⁷.

Access to financial resources is also limited for women. In Comoros, women entrepreneurs often are not able to comply with loan requirements and as a consequence, they are not able to access conventional bank credit. The most commonly used and accessed financial measures are provided by micro financial institutions (MFIs), with more than 50% of MFI customers being women (AFDB, 2009).¹⁸

¹⁴ Habtezion, S. (2013). Overview of linkages between gender and climate change. Global Gender and Climate Alliance & United Nations Development Programme; World Bank (2011). Gender and climate change: 3 things you should know. Washington, DC: The World Bank.

¹⁵ African Development Bank (2016). Country strategy paper 2016-2020.

<http://www.afdb.org/en/documents/document/comoros-2016-2020-country-strategy-paper-87573/>

¹⁶ Notes from meeting with gender actors on the Comoros on November 30, 2016.

¹⁷ African Development Bank (2009). Gender Profile of the Union of the Comoros.

<https://www.afdb.org/fileadmin/uploads/afdb/Documents/Project-and-Operations/Comoros%20-%20Country%20Gender%20Profile.pdf>

¹⁸ <https://www.afdb.org/fileadmin/uploads/afdb/Documents/Project-and-Operations/Comoros%20-%20Country%20Gender%20Profile.pdf>

Water, Sanitation, Health and Wellbeing

Limited access to clean and potable water, hygiene and sanitation are one of the primary cause of child mortality in Comoros. Clean potable water is only available to 13% of the population, resulting in various health implications for women and children. Furthermore, due to limited and low access (66.2% of the population) to sanitation infrastructures and human waste management infrastructures (i.e. toilets), and poor management of hospital waste, leading to water contamination and to high prevalence of diarrhea, malaria, cholera, typhoid epidemics and water-borne diseases.

Women are the main victims of water-borne, and vector-borne disease and are carrying the risk, as they are responsible for fetching water, which also reduces the time available to actively participate in the labour market and increase their household income. It is estimated that women and girls devote up to two hours a day to fetching water, hence reducing their time available for work by 25% (based on a regular 8-hour working day).¹⁹

Women and girls often need to walk long distances to latrines facilities, which are often not available at a household level. This poses a security risk and is an additional burden to women and girls. It was documented that women often consume less water during the day in order to avoid going outside during the night, this makes women more sensitive to infection disease (e.g. urinary tract infections and kidney problems). Moreover, the lack of hand-washing after defecating and before preparing food and when caring for children has increased the spread and prevalence of diseases.

In the island of Grand Comore, more than half of the population lives within 5km from the shoreline, and the primary source of potable water is sourced through rainwater from roofs into tanks, which often leads to health issues with bacterial contamination. Freshwater is also distributed to about 20 localities (or 35% of the population) who could afford this, by water trucks delivering from 54 wells in the volcanic aquifers of the coastal zone. However, only 30% of the wells provide groundwater with Total Dissolved Solids (TDS) at 3g L⁻¹, instead of TDS with less than 1g L⁻¹, as recommended by the World Health Organization (WHO).²⁰

The government of Comoros is strengthening water management capacities in terms of water treatment in emergency and disaster preparedness through capacity building trainings on the use of pre-positioned portable water treatment units on the three islands of Comoros.²¹ However, additional efforts are needed to strengthen government's capacity on water management, and to provide safe potable water to the communities of Comoros.

As part of UNICEF 2015-2019 country programme, Nutrition and WASH (Water, Sanitation and Hygiene) sub-component to screen and treat malnourished children and provide counseling to parents of children under 2 years of age. This sub-component also aims to distribute micronutrients to pregnant women, and to make systematic the

¹⁹ https://www.unicef.org/about/annualreport/files/Comoros_2016_COAR.pdf

²⁰ J.-C. Comte et al. / Journal of Hydrology: Regional Studies 5 (2016) 179–199

²¹ *ibid*

distribution of Vitamin A and biannual deworming of children from 6 to 59 months of age. The overall goal is to ensure equitable access to drinking water and to a healthy environment, and to encourage women and children to adopt better practices with regard to sanitation and hygiene.²²

Through this project, water security and the provision of potable clean water will have a direct impact of women and girls, and children and youth through improved health and wellbeing. In order to reduce water demand during periods of drought, the project will reduce borehole pumping rates which will reduce salinity risks and will improve water treatment, allowing water to be stored and increasing the quantity of potable water. This will have a direct benefit to women, youth and children as high salt intakes in their water supply will be reduced, in line with WHO's recommendation, and this will have a positive impact on health and nutrition.

