

Session Plan Six

Mainstreaming Gender in Participatory Watershed Planning, Monitoring and Evaluation

1. Objectives

- To increase gender participation in planning, monitoring, and evaluation in watershed development programmes
- To increase the equitable social impacts resulting from watershed development programmes
- To sensitise managers to the gender-analytical approach for efficient use of resources in watershed management
- To develop skills among officials and communities to facilitate women's participation in planning, monitoring, and evaluation

2. Session Outline

- Perception: Assessing Individual Perceptions of Gender
- Practical Gender Needs and Strategic Gender Interests
- Analytical Framework in Gender Relations
- The Way Forward, Strategies

3. Session Time: 2 hrs

4. Assumptions

- The constraints of resource scarcity related to women's practical needs are not linked to watershed development programmes.
- Programmes such as poverty alleviation, reduction in women's work, and increased female literacy, food quality, and health care have failed to bring about positive social impacts in watershed ecosystems.
- The barriers to women's participation in the planning and monitoring stages of development prevent an efficient use of resources.
- Considerable inertia and inhibitions against women's participation result from institutional, situational, and dispositional barriers amongst women which restrict their presence, speech, and contributions in the process of planning, monitoring, and evaluation of programmes.

5. Session Design

(a) Perception

The session will start with the trainer outlining the title, objectives, and assumptions (10 mins). Then the trainer will ask participants to contribute their perceptions of women in watersheds through a small brainstorming session (5 mins). The participants will be divided into groups of four to work on the following issues.

- Two places where they think they see men and women intimately connected with a watershed system
- Five commodities of a watershed which are directly related to men's and women's use

This process allows for some envisioning by the participants on women's position in watershed ecosystems. It also initiates a thought process in the participants to begin linking the resources needed by men and women.

Each group will present its perceptions on a flip chart (3 mins. for each presentation).

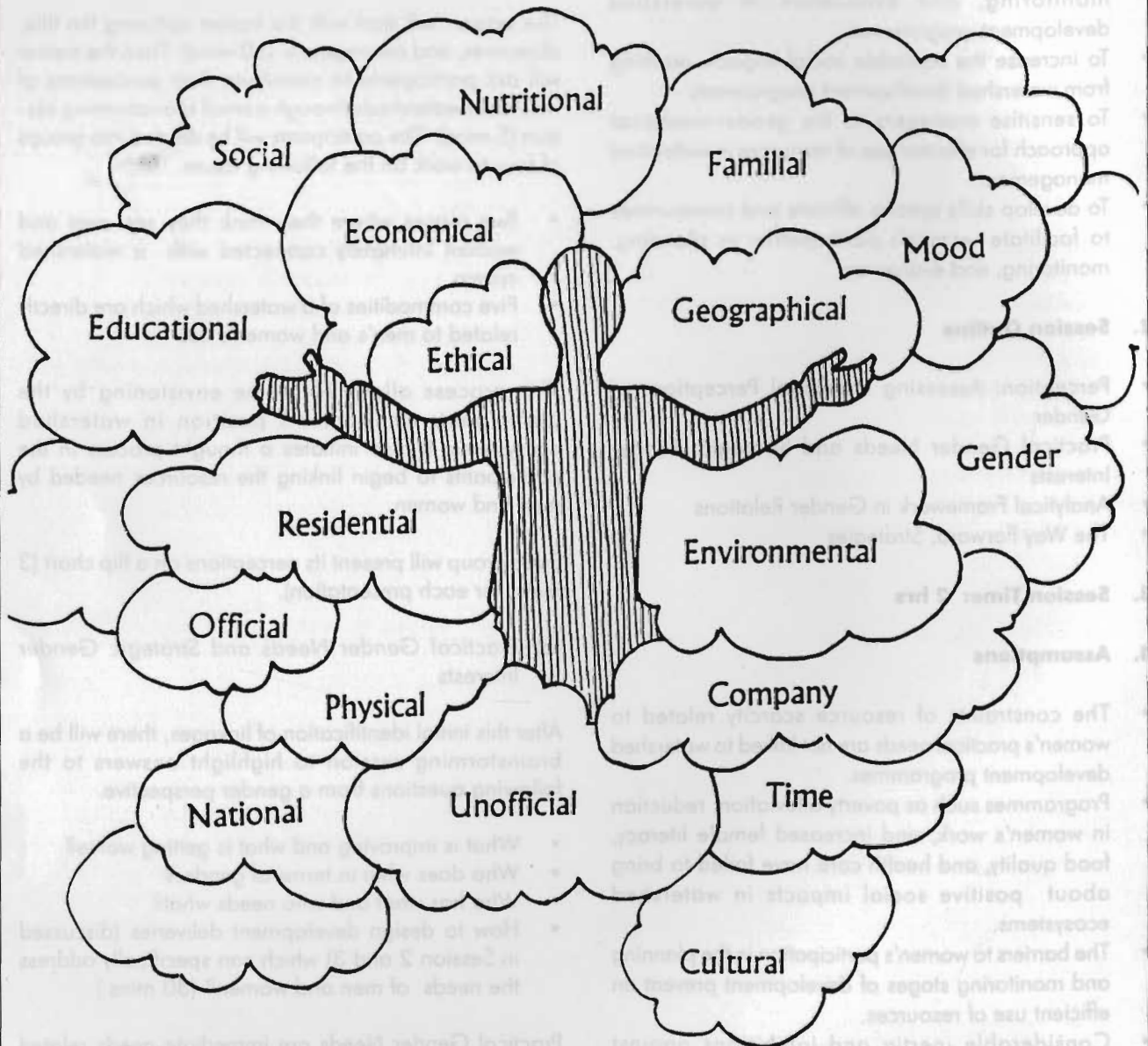
(b) Practical Gender Needs and Strategic Gender Interests

