

## Summary

A.	Human resources – actions for gender equity at work .....	1
B.	Training and sensitization of Inter Aide and RCBDIA teams – 100% gender-aware teams.....	2
C.	Water Users Associations Federations – for strong and active women in inclusive federations.....	2
D.	Hygiene and sanitation – increasing women’s recognition and tackling our stereotypes when addressing the community.....	4
E.	Institutions & government – involving and leveraging on key local institutions.....	4

## A. Human resources – actions for gender equity at work

		ACTIVITY	ACTIONS	DELIVERABLES
A1	ANALYSIS/STUDY	Make a quick diagnosis on HR procedures and gender – hiring & workplace	<ul style="list-style-type: none"> <li>- By interviewing the female field team on their personal trajectory to be hired and of their experience as team members – <i>interviews conducted with the 2 women field officers of RCBDIA, report under preparation</i></li> <li>- By observing a recruitment process and interviewing a woman candidate</li> <li>- By asking the hiring teams how they usually proceed</li> </ul>	Note pin-pointing the bottlenecks
A2	COMMUNICATO	Create “case stories” for role models	<i>Through interviews and biography of existing female (field) personnel</i>	<i>case stories (written for internal use in trainings as example/role models)</i>
A3	ORGA	Reshuffle those procedures and share a guideline	<ul style="list-style-type: none"> <li>By conducting a small gender task force meeting around the findings of the activity above</li> <li>By editing a 2 pages guideline to the attention of everyone in a position to hire and/or manage</li> </ul>	short guidelines to the attention of the team
A4	TRAINING	Conduct a training with the managing team on HR	<ul style="list-style-type: none"> <li>By designing this training (1. Gender introduction 2. Women at work)</li> <li>By conducting it with all management team (Coordinators &amp; POs+POAs)</li> </ul>	<i>training curriculum and support, and actual training</i>
A5	ORGANISATION	Offer and provide support for any need from the team	<p><i>(ex: if they want to know what can be done to facilitate the transportation/housing, etc.)</i></p> <ul style="list-style-type: none"> <li>- By informing the team during the HR training</li> <li>- By following up and activating resources to answer any gender-related hiring/HR question</li> </ul>	support on demand

A6	M&E	Follow the staff evolution (quantitatively, sex-disaggregated data)	<ul style="list-style-type: none"> <li>- By counting and sharing with the team the number and share of women in each place and position</li> </ul>	one table with HR disaggregated data, with yearly evolution
A7	ORGANISATION	Open a hotline for any “gender and work environment” issue (through gender specialist)	<ul style="list-style-type: none"> <li>- By designing this role (to receive complaints and difficulties faced by women related to their work environment)</li> <li>- By informing all women of the team: one meeting in Shinshicho, one in Soddo, and phone calls/meetings, on the role of Gender Specialist and how to contact her</li> </ul>	support, as per the need

## B. Training and sensitization of Inter Aide and RCBDIA teams – 100% gender-aware teams

		ACTION	ACTIONS	DELIVERABLES
B1	TRAINING	Build and conduct a “theoretical and participatory” training module for the whole team on preconceived ideas and perceptions*	<ul style="list-style-type: none"> <li>- By building a training module on the legal framework, on adapted media, that leaves room for discussion on personal experience at work and reflection on how to all improve</li> <li>- By conducting it, first, with managing team as 1<sup>st</sup> part of HR training (see A4)</li> <li>- By conducting, for each Woreda team (POA, TS, WWO), as 1<sup>st</sup> part of the pre-election training</li> </ul>	<i>training curriculum and support, and actual training</i>

\* **CONDITION:** always as a first part of a more “on-job/tangible activity” training

## C. Water Users Associations Federations – for strong and active women in inclusive federations

		ACTIVITY	ACTIONS	DELIVERABLES
C1	M&E	Follow-up and point the achievement by the federation of woman “quantative” representation (minimum 2/5 <sup>TH</sup> ):	<ul style="list-style-type: none"> <li>- By collecting the list of federations from the coordination team</li> <li>- By completing the roles thanks to the dashboard/checklist<sup>1</sup> analysed by implementing team</li> </ul> <p><i>From the data sent by Federations and POs, we can identify the WUAF that need extra support in achieving the minimal/optimal women representation</i></p>	table with for each federation, gender of each position holder, number/% of women stress on the respect (or not) of the minimum of 2 women and 1 in key position

<sup>1</sup> Dashboard or checklist?