Gender Based Violence

Gender based violence (GBV) is common in Comoros, and women and girls suffer from physical, sexual and psychological violence, most often from family members and in-laws.²³ The combination of several factors, for example, lack of support for women, traditional gender norms as well as embarrassment and denial, prevent women and girls from denouncing violence and abuse, and, thus, it remains difficult to collect data on the actual prevalence of gender-based violence.

Some efforts have been made in order to improve the protection of women and children's rights in the Comoros, but help is not available in a regular manner. There is reason to believe that climate adaptation projects will help reduce the occurrence of violence indirectly by reducing the stress on couples and families, by providing opportunities for women and youth to actively participate in the project's interventions through capacity buildings and training workshops, by minimizing the time spent to fetch water and creating economic opportunities for women and youth.

III. Mechanisms to address gender inequality in Comoros - legal and administrative framework

There is a general willingness to support gender equality in the country, rendered evident by the ratification of the Convention on the Elimination of All Forms of Discrimination against Women in 1994 as well as the adoption of the National Gender Equity and Equality Policy (PNEEG) in 2007. In the Growth and Poverty Reduction Strategy Paper (PRGSP), updated in 2009, women's rightful place in the decision-making and development process has been clearly emphasized. Also, the Comorian Government expresses its support for the development of gender equality in its development strategy for 2015-2019²⁴. The

²² https://www.unicef.org/about/execboard/files/2014-PL5_Comoros_CPD-final_approved-EN.pdf

²³ African Development Bank (2009). Gender Profile of the Union of the Comoros. <https://www.afdb.org/fileadmin/uploads/afdb/Documents/Project-and-Operations/Comoros%20-%20Country%20Gender%20Profile.pdf>.

²⁴ Stratégie de Croissance Accélérée de Développement Durable (SCA2D) 2015-2019.

http://www.comores-online.com/wiki/Strat%C3%A9gie_Nationale_de_D%C3%A9veloppement#Strat.C3.A9gie_de_Croissance_Acc.C3.A9l.C3.A9r.C3.A9e_de_D.C3.A9veloppement_Durable_.28SCA2D.29_-_2015_.

strategy mentions that special attention will be paid to questions associated with human rights and gender equity in relation to the four main objectives of the strategy: sustainable development, employment and integration, mitigation and adaptation to climate change impacts and governance²⁵.

To protect women's health, education and to offer support, several women's associations are active in the area. Women's associations can be extremely helpful in advocating women's rights, raising awareness and informing about the importance of women's participation in communities and projects. Women's organizations can also help organize women, collect relevant data as well as assist in training and capacity building. Numerous examples exist of women's associations participating in sustainable development projects to support women's situation; development of irrigation techniques to improve household food production, tree planting, water management, income generation through improved agricultural activities, and so on.²⁶ Wherever possible, the implication of women's associations can be a valuable asset to projects and help create real, sustainable change.²⁷

The Constitution of the Union of the Comoros prohibits all forms of gender-based discrimination. The importance of gender mainstreaming is recognized in the Growth and Poverty Reduction Strategy Paper (2009), in which the Government underlines the importance of women's participation in decision-making²⁸.

IV. Gender issues in response to immediate threats of water scarcity

In Comoros, nearly 87% of the population does not have access to safe and clean water supplies. The average water consumption is below the World Health Organization's recommendation of 50 liters per day per person (28 liters per day per person).²⁹ Additionally, agriculture is the most vulnerable sector in Comoros, highly dependent on sufficient rainfall and irrigation. National agricultural production currently meets only 40 % of food needs and is a source of employment for women and man.

In Comoros, women and girls are traditionally in charge of collecting water and are additionally affected by increasingly scarce water supplies. Due to increased rainfall patterns and temperatures, rivers are drying up, and the yields of wells are diminishing. Consequently, distances to safe water resources are predicted to increase in rural areas. Women and girls in Comoros have to walk approximately 195 meters to the closest water source. To get the minimum amount of necessary daily water, women and girls walk this distance, back and forth, up to five times per day; which results in about 2 kilometers per

²⁵ <http://www.gouvernement.km/index.php?id=7> and http://www.comores-online.com/wiki/Strat%C3%A9gie_Nationale_de_D%C3%A9veloppement#Strat.C3.A9gie_de_Croissance_Acc.C3.A9l.C3.A9r.C3.A9e_de_D.C3.A9veloppement_Durable_.28SCA2D.29_-_2015_.

²⁶ The Women and Gender Constituency (2015). Gender-just solutions. <http://wedo.org/genderjustsolutions/>

²⁷ Ibid.