After this initial identification of linkages, there will be a brainstorming session to highlight answers to the following questions from a gender perspective.

- What is improving and what is getting worse?
- Who does what in terms of gender?
- Who has what and who needs what?
- How to design development deliveries (discussed in Session 2 and 3) which can specifically address the needs of men and women? (30 mins.)

Practical Gender Needs are immediate needs related to household water, food, fuelwood, fodder, and health. Short-term development interventions may fulfill these needs on a priority basis. In upland watershed systems, women's time is largely occupied in taking care of these needs.

Perception ...



... the clouds around us!

Table 1: Practical Needs and Strategic Interests

Practical Needs	Strategic Interests
<ul style="list-style-type: none"> • Tend to be short-term • Unique to indigenous groups • Related to daily needs • Easily identifiable • Can be addressed by specific inputs: food, handpumps, clinics, fuelwood & fodder species' plantations 	<ul style="list-style-type: none"> • Tend to be long-term • Common to everyone • Related to the disadvantaged • Hope for change and basis of disadvantage not always identifiable • Can be addressed by long-term development interventions, policy changes, literacy, awareness programmes.
Examples - food, fuel, water, housing, health and sanitation	Examples - Educational opportunities, agricultural & silvicultural interventions.

Strategic Gender Interests are measures taken up by long-term planning interventions which are designed to address structural improvements in the environmental and social spheres. Plans to focus on women as equitable partners are designed to introduce changes in cooking fuel priorities and consumption patterns in rural households which have a far-reaching effect on structural components of the watershed.

Participants may be divided into countrywise groups to work on practical needs and strategic interests in their own environments. This process will enable them to envision women's status/position vis-a-vis cross cultural contexts. Once these indicators are identified, carrying out gender analysis profiles will be easier.

(c) *The Important Gender Analysis Exercises to Address Strategic Interests are as follow.*

- Context Profile: Force-field analysis
- Gender Analysis Activity Profile
- Resources' Access Profile
- Programme Action Profile

These profiles are developed on worksheets in columns against rows. Each column specifies the effects of vectors which are listed in rows, and these are worked out for specific cases under consideration.

Linking the assumptions given by participants during 'b' with 'c', an analytical gender framework will be developed on a blank frame complemented by the issues already structured for the trainer, elaborating processes such as interventions, provision of rules, ideas envisaged in plans, etc (40 mins).