C2	ORGANISATION	1 woman minimum in key position for each WUAF	Ensure, through a <b>mandatory criteria incentive</b> before WP construction, that at least one woman per federation is at a key position (chairperson/treasurer/secretary) - <i>already ongoing</i>	100% respected rule (checked through previous action)
C3	ANALYSIS/STUDY	Interview with active women in federations	Conduct a <b>quantitative and qualitative assessment</b> of trajectories, profiles, challenges and opportunities for <b>women present and active in federation</b>	report + fact sheet with key findings and recommendations
C4	ANALYSIS	make a short diagnostic of the shortcomings/what could be improve	For 2 key operational times of “WUAF’s life”, through observation in 2-3 federations: - General Assembly with elections (for creation or renewal) - Trainings given to the federation by IAF and WWO Example of things to observe: methodology of election, topics addressed, minutes, roles and responsibilities, time of speech, decision making...	Note pin-pointing the strengths, challenges and bottlenecks
C5	TRAINING	Pre-election briefing to the implementing team	before (the day before) a meeting with election (creation of federation or general assembly), the gender specialist will conduct a training/briefing to POs/TSs (and if relevant WWO) on how to conduct the election in an inclusive and participatory way (explaining the different roles, giving a time when women and men are separated) the day after (also on how to involve, allow and listen to women who speak, on how to observe and prevent negative mechanisms...)	1 <sup>st</sup> : small curricula of this pre-election meeting Then conducting this briefing at least once with each PO and his/her team
C6	TRAINING	Integrate to the (existing) training of the Federations a specific module on women participation	(methodology to conduct meetings, take decisions in a participatory and inclusive way) and gender perceptions (on preconceptions about ability of women to present	Revised training curriculum
C7	TRAINING	Women-only training	Design and conduct a new <b>women-only training</b> (for women in Federations) (conducted by the PO with the Gender specialist support at first) on how to use the dashboard, how to present it and how to speak out and participate to decision-making Activity to be piloted in Dara Malo “with Selam”	Small curriculum for this women-only training  Then conducting this meeting (piloting then generalizing to each federations gathered in clusters)
C8	M&E	Follow-up the actual participation	Design observation and reporting tools to <b>follow-up the actual participation</b> (number of decision made, etc) of women in WUAF	To be defined

## D. Hygiene and sanitation – increasing women’s recognition and tackling our stereotypes when addressing the community

		ACTIVITY	ACTIONS	DELIVERABLES
D1	ANALYSIS	Analyse and review with gender glasses of the ToT of WUAF/WUA/HEW for the community meetings on water points, hygiene and sanitation	<ul style="list-style-type: none"> <li>- By first conducting a “reactivation” meeting with all POs regarding this activity, and building a task force to design those meetings again</li> </ul> <i>Example in observation: space given to women in the animation, time-management, stereotypes conveyed, and/or lack of attention given to the work carried on by women, tools or examples given...</i>	New/more detailed curriculum on ToT for WUAF/WUA/HEW on community mobilization meetings
D2	ORGANISATION	Prerequisite of 100% latrine for vulnerable/women-headed households	In the communities where a new water point will be constructed, use <b>the 3 community meetings</b> (in the presence of WUAF and HEW) as a good area <b>to convey messages, as well as a strong focus on vulnerable women-headed households</b> and as there is a prerequisite of 90% of the families having a private latrine prior to the new water point, there could be a rule of <b>100% of vulnerable/single women with private latrines</b>	New rule, shared with community and applied

## E. Institutions & government – involving and leveraging on key local institutions

		ACTIVITY	ACTIONS	DELIVERABLES
E1	ANALYSIS	Bringing clarity on gender/women stakeholders at local level	At local (kebele & woreda) level, draw a <b><u>table of roles and responsibilities of ‘WASH and/or women affairs’</u></b>	Table of roles and responsibilities on women (and wash) at kebele and woreda levels
E2	ANALYSIS	Policy watch	Look at (review/ examine) the policy environment on RWS O & M management and gender mainstreaming guidelines for water sector (national & regional)	e-mail to all coordination team and GTF about any significant policy change
E3	ORGANISATION	Association/Involvement of women/gender stakeholders	When conducting training to WUAF and HEW, ensure the relevant gender stakeholders are <b><u>invited and sensitized</u></b>	