

MAINSTREAMING GENDER EQUALITY, DECENT WORK AND POVERTY ALLEVIATION IN IWRM

South African Department of Water Affairs in cooperation with International Training Centre of the ILO

MEMO

Meetings with DWAF Officials and services providers to discuss:

- capacity building programme for DWAF staff**
- synergies with other gender related actions**

14 March 2008 – Pretoria DWAF National Office

Tshiamo Matabane, CMA Development and IWRM Programme Officer
Jacqueline Bergstedt, Assistant Director, National Transfers, DWAF National Office
Tuleka Gaweta, CMA Development, DWAF National Office

18 March 2008

Derek Weston, CMA Development and IWRM Programme Manager

14 March 2008 – Cape Town DWAF Office

Jacqueline Bergstedt
Raquel Nosie Mazwi, Assistant Director: Water Quality Management & Acting Catchment Manager Olifants/Doorn WMA
Carla Ackermann, Dynamic Development. Project Manager
Toni Belcher, Gender and Water expert , Project xxx

Capacity building programme for DWAF Staff.

Following previous discussions, DWAF informed the strong interest in engaging in a participatory self-assessment of its own capacity to mainstream gender, decent work and poverty alleviation in its IWRM project. A proposal on purposes, activities and time frame is in Annex.

Point for decision

It was agreed that the programme shall be financed and organised as follows:

- through the existing agreement with ITCILO, in relation to costs of expertise (honoraria and travel)
- through other DWAF internal resources in relation to costs for organisation of workshops, participants travel and subsistence. The workshop logistics, participants recruitment and organisation will be care of DWAF, under the technical supervision of the ITCILO experts.

18 March 2008

Derek Weston

- Discussion on expected involvement of IWRM and other DWAF staff in a participatory self-assessment and activities involved.
 - Selection of areas for assessment. It was agreed to focus on issues related to service delivery, organisational mind-set, work processes of the unit rather than on internal gender balance and dynamics.
 - The importance of support and direct engagement of senior managers in the whole process was highlighted.
 - As the information generated by the process can bring concrete policy input, upon agreement of the concerned work unit, the results/recommendations should be brought up to the highest hierarchical levels
- **Synergies with project aiming at supporting women participation in water user associations.** The two actions are to operate at different levels: ILO/ITC to build capacity at institutional level whilst WUA to reinforce community level. They can create very positive synergies and for this reason an adequate cross-fertilization mechanisms should be established.
- A meeting in Cape Town with the project manager took place on 20 March. Contents and methods of the respective programmes were presented.

Everyone agreed that the two processes can be extremely useful to each other. The information and results of the WUA project can provide key elements to reinforce and substantiate the gender competence of IWRM staff. On the other hand the ITC/ILO sensitization/capacity building action can complement the bottom-up approach of the WUA. Mutual exchange of substantive information has to happen on a regular basis, also to ensure coherence in messages.

Point for decision:

Staff and service providers involved in the WUA process to be associated to the participatory self assessment.

DRAFT PROGRAMME PROPOSAL

Title:

IWRM: Managing Water Resources for poverty reduction, decent work and gender equality

Long term objective

Women and men involved in IWRM projects are active agents of gender equality and women's empowerment through the management of natural resources as foreseen by the gender equality policy of the SA government and by the Beijing Platform for Action.

Directly relevant MDGs:

MDG 1 – Poverty reduction

MDG 3 – Gender equality and women's empowerment

MDG 7 – Environmental sustainability

MDG 8 – Global compact for development

Immediate Objective:

IWRM DWAF staff and service providers are better able to plan, implement and monitor IWRM projects in way that actively promotes gender equality, poverty alleviation and decent work opportunities.

Specific objectives of the programme

By the end of the programme, DWAF staff involved in IWRM and in the establishment of water management institutions:

- have made a participatory self-assessment of their current capacity to deliver services in a “gender, poverty and employment” sensitive manner
- have acquired gender analysis skills in relation to IWRM, poverty alleviation and decent work
- have identified and adapted a set of practical tools to make a gender analysis of their work processes and their impact
- have taken concrete steps to monitor and when necessary reinforce the impact of IWRM projects with respect to poverty reduction, promotion of decent work and gender equality.

Activities and suggested time-frame

Activity 1 – Desk review (1 work/week)

ITCILO will screen :

- key policy, programme and budgetary documents informing the unit's work plan

- the unit's annual or biennial work plan
- IWRM-related guidelines, programme planning, implementation and monitoring documents. This should include overall budget and individual project budgets and technical and financial monitoring frameworks
- DWAF regional service providers to send projects' monitoring reports

Action: DWAF National and Regional Offices /Service Providers to make available above documents to ITCILO.

Activity 2 Individual interviews (9-10 June 2008)

<u>National level</u>	
Water Management and Institutional Governance Directorate	
The Director The Director of Institutional Governance	By phone , asap, to secure buy-in
IWRM Programme Management Group IWRM Programme Manager	9-10 June
<u>Regional Level</u>	
Regional programme staff from CMAs involved	On-the phone or face-to face on 10 June pm
Regional service providers	On the phone or face-to-face on 10 June
Project members (Done already for Western Cape <i>it would be interesting to hear from other Regions. Could it be done by phone?</i>)	t.b.d.
Other possible people to be interviewed: <ul style="list-style-type: none"> □ DANIDA staff in Pretoria □ Other external partners to be suggested by IWRM (SALGA ?)/ Municipalities??) 	9 June in Pretoria t.b.d.

Action: DWAF National Office to agree on course of action and then inform all staff involved. A summary info sheet will be made available on this purpose.

Activity 3 – Workshop One (2.5 days) from 11 to 13 June 2008

Two and half day workshop covering:

- Self-assessment of
 - current gender competence
 - organisational culture in relation to gender equality
 - internal and external policy and operational environment

- work practices and planning/monitoring/evaluation methodologies
- Development of gender analysis skills in the area of GPE
- Benchmarking and work-planning

Participants: max 20 among DWAF staff and service providers at national and regional level, who are directly involved or have a key influence on the programming and implementation of IWRM programme.

Action: DWAF to agree on dates, suggest venue and further define participants' profile in cooperation with ITCILO.

Activity 4 – June to November

On-line support on work plan implementation (up to 5 w/d)
ITC/ILO preparation of Report and recommendations

Activity 5 - suggested date beginning of November or second week of December.

Second two and half day workshop developed in basis of results of workshop One.
May include:

- Presentation and discussion of report and recommendations
- Review of work plan – achievements and future actions
- Developing gender assessment skills (writing ToRs, document reviews, interviews)
- Advocacy skills: Setting up a sensitization session for CMA Boards
- Evaluation

Participants: same group as in workshop 1.

Action: DWAF to agree on dates and decide venue

BMS – GCU 25 March 2008