(D) *The Way Forward: Strategies for Gender Redistribution of Resources and Responsibilities*

A recapitulation from 'a' to 'd'; an examination of the concept with examples from at least two case studies (one successful and one failure) where facilitating women's participation failed to bring about desired transformations or results should be made to study the processes. Analyse what happened and how it can be avoided - precautions (25 mins).

The case study of Bangladesh's Chandpur Irrigation Project (CIP) described by Overholt (1991) may be used to analyse how a development intervention, which was designed to alleviate poverty, failed to bring about equitable benefits to both genders. The gender-analytical framework may be worked out on the Table below.

The analysis may be presented by groups, depending on the number of participants. This procedure is helpful in precipitating the major issues bringing about the differences in needs and roles of men and women.

6. Aids Required

- Flip-charts, felt pens, small sheets of paper
- Transparencies
- Working out on the four gender analysis profiles by playing the video cassette. The use of vectors in profiles is illustrated by capturing activities from different regions in Asia, which helps to understand the objectives easily

Table 2: Gender-analytical Framework

S. No.	Institutional Sites	Rules	Practices	Resources	People	Power
1	State					
2	Community					
3	Household					
4	Market					

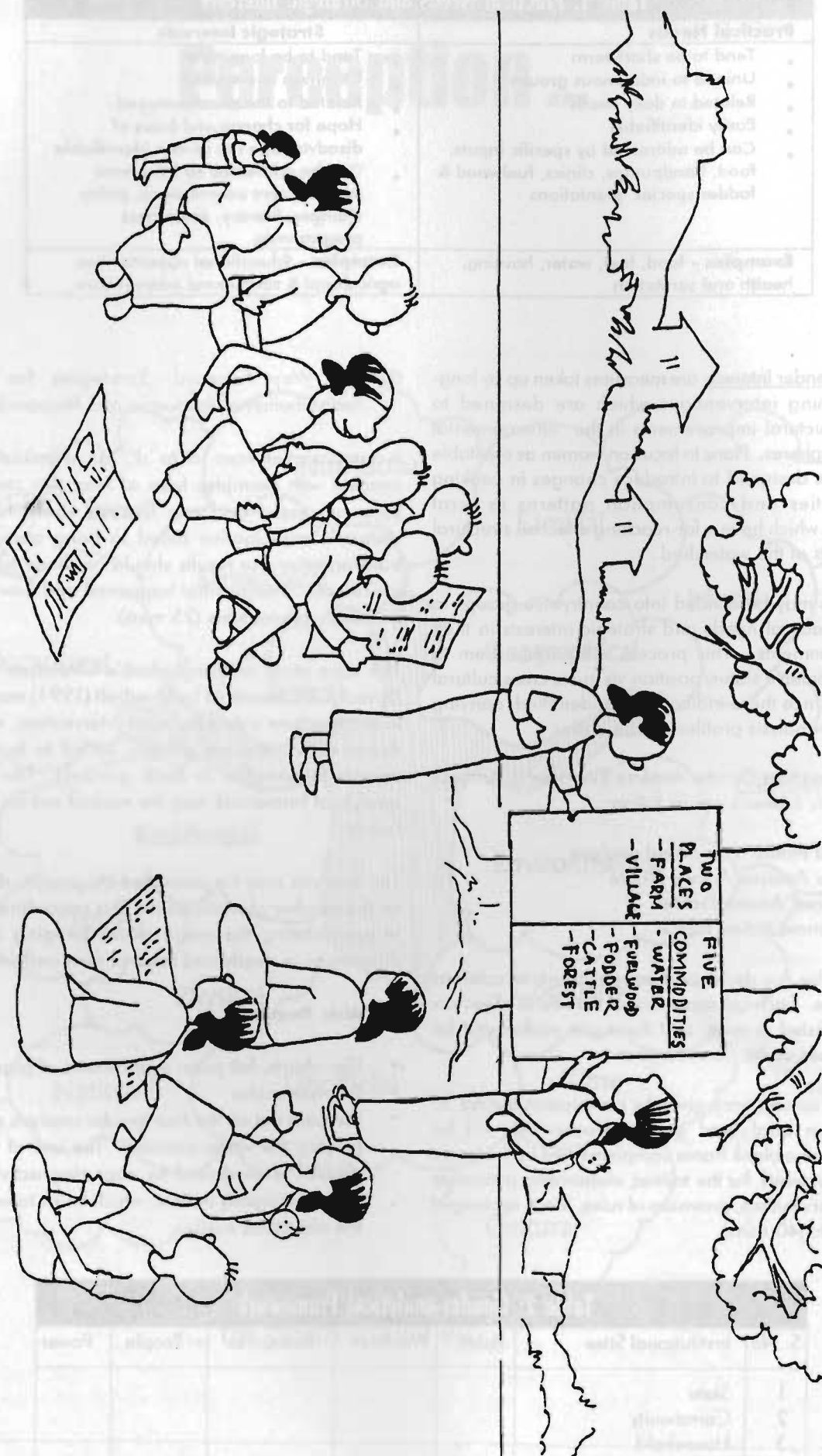


Table 3: Context Profile Analysis

Context/Factors	Strengths	Limitations
