



MINISTRY OF WATER,
SANITATION AND
IRRIGATION



WaterFund

Financing the Water Sector

WATER SECTOR TRUST FUND

GENDER EQUALITY & SOCIAL INCLUSION STRATEGY





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SOCIAL INCLUSION STRATEGY**

2021

List of Acronyms

AGPO	-	Access to Government Procurement Opportunities
CEDAW	-	Convention on Elimination of all Forms of Discrimination Against Women
CLTS	-	Community Led Total Sanitation
CoK	-	Constitution of Kenya
ECOSOC	-	Economic and Social
GBV	-	Gender Based Violence
GESI	-	Gender Equality and Social Inclusion
GoK	-	Government of Kenya
HIV	-	Human Immunodeficiency Virus
HRBA	-	Human Rights Based Approach
KAP	-	Knowledge, Attitude and Practice
PWD	-	Persons with Disability
SCMPs	-	Sub Catchment Management Plans
SDG	-	Sustainable Development Goals
SIAPs	-	Social Inclusion Action Plans
WASH	-	Water Sanitation and Hygiene
WRM	-	Water Resource Management
WRUA	-	Water Resource Users Association
WSS	-	Water and Sanitation Services
WSTF	-	Water Sector Trust Fund
WUs	-	Water Utilities
WRCC	-	Water Resources & Climate Change Investments

Foreword

The Constitution of Kenya, 2010 in Article 43 obligates the state to provide economic and social rights to its citizens. The Article specifically provides the right to clean and safe water in adequate quantities while recognizing the right to reasonable standards of sanitation under Article 43 (b). The Water Act, 2016 in Part 4 (63) further affirms the rights to safe water and reasonable standards of sanitation. The Ministry of Water, Sanitation and Irrigation through the Water Sector Trust Fund (WSTF) is committed to accelerating access to water and sanitation services to the marginalized and underserved populations in Kenya.

The Gender Equality and Social Inclusion (GESI) Strategy of the Fund is formulated to guide the mainstreaming of gender equality and inclusion principles through a Human Rights Based Approach (HRBA). The strategy aims to inform institutional operations, procedures, programmes and projects of WSTF, Counties and Implementing Partners. The strategy will facilitate in the operationalization of GESI and HRBA principles and approaches that will enhance the delivery of institutional commitments, sector policies and plans to safeguard improved water and sanitation coverage.

The strategy highlights the barriers to social inclusion and equitable access to water and sanitation services. Implementation of this strategy will go a long way in ensuring that Counties, implementing partners and stakeholders are supported to adopt and tailor GESI guidelines and practices. This will result in increased and equitable access to opportunities and resources through expressive participation in decision making particularly for women, youth, children, Persons with Disabilities, the elderly and minority and marginalized communities.

This strategy document is designed to act as a vehicle for monitoring progress that the WSTF and Implementing Partners are expected to make in promoting gender equality and social inclusion. It is my hope that the Strategy document will be useful in guiding and accelerating measures that will transform the lives of Kenyans through improved access and management of water and sanitation services particularly to the marginalized and underserved groups.

WSTF wishes to appreciate the National Gender and Equality Commission for overall technical guidance in the development of this strategy. Special thanks goes to the Government of Sweden and Finland for providing financial and technical support through the Joint Six Programme. I recognize the Fund Board of Trustees, Management, and Staff of the Fund in providing technical expertise and insights during the development of the GESI strategy.

Willis Ombai
Ag. Chief Executive Officer
Water Sector Trust Fund

Definition of Terms

Affirmative action: Any measure designed to overcome an inequity or the systematic denial or infringement of a right or fundamental freedom

Child: Individual who has not attained the age of eighteen years

Discrimination: Affording different treatment to different persons attributable wholly or mainly to their respective descriptions on basis of the race, sex, pregnancy, marital status, health status, ethnic or social origin, colour, age, disability, religion, conscience, belief, culture, dress, language or birth

Empowerment: Increasing the personal, political, social or economic strength of individuals and communities. It involves awareness-raising, building self-confidence, expansion of choices, increased access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality.

Gender: Social definition of women and men among different communities and cultures, classes, ages and during different periods of history.

Gender analysis: A systematic methodology for examining the differences in roles and norms for women and men, girls and boys; the different levels of power they hold; their differing needs, constraints, and opportunities; and the impact of these differences in their lives.

Gender equality: is achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the different behaviours, aspirations and needs of women and men are equally valued and favored.

Gender Equity: The provision of fairness and justice in the distribution of benefits and responsibilities between women and men.

Gender indicators: Criteria used to assess gender-related change in a condition and to measure progress over time toward gender equality. Indicators used can be quantitative (data, facts, numbers) and qualitative (opinions, feelings, perceptions, experiences).