²⁸ African Development Bank (2009). Gender Profile of the Union of the Comoros. <https://www.afdb.org/fileadmin/uploads/afdb/Documents/Project-and-Operations/Comoros%20-%20Country%20Gender%20Profile.pdf>.

²⁹ Stratégie et Programme d'AEPA aux Comores (2013). Annexe 3: Contexte socio-économique de l'AEPA.

day per household.³⁰ Women spend an average of 2 hours per day collecting water. Water collection is increasingly demanding and represents an opportunity cost in terms of time and labor. The quality of the available water is often questionable. Poor water quality leads to increased health issues and disease, such as typhoid fever, diarrhea and various water-borne diseases.

Women are responsible for the majority of household food production in the Comoros. Agriculture, including food production, is suffering the effects of climate variability and the lack of water with an increase in food scarcity. Children's malnutrition and slow development rates are increasing (25.8 per cent and 44 per cent respectively in 2004) with more recent statistics showing that more than 42% of Comorian children age five and under suffer from chronic malnutrition.³¹ Food scarcity also leads to increased prices and dependency on imported food supplies.³² Women are forced to draw on their already limited budgets to buy food for their families, exacerbating their financial situation.

Sanitation and hygiene is extremely important for health and wellbeing and depends heavily on the access to clean water. An important problem lies in early detection and correct monitoring of epidemic outbreaks in water sources.³³ Sanitation and hygiene are seen as women's issues. However, women have very little influential power in decisions related to safe sanitation. Increased access to safe water in combination with awareness training can considerably lower risks related to sanitation and hygiene.

Girls are disproportionately affected by climate change as compared to boys. Typically, when resources are limited and families have to choose which children to send to school, boys usually have priority.³⁴ More, when increased help is needed in the households (for example after climate shocks), girls are held back from school to help out, not boys. In the Comoros, girls are traditionally involved in housework, particularly in collecting water. With increased scarcity of water, girls will have to spend more time collecting water, taking time away from school and other chores. Girls are also particularly influenced by the lack of safe sanitation. Previous projects show that when proper sanitation is lacking, children, especially girls, are discouraged to relieve themselves, resulting in increased school absenteeism, especially during menstruation.³⁵

As mentioned above, in Comoros women are responsible for collecting and managing water for the households. A few Water User Associations such as SOGEM are functioning well and have trained women to be involved with the Integrated Water Resources Management (one-quarter of participants received training). However, women's voices are not sufficiently heard and not enough women are implicated in training due to technical and financial constraints. Women have little to no decision-making power and therefore, very little influence on important decisions related to water allocation and

³⁰ Ibid.

³¹ Ibid.

³² Second National Communication to the UNFCCC of the Union of Comoros (2012)

³³ Commission de l'Océan Indien (2011). Rapport national Comores: Etude de vulnérabilité.

http://www.commissionoceanindien.org/fileadmin/resources/Aclimate%20Etudes%20Asconit-Pareto/20110819_vulnerabilite-comores.pdf

³⁴ Ibid.

³⁵ UN Water (2006). Gender, water and sanitation: A policy brief.

<http://www.unwater.org/downloads/unwpolbrief230606.pdf>

development.³⁶ The Gender and Water IWRM Resource Guide states that: “Women should be recognised as central to the provision, management and safeguarding of water.”³⁷ Involving women in water projects is not only the right thing to do, women provide knowledge, skills and their perspective to help mitigate vulnerability to climate change, improve livelihoods, productivity and the well-being of their communities. In the extension, women’s implication in (all) climate-related projects will help fully empower women, improve women’s human rights and reach the United Nations Sustainable Development Goal of gender equality by 2030.

V. Gender analysis and expected outcomes

The present gender analysis was carried out at the onset and design of the current project. The gender analysis was done by desk review and based on available data from previous studies and reports about the Comoros as well as previous climate change projects. Stakeholder consultations with local officials and women’s organizations took place at the end of November-beginning of December 2016. The analysis also integrates gender perspectives in indicators, targets and project activities, to ensure a holistic gender approach.

Consultations during the project design took place with a range of stakeholders and partners, including UN agencies, National Commission on Solidarity, Social Protection and Genre, Ministry of Energy, Agriculture, Fishing, Environment, Land Planning and Urbanism (MEAPEATU- DGEF, DGEME and other relevant departments of MEAPEATU), the Comoros Water and Energy Agency (MA-MWE), the National Agency for Civil Aviation and Meteorology (ANACM) National Bureau for Gender Advocacy, NGOs, Civil societies and women and youth groups. Results from the consultations are detailed in the Stakeholder Engagement Report and Stakeholder Action Plan annex included in full as an additional annex as part of the proposal.