1. Environmental <ul style="list-style-type: none"> • Biomass • Soil • Water • Atmosphere • Fresh water bodies • Recharge 	<ul style="list-style-type: none"> • Rich, humid environment • High biodiversity • Simpler biomass demands from people • No industrial pollution 	<ul style="list-style-type: none"> • Depletion of biomass • Rapid soil erosion • Increasing biotic pressure • Depletion in available water
2. Institutional		
3. Social		
4. Political		
5. Economic		

7. Notes for Trainers

The trainer has to plan on delivering the sub-sessions based on the following assumptions, knowledge, and skills.

A number of usable tools have been developed to identify and measure the impact of development interventions through gender redistribution of resources.

(i) First Step - Context Profile (Force-field Analysis)

This tool is used to examine environmental, social, political, economic, and institutional factors, focussing on strengths and opportunities versus weaknesses and limitations. This answers the questions "what is getting better?" and "what is getting worse?".

Objectives

The Context Profile Analysis rationalises the SWOL of the context being worked on under different physical and

biological factors. Further probes are possible after this initial identification.

The Context Profile Analysis of the factors to be focussed on in development plans highlights:

- issues on identification of physical and biological factors,
- qualifying strengths and opportunities of each factor versus its weakness and limitations, and
- the ability to plan, based on how gender is affected by the intensity of these factors.

Precautions

The following measures are taken up to assure use of appropriate terms to avoid undesirable outcomes from the exercise.