Gender mainstreaming: A process that ensure concerns of men and women form an integral dimension of the design of all policies, laws and administrative procedures including budgeting, and budget implementation, and the monitoring and evaluation of programs implementing such policies, laws and administrative procedures in all political, economic and societal spheres so as to ensure that women and men benefit equally and that inequality is not perpetuated.

Gender-responsive budgeting: Planning, programming and budgeting that contributes to the advancement of gender equality and the fulfilment of women's rights.

Marginalized Group: A group of people who, because of laws or practices before, on or after the effective date, were or are disadvantaged by discrimination on one or more of the grounds in Article 27 (4) of the Constitution;

Older member of society: A person who has attained the age of sixty years and whose specific rights are provided in Article 57 of the Constitution of Kenya.

Person with Disability: Any person with any physical, sensory, mental, psychological or other impairment, condition or illness that has, or is perceived by significant sectors of the community to have a substantial or long term effect on an individual's ability to carry out ordinary day to day activities

Social inclusion: Process of improving the terms on which individuals and groups take part in society including improving the ability, opportunity, and dignity of those disadvantaged on the basis of their identity.

Underserved: Persons from communities such as rural areas or impoverished urban sectors; poverty or of low socioeconomic status; disadvantaged backgrounds, vulnerable children and families, and of low income.

Youth: Individuals who— (a) have attained the age of eighteen years; but (b) have not attained the age of thirty-five years.

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1.0 Introduction



1.1 Background information

Water Sector Trust Fund (WSTF), is a State Corporation under the Ministry of Water, Sanitation and Irrigation. It is established under the Water Act, 2016. The mandate of the Fund is to provide conditional and unconditional grants to counties, in addition to the Equalization fund and to assist in financing the development and management of water services in marginalized areas or any area which is considered by the Board of Trustees to be underserved including;

- Community level initiatives for the sustainable management of water resources
- Development of water services in rural areas considered not to be commercially viable for provision of water services by licensees
- Development of water services in the under-served poor urban areas
- Research activities in the area of water resources management and water services, sewerage and sanitation.

The WSTF has in place an institutional framework for sanitation and water management which consists of a range of different organisations with responsibility to develop and manage water resources and the delivery of water and sanitation services at different levels of society (Fig.1).

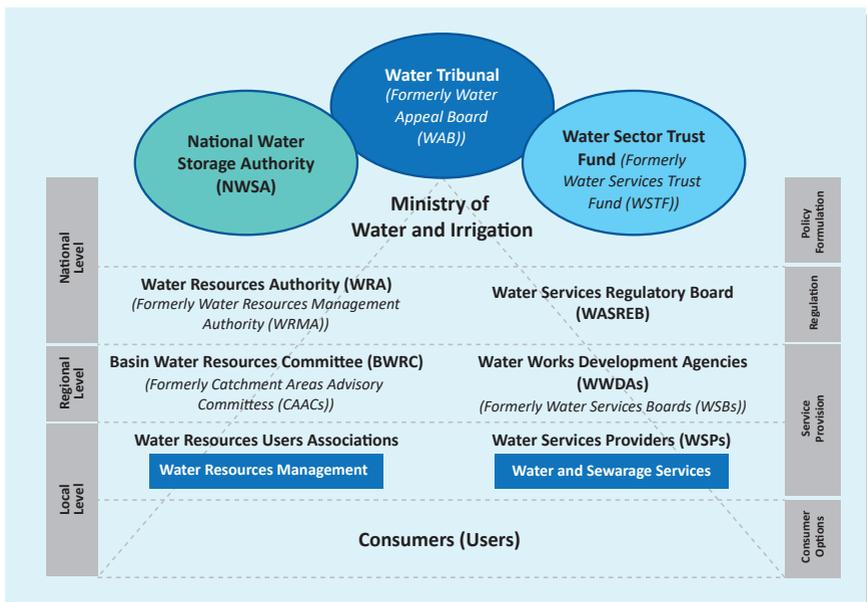


Figure 1: Water sector institutional framework

In line with its mandate, the WSTF is required to collaborate with counties in the implementation of programmes and projects in Water, Sanitation Services and Water Resource Management activities through;

- Rural Investments

- Urban Investments
- Water Resources & Climate Change Investments
- Result Based Financing

In its Strategic Plan 2018-2022, WSTF seeks to build a culture that will ensure observance of guiding/operating principles including: Sustainable investment programmes; Equity and Social Inclusion; Efficiency in resource management; Accountability and Good Governance

The Gender Equality and Social Inclusion (GESI) Strategy is developed to mainstream principles of gender equality and inclusion through a human rights based approach (HRBA) within Water Sector Trust Fund (WSTF) programmes and projects in order. The strategy aims to address the economic and social rights of underserved and marginalized through financing of water, sanitation and water resources management interventions. The strategy will guide WSTF staff and partners to operationalize GESI in institutional commitments, policies and plans to ensure improved water and sanitation coverage.

