

## **Gender indicators**

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The following gender-related aspects can be used as a starting point for the formulation of gender-sensitive indicators to measure changes for women and men in the water sector.

Although not continuously repeated here in the listing of gender aspects, all indicators must reflect a clear distinction between women and men in the way in which they are formulated.

### **1. To measure project identification and design**

- participation in need identification;
- participation in priority setting;
- differences in the division of labour that could influence a process/project;
- access to project resources;
- control over project resources;
- direct influence of decision making related to project resources;
- the practical needs that are addressed via a process/project;
- the strategic interests that are addressed via a process/project
- capacities;
- vulnerabilities;
- the positive factors or opportunities that could determine involvement;
- the negative factors or constraints that could determine involvement;
- promotion of awareness and understanding of gender and the significance of gender differences;
- decision making in a process/project;
- control over the manufacturing of associated products/goods or services;
- control over the distribution of associated benefits;
- impact on access to and control over resources;
- impact on labour;
- impact on time;
- the elimination of possible inequalities; and
- contribution to gender equality.

### **2. To measure project implementation**

- beneficiaries of water and sanitation;
- contribution of resources in terms of labour or cash and participation in administration of water and sanitation;
- women's workloads reduced/increased;
- women's time used for fetching water;
- the distance from homestead to water point;
- additional activities during the spare time gained by reduced time/workload in fetching water;

- increase in technical and administrative know-how on water and sanitation;
- active participation in health and hygiene education activities;
- active participation in committee decisions regarding operation of water and sanitation site selection and construction;
- gender aspects reflected in ongoing reporting;
- gender aspects on the agendas of ongoing meetings;
- use of gender-disaggregated data;
- use of gender analysis;
- the fair gender division of labour;
- the cost of water to households;
- roles in family health related to water;
- roles in water collection and transport, storage and use;
- changes to sanitation patterns;
- the distance between the sanitation system and the house of the user;
- changes to roles in family hygiene;
- changes to roles in sanitary arrangements;
- access to project resources;
- control over project resources;
- control over the manufacturing of products/goods or services;
- control over the distribution of benefits;
- influence in decision making;
- access to information;
- land rights and land ownership in relation to water provision and sanitation;
- operation of equipment related to water provision and sanitation;
- access to tools related to water provision and sanitation;
- practical needs addressed;
- gender balance of power;
- the possible subordinate position of women;
- empowerment concerns;
- consultations on the detailed design of water supply and sanitation;
- specific needs of women, people with disabilities, older people, children etc. taken into account;
- participation according to gender;
- beneficiaries according to gender;
- capacities according to gender;
- vulnerabilities according to gender;
- the positive factors or opportunities that determine involvement;
- the negative factors or constraints that determine involvement;
- legal, economic, social or cultural barriers to participation;
- impact on access to resources;
- impact on control over resources;
- impact on labour;
- impact on time;
- the elimination of possible gender inequalities;
- the promotion of gender equality;
- the prevention of inequality and discrimination;
- the impact on income generation;
- the impact on community work;

- the impact on self-development;
- changes to who it is that maintains water resources and water supply installations;
- employment opportunities created; and
- changes to who it is that maintains the sanitation system.

### **3. To measure project impact**

- changes in land tenure and use patterns;
- formal participation in local-level governance forums;
- changes in gender and age-based division of labour in productive and reproductive responsibilities;
- assessments of quality of service or responsiveness of water agency representatives;
- changes in perceptions of availability of water for non-agricultural uses (e.g. for cooking, sanitation, home gardens, livestock, household, industry);
- changes in household and community-level decision making on water allocation;
- gender-positive changes in gender aspects of water policy or legal and institutional frameworks for land and water;
- trends in conflicts between agricultural and non-agricultural water allocation; and
- changes in access to land and water resources.

### **4. To measure project operation and maintenance**

- participation in coordination and administration of water and sanitation activities;
- number of women trained as caretakers;
- women's participation in construction and maintenance activities;
- sanitation system and water points constructed and properly utilised;
- incidence of water-related disease; and
- distance travelled for fetching water.

### **5. To measure financial and economic aspects related to water**

- time saved;
- distances covered to reach water points and sanitation facilities;
- number of jobs generated;
- additional income generated;
- income levels of poor beneficiary households;
- income levels of women-headed households;
- additional water points;
- additional sanitation;
- activities generating additional income;
- levels of poor household savings;
- levels of savings by beneficiaries;
- gender distribution of land property;
- requirement of contracts and tender documents for subcontractors to recruit women as unskilled labour;
- employment as a result of construction, operation and maintenance;

- proportion of women employed in unskilled, technical, management and supervisory roles;
- women contractors who are awarded labour-based contracts;
- hours (or days) of paid work during construction, operation and maintenance; and
- use of time saved collecting water in other household and economic activities.