- Clarify the level of analysis, both at the national and community level

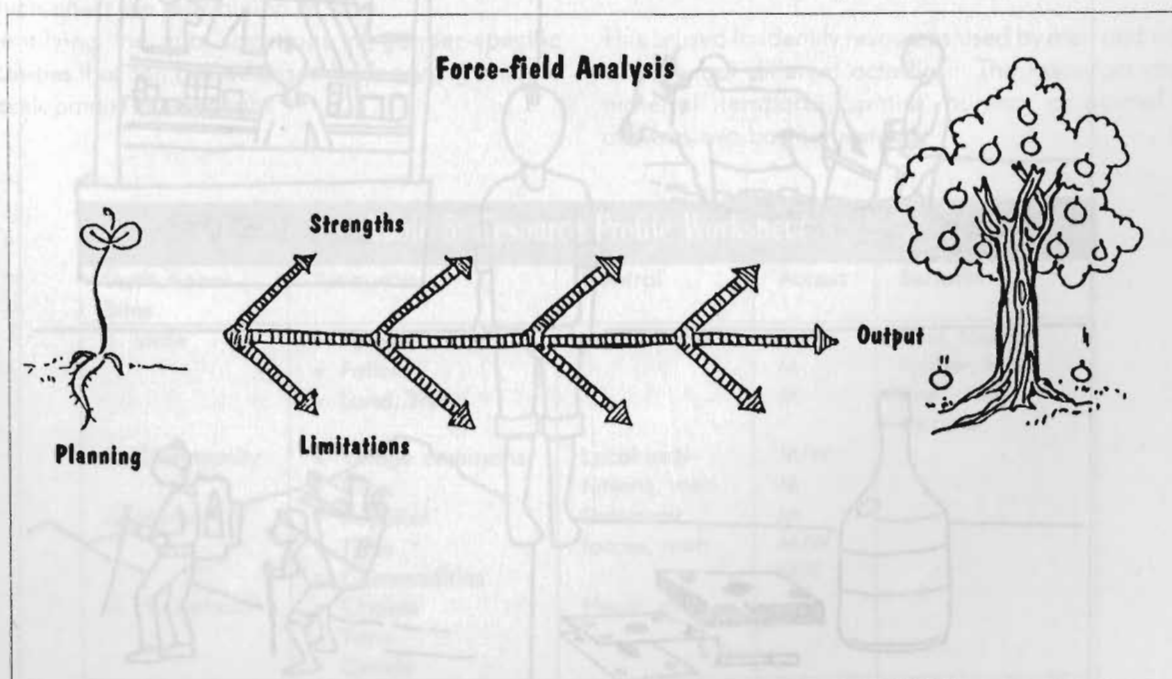


Table 4: Gender Analysis Activity Profile Workshop Framework

Institutional Sites	Determinants		
	Activities	Who does it?	Why it is done?
1. State Holdings - Govt. forest lands - Upland & lowland - Lowland - Nationalised forest products - Protected areas 2. Community Common lands 3. Society 4. Market 5. Household	<ul style="list-style-type: none"> • Collection of fuelwood, fodder, ntfps • Agriculture • Soil Conservation measures 	<ul style="list-style-type: none"> • women • men/women • men 	<ul style="list-style-type: none"> • Cooking & health • Subsistence • Irrigation

- Avoid assigning values as good or bad; focus on what is, not what should be

For each context, a number of factors may be listed. If the strengths and limitations of each factor can be noted, the further accomplishment of men's and women's needs based on the activity and resource access and control profile may be clarified. This is also called SWOL, or force-field analysis, which weighs advantages versus limitations already existing in the system and is of special use at the policy level.

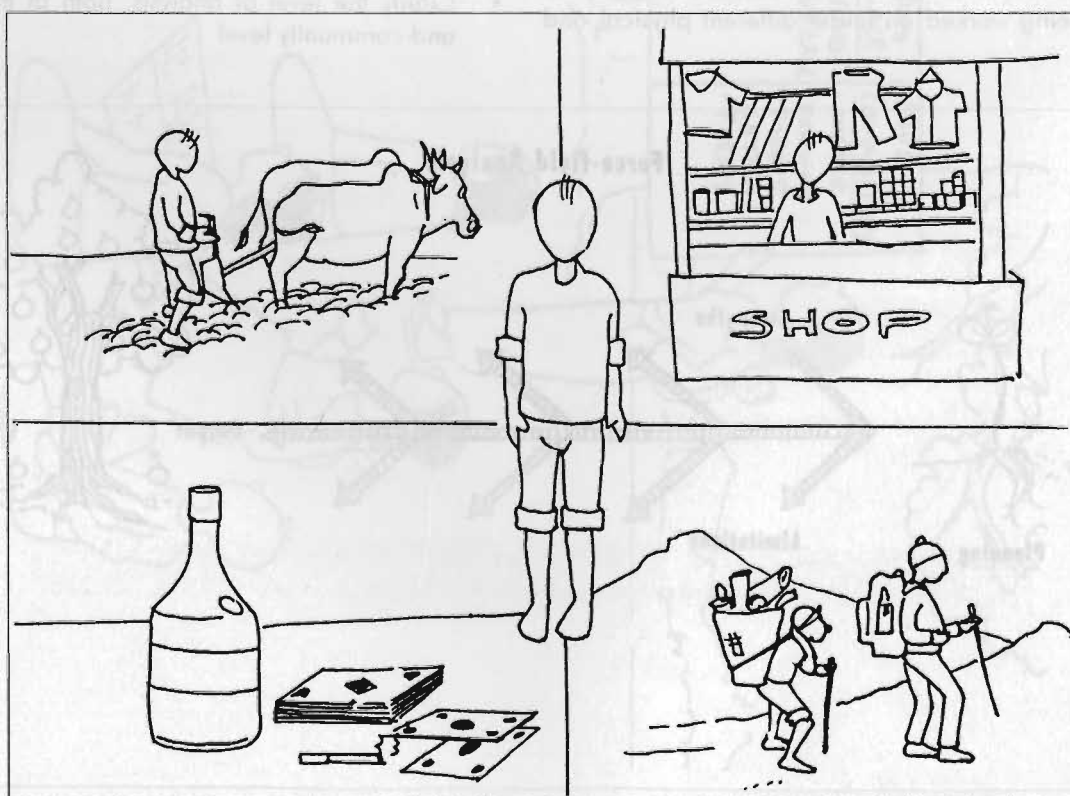
(ii) Second Step : Gender Analysis Activity Profile

