

STUDY ON WATER AID ETHIOPIA'S PARTNERING OF DIFFERENT INSTITUTIONS/ORGANIZATIONS TO PROMOTE GENDER ISSUES IN ORGANIZATION AND PROGRAMMES

Summary

Introduction and Background of this study

In its Country Strategy 2005 - 2010, WAE aims to fund and provide technical support to reach 3% of the annual MDG goals for Ethiopia in water and sanitation. The WAE Strategy focuses on engagement with local government, ensuring community ownership and attention to the poor and vulnerable, as well as **ensuring that opportunities for transformation in gender relations are harnessed.** The strategy also encourages innovation, learning and documentation to improve the impact and sustainability of interventions, as well as promoting greater advocacy capacity through partnership and alliances. Partner effectiveness and efficiency is essential for achieving goals set in the national development plan, the PASDEP, and also WAE's own CSP.

WAE has conducted a comprehensive gender audit in 2005 the result of which was a gender strategy and subsequently a checklist for monitoring of partnership as well as set of guidelines for partners to follow in their projects. The vision of WAE is to achieve the engendered approach which envisions to provide practical needs for both men and women, whilst opening up and supporting windows of opportunity that address strategic needs. It wants to see more equality between men and women and believes WAE can contribute to this. At the very least, WAE wants to ensure that its interventions 'do no harm' to gender relations that already exist in other words worsen the gender relations in the organizations and communities which WAE supports and partners.

Design of the Study

i. Objectives of the study:

Part 1: Assessing current partners

Review of current partners of WAE to see if they can help fulfill its gender related objectives. To explore existing obstacles to see the way forward.

Part 2: Exploring the environment for strengthening and synergy in efforts on integrating gender perspectives in current water, sanitation and hygiene related initiatives and designing responsive initiatives in the future:

To suggest the possibility / rationale for WaterAid to work with organizations (INGOOS, NGOs, Government, networks).

Identify opportunities that help to promote gender equality and ways of working with suggested organizations/Institutions.

Explore ways of involvement of religious / faith based organizations(churches/mosques) in addressing gender equality

ii. Key assumptions underlying this study:

- a. All partners are development practitioners.
- b. Partnerships are about equal relationships between one or more partners.
- c. Capacity building is not a one time event and much more than hard ware.
- iv. Gender transformation begins with each individual self and encompasses the community

iii. The key questions for the study:

- What are capacities **existing and needed** by the partner organizations of WAE for Gender integration and responsiveness to achieve the transformation of gender relations in the communities in which WAE is bringing safe water, sanitation and hygiene.
- Who are the key players in the environment of WAE with whom WAE could collaborate for strengthening and synergy in efforts on integrating gender perspectives in current water, sanitation and hygiene related initiatives and designing responsive initiatives in the future? And what are their know capacities in gender issues?

iv. Methodology:

The methodology was based on four principles:

Gender and development.

Learning organization.

Qualitative self-assessment.

Adult learning cycle.

v. Methods:

The aim of the Methods that were used was to facilitate information sharing, reflection, inclusion, disclosure, in depth exploration and sharing. The process and the mix of methods ensured that there is not only presence of all the participants but also active participation and precious contribution by each one of them.

Sources of Data and Methods:

Secondary Sources:

Review of documents, reports, policies, strategies, plans and financial and resource allocations. Media reports if any and documentation for learning and dissemination.

Sources of primary data:

- short workshop(half day) with the staff members of partner organizations:.
- One on one interviews with key respondents ,
- Focus group discussions with community, and
- Surveys through three questionnaires.
- 3 Field Visits to the field office in Hitosa and Ticho woredas in Arsi Region, one to visit EOC project and project staff in Mekale and one to Butajira to visit the project and project staff of Zema Sef (Progynist).

Sample for the survey:

Field visits– 3 sets of responses from project staff and field office and community members who have a stake in the success of the projects, like the water Administration Office, The Board, the Water users' group and so on.

Six Partner Organizations: The departments directly related to the water projects supported by WAE were invited to participate in the study as well as the senior managers. The staff of the programmes and the technical units of WAE who are in direct contact and have an interface with the Partners were included as respondents. The new senior management team was included.

Tools:

1. Questionnaire on self rating on Attitude, Knowledge, Skills and Behaviours for all programme and organization staff of NGO partners (implementing partners)- 79 respondents (38 male and 41 females).
2. HR details and story of engagement in Gender Work- 6 +.....of WASH partners.
3. Culture of the organization(s): 30 respondents

Conceptual background of the study:

Transformation in Gender Relations: From WiD to GaD to Gender Justice.

Partnership: **Relationships** – dependence, independence, interdependence.

Stages of Organizational development: Pioneering, diversifying, integrated.

Learning: Single loop learning, double loop learning, triple loop learning.

Change: development, transition, transformation.

Key Findings:

The partnership between WAE and the national and community based organizations that have emerged has worked. It has delivered services and made a difference in the lives of unreached communities. The partnerships can claim the success of reduced illnesses due to water borne diseases, reduced morbidity and more gainful days for schooling of children especially the girls due to the WASH, collecting water is not a highly gendered differentiated chore as boys and men fetch water in jerry cans, time is saved as well as there is reduction of drudgery and the potential of violence and harm to girls and young women has been reduced. Now social roles have emerged for women as tap attendants, water pump mechanics and water committee and board members and even chair of the Water Boards. The inputs primarily of accessing and managing water have a potential for changing gender relations. There was a sense of pride in the cleanliness of person and also of the surrounding areas as a consequence better sanitation facilities.

So the movement in the partnership should be **from awareness to greater action:** The results of the study clearly highlights **the need** for a committed and planned transition from **awareness to action** in integrating gender responsiveness in all aspects of organization and programmes.