## **6. To measure health aspects related to water**

- health care spending reduction rate;
- incidence of malaria, bilharzia and other water borne diseases;
- rate of decline in child mortality;
- rate of decline in maternal mortality;
- awareness of sanitation and water related diseases;
- behavioral changes in basic hygiene and use of water;
- health conditions;
- occurrence of water borne diseases; and
- involvement in hygiene promotion activities.

## **7. To measure education, training and capacity building aspects related to water**

- youth enrolment rate by gender;
- school dropout rate among youths by gender;
- grade repeat rate among youths by gender;
- education levels of different social groups;
- ratios of beneficiaries of water-related technical training;
- change in school attendance or achievement by girls due to time saved collecting water;
- recipients of training in operation, maintenance, or management of facilities; water conservation; or safety issues;
- recipients of other training, by type of training (e.g., enterprise development, leadership, financial management, health and hygiene etc.);
- training sessions by area of content;
- training sessions held with water utilities, contractors and other stakeholders on participatory techniques;
- training and awareness sessions held with water utilities, non-governmental organisations, contractors and other stakeholders (e.g. officials, government staff, community leaders etc.) on gender issues in water supply and sanitation;
- attendance to gender training programmes (by agency, and type of employee);
- gender-sensitive design of training and awareness material;
- gender-sensitive design and delivery of training or capacity building;
- preparedness for technical and administrative tasks involved in maintenance of water supply and sanitation;
- training in construction, operation and long-term maintenance of water supply or sanitation;
- training on health education (e.g. hand washing); and
- training on legal matters (e.g. water use rights or land rights related to water.)

## 8. To measure agricultural aspects related to water

- employment patterns in food production;
- daily time-use involved in farming work;
- gender division of labour related to farming; and
- participation in tasks related to crops.

## 9. To measure participation and decision making related to water

- participation in structures responsible for managing facilities;
- acceptance rate of facilities by users;
- level of accountability and decision making;
- proven capacity in the transparent management and rational use of funds;
- attendance in participatory planning and consultation meetings;
- involvement in the selection of technology, location, operation and management;
- membership of water user groups;
- leadership positions in water management committees and on boards of water utilities;
- involvement in decision making on revenue and tariff arrangements;
- people in charge of operation, maintenance and repair of facilities;
- facilitators and field staff working with water committees and community groups on design, planning and consultation processes;
- changes in the location or type of water supply or sanitation technology due to consultation;
- changes to design, construction, management, cost recovery, or maintenance practices due to consultation;
- views on changes in women's household or community decision making due to involvement in water supply and sanitation committees or activities;
- materials distributed to women or women's organisations on entitlements to water and sanitation facilities;
- mass campaigns with information on entitlements;
- level of input into the project cycle;
- meetings held throughout a project cycle;
- attendance by local stakeholders at project meetings according to gender, socio-economic background, age and ethnicity;
- contribution/participation at project meetings;
- participation in the project base-line study;
- frequency of meeting attendance;
- key decision making positions according to gender;
- rotation in leadership positions according to gender;
- levels of inputs in terms of labour, tools, money etc.;
- maintenance of physical installations according to gender;
- benefits disaggregated by gender, socio-economic class, ethnicity and age;
- participation in project monitoring and evaluation;
- gender breakdown of decision making structures; and
- control with regards to all forms of decision making.

## **10. To measure the safety risk for water**

- frequency of violence against women and girls when accessing water points;
- occurrence of rape, abduction and/or other harmful practices;
- perceptions on personal security (in particular during fetching water);
- perceptions of changes in safety and security associated with water and sanitation; and
- evidence that communal taps, latrines, bathing, and laundry facilities are situated in safe locations, provide privacy, are well-lit and are accessible for people with disabilities.

## **11. To measure mobilisation and sensitisation related to water**

- perception of the water-health, sanitation-health, environment-health connections;
- number of pupils who have had lessons on hygiene;
- households that have changed their behaviour (e.g. systematic use of soap in toilets, taking a daily bath etc.);
- participation in clean-up days, waste collection and environmental protection activities;
- schools, markets, stations etc. with functional infrastructure that observe hygiene and sanitation in their environment; and
- existence of water, sanitation and health associations.