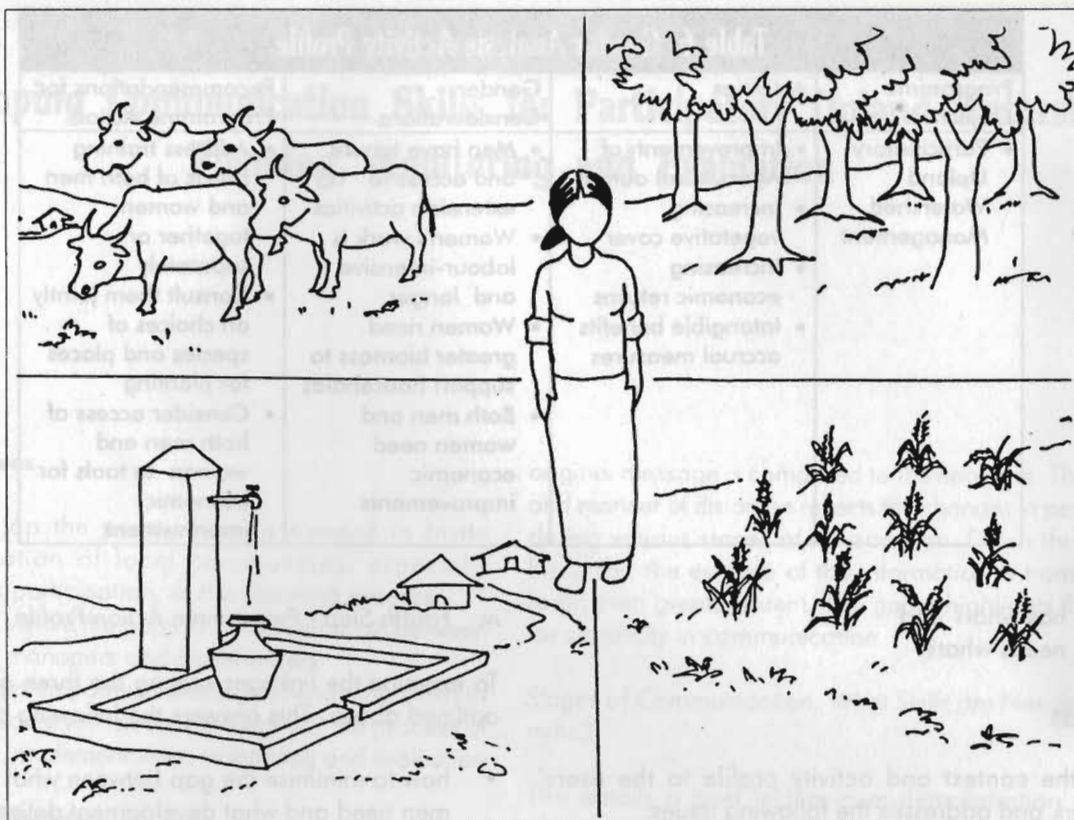
This tool is useful for analysing the gender-based division of labour. It identifies the activities undertaken by men and women at various institutional sites. The time

consumed by these activities is also recorded in order to make a comparative account. This may be carried out by the PRA tools of a daily activity chart and a seasonal occupation chart. The following questions are answered.

- Who does what?
- Which activities are carried out by women?
- Which activities are carried out by men?
- What work is shared by both men and women?