Summary of gender-specific stakeholder consultations are outlined below:

- Stronger link between gender-related issues and development work is needed;
- Gender-specific data needs to be collected and disseminated in a systematic manner, as the three censuses conducted in 1980, 1991 and 2003 do not include gender-disaggregated data;
- Awareness campaigns on gender-specific issues are needed;
- Local expertise should be used when tackling gender-related issues and mainstreaming gender into national level-education;
- During period of prolonged drought and water scarcity, private type of initiatives are carries out by women and youth;

³⁶ Human Development Report (2015).

hdr.undp.org/sites/default/files/2015_human_development_report.pdf

³⁷ UNDP (2006). Gender and Water IWRM Resource Guide.

http://www.undp.org/content/undp/en/home/librarypage/environment-energy/water_governance/resource-guide-mainstreaming-gender-in-water-management.html.

- Women are rarely consulted in government-led decision-making processes, however, on a community level, women's views and opinion is taken into account;
- Women's knowledge on women's rights varies from one island to another, but also from different women's communities residing in the same island.

This gender analysis addresses women and youth's issues, needs and priorities as outlined during stakeholder consultations, and extensive project design and completes the project proposal to ensure women's and youth's integration in the project activities as well as the development of gender adapted efforts. This analysis underlines the importance of women's role in the society and the existing inequalities between men and women. The project design and implementation will integrate the aspect of gender in the following manner:

- 1) All indicators in the logframe have been gender disaggregated where appropriate to compare situations of men and women.
- 2) Gender-sensitive study will be undertaken at midterm to verify and monitor the implementation of gender-specific activities and at end of project, within the targeted river basins and district. The results of the midterm study will be incorporated in the Gender Action Plan and targets will be re-assessed, if needed.
- 3) The socio-economic analysis detailed the current situation for women in terms of the time spent collecting water (2 hours per day in rural areas). Women will be primary beneficiaries through the reduction of the water collection time.
- 4) Water Management Committees and IWRM committees will have at least 50 per cent female representation.
- 5) All training will target 50% women in institutions (ministries, NGOs, Water User Associations) with the exception of the IWRM committees which will have a minimum of 30% women beneficiaries. The IWRM Committees must represent all concerned sectors such as agriculture, manufacturing and distilleries that are generally led by men. Also, all training activities will aim to have at least 50% female trainers.
- 6) Improvements relative to integrating water resource knowledge into professional, Master's and continuing education programmes will ensure that women represent 50% of the beneficiaries. This will ensure that women can also serve as the next technical savvy recruits for such organizations/institutions.
- 7) The Water Security Plan and Watershed Management Plans will have sections that explicitly state how to consider women in planning and implementation of activities.
- 8) Women will receive training on how to maintain local water management systems such as monitoring small water infrastructure and treatment systems, indicating when they are in need of repair and on preventing water use inefficiencies (e.g., leaks) (ensuring that at least 30% of the trainers are female).

In this project, gender-specific targets and indicators were designed, including the following **Gender-specific indicators**:

- Gender aspects integrated in the new Water Code;
- Number of women and youth engaged in the discussion on water tariffs;
- Number of women and girls, youth and children engaged in trainings on best practices for water management, health and wellbeing and nutrition;
- Number of women trained to lead Water Management Committee discussions;
- Number of men and women trained in Water Management Committees;
- Number of men and women trained on the use of UNICEF Drinking Water Safety and Security Planning climate risk reduction and operation procedures;
- Number of reports and surveys with integrated gender considerations;
- Number of women and men included in the IWRM Committees (at least 30% women);
- Women representative/s included in development of IWRM Plans of Action for expertise and to ensure that women's situation is taken into account and that women receive the necessary information;
- Number of women leading community-based soil and water conservation measures;
- Number of men and women participating in recharge zone improvement activities;
- Number of men and women in the IWRM committees;
- Number of men and women receiving awareness training;
- Number of single women-led households receiving awareness training;
- Number of women involved in budgeting and monitoring training;
- Number of public awareness workshops, including a gender component;
- Gender disaggregated % of population with access to improved water management information on floods and drought periods;
- Number of women and men field agents receiving training;
- Number of men and women as trainers;
- Number of women farmers and other rural stakeholders receiving and using advisories for water management;
- Number of men and women participants in training of trainers' sessions;
- Number of women and men receiving training through vocational and educational programmes;
- Ensure that women and youth are informed of the project activities;
- Grievance mechanism established;
- Time saved for water collection by women and girls;
- Number of women involved in Water User Associations;
- Number of schools with improved water supply and number of children benefited;
- Number of women staff members involved in flow meter installation;
- Ensured equitable access to potable water resources for men, women and youth.