The GESI strategy will enable the Fund to realise its mandate as espoused in the Water Act 2016, contribute to the realization of the right to water and sanitation as obligated in Article 43 (b) and (d) of the Constitution, 2010, and other commitments ratified by Kenya at Regional and International level. It also provides an understanding of the concept, issues, steps and processes to be considered for mainstreaming GESI and highlights the barriers to social inclusion and equitable access to water and sanitation services.

Implementation of this strategy will ensure that stakeholders are supported to adopt practices that lead to increased and equitable access to opportunities in water service provision, sanitation services and water resources management through meaningful participation in decision making particularly for women, youth, children, Persons with Disability (PwD), the elderly, minority and marginalized communities. In its current form the strategy seeks to reflect broad consideration of the necessary steps towards achieving Gender Equality and Social Inclusion principles. It is expected that the strategy will be adapted to fit prevailing social, cultural and economic contexts of counties and actual interventions will be agreed based on the realities on the ground.

1.2 Policy and Legal framework

1.2.1 International and Regional Policy and Legal Framework

Kenya has demonstrated commitment towards gender equality and inclusion by signing and ratifying several international human rights instruments, among them the International Covenant on Civil and Political Rights (ICCPR) and the International Covenant on Economic, Social and Cultural Rights (ICESCR), the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD).

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) provides for the rights of all girls and women. It also lists specific areas where discrimination against girls and women must end, like laws, marriage, education, health care, and employment. Article 14 (g) provided for equal access to among others land and recommended agrarian reforms as well as in land settlement schemes. Beijing Platform for Action (BPfA) oblige state parties to take all appropriate measures to “ensure greater

participation of women in the planning, management and preservation of the environment and the sustainable use of natural resources at all levels.

The United Nations Convention on the Rights of the Child (UNCRC), 1989 explains the rights due to children and the responsibilities of governments to children. The UNCRC consists of 54 Articles that set out children's rights and how governments should work together to make them available to all children with governments required to meet children's basic needs such as education, health and security and to help children reach their full potential. It recognizes that in all matters touching on children, their best interests should prevail.

The Convention on the Rights of Persons with Disabilities (CRPD), 2006 is intended as a human rights instrument designed to reaffirm that all persons with all types of disabilities must enjoy all human rights and fundamental freedoms. It clarifies and qualifies how all categories of rights apply to Persons with Disabilities and identifies areas where adaptations have to be made for Persons with Disabilities to effectively exercise their rights and areas where their rights have been violated, and where protection of rights must be reinforced. The United Nations Declaration on the Rights of Indigenous Peoples, 2007 provide a strong basis for the advancement of the rights of marginalized and minority groups.

Building on a long history of international human rights and gender equality commitments, the 2030 Agenda for Sustainable Development (2030 Agenda) provides a landmark agreement negotiated and approved by the 193 Member States of the United Nations. Comprising 17 Sustainable Development Goals (SDGs), it aims to address the economic, social, environmental and political dimensions of sustainable development in a comprehensive and integrated way.

Regionally, Kenya has ratified the African Charter on Human and Peoples' Rights, and the Maputo Protocol on the Rights of Women in Africa amongst other conventions.

1.2.2 National Legal and Policy Framework

To give effect to the global conventions signed and ratified by Kenya, the country has enacted various legislations touching on marginalized and underserved.

1.2.3 The Constitution of Kenya, 2010

Article 10 of the Constitution of Kenya, 2010 (CoK,2010) stipulates the national values and principles of governance which include human dignity, equity, social justice, inclusiveness, equality, human rights, non-discrimination and protection of the marginalized. Article 43 (d) of the Constitution of Kenya 2010 provides the right to "clean and safe water in adequate quantities" with Article 43(b) providing the right to reasonable standards of sanitation. The state is expected to take legislative, policy and other measures including the setting of standards, to achieve the progressive realization of these rights under Article 21 of the CoK, 2010.

Further, the Fourth Schedule of the Constitution of Kenya (Article 185 (2), 186 (1) and 187 (2)) which outlines the roles of functions of both national government and county governments devolves the provision of water and sanitation services to county governments and makes county governments functionally responsible for county water

and sanitation services including control of pollution. The National Government retains responsibility for national policy, training, capacity building, technical assistance and standards formulation.

1.2.4 Water Act, 2016

The Water Act, 2016 aligns the water sector to the Constitutional demand for devolution. The Act also recognizes that water related functions are a shared responsibility between the national and county governments, and prioritizes the use of abstracted water for domestic purposes over irrigation and other uses. The Act in Part 4 (63) affirms the right to clean and safe water and reasonable standards of sanitation as stipulated in Article 43 of the Constitution.