Cross-cultural differences and variations within one society due to urban versus rural backgrounds and class, caste, economic, or political power wielding strata differences may be reflected in deviations in the activity profile. For instance, fodder collection is carried out by both men and women in parts of Nepal and Bhutan.





Objectives

The GAAP addresses following major issues.

- Determining which productive and reproductive activities are carried out by men, women or both
- Determining labour patterns of men and women through daily and seasonal calendars
- Identifying women's dependence on the natural resources and benefits from watersheds
- Identifying interrelationships among activities that which affect the distribution of work
- Identifying the vital locations of gender-specific activities that can be addressed by designing suitable development interventions

Precautions

Only facts should be registered, with no extrapolation or guesswork being used to complete the information.

- Focus on "what is" rather than "what should be" given
- Be prepared for expressions and reactions of surprise or resistance

iii. Third Step: Resource Profile

This is used to identify resources used by men and women to carry out different activities. The resources may be material, temporal, spatial, human, or animal. This answers two basic questions:

Table 5: Resource Profile Worksheet				
Institutional Sites	Resources	Control	Access	Benefits
1. State	<ul style="list-style-type: none"> • Forests • Fallow • Land, Trees 	Govt./Depts.	M/W M M	Fuel, fodder, timber, food, medicine, income
2. Community	<ul style="list-style-type: none"> • Village commons • Time 	Local institutions, men	M/W M	
3. Market	<ul style="list-style-type: none"> • Supplies • Time • Commodities 	Economic forces, men	M M/W M/F	
4. Household	<ul style="list-style-type: none"> • Chores • Time • Goods 	Head, man		

M=men; W=women

Table 6: Gender Analysis Activity Profile

Programme Objective	Activities	Gender Considerations	Recommendations for Programme Action
<ul style="list-style-type: none"> Participatory Upland Watershed Management 	<ul style="list-style-type: none"> Improvement of Agricultural output Increasing vegetative cover Increasing economic returns Intangible benefits accrual measures 	<ul style="list-style-type: none"> Men have tenure and access to extension activities Women's work is labour-intensive and longer Women need greater biomass to support households Both men and women need economic improvements 	<ul style="list-style-type: none"> Address training needs of both men and women, together or separately Consult them jointly on choices of species and places for planting Consider access of both men and women to tools for economic improvement

- who has what? and
- who needs what?

Objectives

It links the context and activity profile to the users' framework and addresses the following issues:

- determining access and linkages of men and women to different resources,
- examining control over resources by men and women, and
- measuring differential resource use patterns of men and women, including their needs and the benefits derived from these resources.

Precautions

A resource profile does not necessarily apply uniform norms to different situations. While doing the exercise, care should be taken that:

- actual information is used and not extrapolation or guesswork,
- the word 'family' should be replaced by man or woman,
- not all 'control' can be classified as men's or women's because govt. controls also exist.

iv. Fourth Step - Programme Action Profile

To examine the linkages among the three other profiles outlined above. This answers the following questions:

- how to minimise the gap between what women and men need and what development delivers?and
- which policy-level interventions can be incorporated into action plans?

Objectives

- To evaluate whether a programme is able to deliver equitable goods to both women and men
- To evaluate whether men and women have equal opportunities to participate, justifying their roles and needs
- To examine whether the programme requires gender-sensitive changes to assure that the results are sustainable, equitable, and effective

Gender analysis is a tool developed to arrive at a logical conclusion regarding sites where gender segregation is visible. This perception may be dovetailed with development design packages so as to incorporate the vital linkages between resources and gender components. There are several PRA tools which may be followed to derive information on the worksheets. Some of them are listed below.

Table 7: PRA Tools for Gender Analysis

S. No	Profile Tool	Framework of PRA as a tool for GA			
		Context	Activity	Resource	Action
1.	Mapping/modelling	✓		✓	
2.	Transect	✓		✓	
3.	Seasonal Analysis		✓	✓	
4.	Trend diagramming	✓			
5.	Matrix Ranking		✓	✓	✓
6.	Wealth Ranking			✓	
7.	Chapati/Venn Diagram	✓		✓	
8.	SWOL				✓