## **12. To measure increased access to water and sanitation services**

- number of users;
- household water consumption patterns;
- households with access to improved water source or that utilise or take up new water facilities;
- households with an improved sanitation facility;
- schools, health centres, markets, and other community facilities with separate water, sanitation, and hand-washing facilities for men and women;
- new facilities operational after a defined time period;
- level of satisfaction with water and sanitation services among the poor;
- level of satisfaction with the water and sanitation investment including accessibility, quality, reliability, affordability, and maintenance of water supply; conflicts between domestic and other uses for water; credit packages; appropriateness of sanitation facilities; and type of technology used;
- participation in municipal management and local governance on issues related to water and sanitation;
- training in use and maintenance of facilities;
- sensitisation in protecting surface and ground water;
- contribution of funds for construction, operation, management or maintenance;
- households connected to drinkable water networks;
- responsibility for water collection;
- time expended in collecting water to meet daily needs;
- use of potable water (e.g. domestic use, irrigation, animal watering, food processing);
- use of improved hygiene practices;
- knowledge of improved hygiene practices;

- participation in education activities on hygiene practices, waste management, and other measures to ensure clean water supply;
- hygiene education activities (e.g. community-based activities, mass campaigns, drama, training sessions etc.); and
- views on changes in the gender division of labour on water supply and sanitation.

### **13.To measure the gender balance in water and sanitation utilities**

- positions in water and sanitation-related decision making structures;
- decision making positions within water and sanitation utilities;
- women in non-traditional positions in utilities/agencies;
- employment in public and private water utilities, by type and level of position;
- change in women's employment in professional, technical, supervisory and management positions;
- type of incentives implemented for women to take up positions in rural and remote areas;
- activities specifically designed to recruit women, increase their capacity, and provide career development;
- integration of gender-sensitive norms and standards in the work and approach of water and sanitation providers;
- committee members according to gender;
- responsibilities and performance of committee members;
- staff employed at the water agencies at operational and managerial levels;
- staff at water agencies trained in gender approaches to water resource management and gender analysis in project cycles;
- availability to the public and especially women of procedures for water utilities responding to complaints;
- standards for responding to complaints are implemented and monitored; and
- employment of staff with gender specialist expertise.

### **14.To measure the position of role-players working in the water sector**

- ability and willingness of water and sanitation utilities and municipal governments to utilise gender guidelines and practical tools;
- gender mainstreaming strategy initiatives developed and accepted by water and sanitation utilities and municipal governments;
- gender mainstreaming action plans developed by water and sanitation utilities and municipal governments;
- municipal governments and water and sanitation utilities awareness of, and utilising gender and pro-poor concepts and frameworks;
- methodological manuals and visual learning tools available to water and sanitation utilities and municipal governments and other stakeholders; and
- women's organisations with improved skills in water-related management.

### **15.To measure changes in water governance**

- involvement in water-related policy-making;

- employment patterns in administrative structures in charge of water management;
- ratio of engineers and technical advisers employed in water related sectors;
- membership in water user associations or similar structures;
- leaders in water user associations or similar structures;
- participation in executive committees of water user associations or similar structures;
- participation in meetings of water user associations or similar structures; and
- gender-segregated water users associations.

## **16.To measure changes in empowerment**

- positions held in local councils/decision making bodies;
- decision making positions in local government;
- changes in employment/unemployment rates;
- changes in time-use in selected activities, particularly greater sharing by household members of unpaid housework and child-care;
- salary/wage differences;
- changes in percentage of property owned and controlled (e.g. land, houses, livestock etc.) across socio-economic and ethnic groups;
- membership in local organisations (e.g. women's associations, income generating groups, local churches, ethnic and kinship associations etc.);
- positions of power in local organisations;
- training or networking among members;
- degree of awareness of local politics and legal rights;
- perceptions about women's levels of empowerment;
- perceptions about self-respect;
- perceptions about economic autonomy;
- perceptions about changes taking place in the way in which decisions are made in the household;
- the role of local organisations in empowering/disempowering women and men;
- increase or decrease in participation in major decisions;
- increase or decrease of acknowledgement of the importance of tasks customarily carried out by women, e.g. child care;
- women organising to increase their own empowerment; and
- increase or decrease in employment and education.

## **17.To measure changes in implementing contractors related to water projects**

- equal employment opportunity policy and practices are implemented for staff and contractors (e.g. core labour standards, equal pay for work of equal value, occupational health and safety, and separate sanitation facilities);
- tender documents and contracts include mandatory requirements and payment milestones for gender training of key staff (e.g. managers, supervisors, field staff, and facilitators); and
- selection criteria for NGOs, contractors, and other implementing agencies include demonstrated experience in participatory consultation with women, gender analysis, and implementing gender strategies.