1.2.5 The National Policy on Gender and Development 2019

This policy obligates the state to mainstream gender in all its policy and legal frameworks, programs and operations. Under the policy's section on environment and natural resources, emphasis is put on capacity building of women on the negative effects of deforestation for them to be able to contribute towards sustainable natural resource management and climate change mitigation and adaptation.

1.3 Rationale and Purpose of the Strategy

1.3.1 Rationale

The transition from centralized national government to devolved county government has provided greater opportunity for social inclusion and regional equity that ensures the distribution of water and sanitation services to diverse geographical areas and groups. Article 21(1) of the Constitution of Kenya obligates state organs and all public officers to address the needs of vulnerable groups including women, older members of society, Persons with Disabilities, children, youth, members of minority or marginalized communities, and members of particular ethnic, religious or cultural communities.

The Human Rights Based Approach (HRBA) emphasizes equitable distribution of development interventions through participation, accountability, transparency and non-discrimination by both duty bearers and right holders. The Fund is a key player in financing the water and sanitation sector in Kenya. The Fund builds on and contributes towards achieving international commitments, Constitutional requirements and achievement of SDGs through its interventions. This is aimed at addressing Economic and Social Rights (ECOSOC) of the special interest groups through ensuring substantive equality, non-discrimination in the water and sanitation sector in Kenya.

1.3.2 Purpose

The GESI strategy seeks to incorporate HRBA in its investment programmes targeting the underserved and marginalized groups through established delivery mechanisms and ongoing partnerships with counties. The strategy strives to address several barriers to access, participation, benefits and inclusivity derived from water and sanitation services and water resources for marginalised and underserved including inadequate policies and legalisation that guide provision of services to the underserved and non-profitable areas; Inconsistent monitoring and reporting of GESI related data and information and lack of clear accountability and transparency systems affecting governance in the sector.

The GESI strategy helps women and men in all social groups to access, contribute to and benefit from economic, social, cultural and political development at the same level while ensuring non-discrimination, participation, accountability and transparency by both rights holders and duty bearers. It promotes equal participation of women and men of various social groups in decision making and reduces the gap between women and men's access to and control of resources and the benefits of the development process. The GESI Strategy therefore provides an opportunity for ensuring that the right to water and sanitation services for the underserved and marginalized communities are addressed through targeted investments implemented by the WSTF.

2.0 Gender Equality and Social Inclusion in Water and Sanitation Services



2.1 Understanding GESI and HRBA

GESI seeks to embrace an understanding of differences and inequalities in gender roles, relations and contributions of the marginalized. Mainstreaming of gender equality and social inclusion through a human rights based approach (HRBA) is complementary and mutually reinforcing. GESI mainstreaming calls for the integration of a gender perspective and inclusion of all social groups regardless of their disadvantages and challenges in development activities, with the goal of achieving gender equality.

A human rights-based approach integrates international human rights standards and principles in development activities, including the marginalized rights. GESI and HRBA call for attention to the impact of activities on the welfare of specific groups, as well as to the importance of empowerment and participation in decision-making. Both apply to all stages of project cycle (identification, formulation, appraisal, approval, implementation, review, monitoring and evaluation and project closure) and to all types of action (legislation, policies and programmes), thus HRBA empowers people to know and claim their rights and increase the accountability of individuals and institutions who are responsible for respecting, protecting and fulfilling these rights. GESI mainstreaming ensures the inclusion of marginalized and vulnerable groups in a community to participate and make decisions on issues and problems affecting them.

A human rights based approach to water and sanitation requires that communities have access to the resource, information and the opportunity to meaningfully participate in decision making. In order to operationalize GESI and aim at realization of equitable distribution and access to water, sanitation and management of water resources, the HRBA principles and cross-cutting aspects must be considered. This does not mean that water and sanitation services must be free of charge, but strategies of reaching out to the poor must be identified without compromising these principles and criteria.

The conceptual framework in Fig. 2.1 illustrates how the state has obligations as the duty bearer to provide water and sanitation services to its citizens by focusing on the HRBA principles and normative criteria. The state/county government has three obligations: to fulfil, protect and respect the rights of its people through creating an enabling environment.

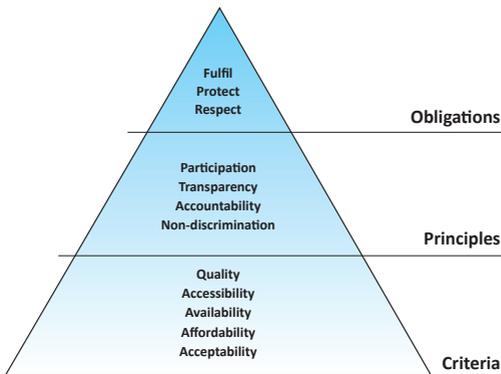


Figure 2.1: HRBA and GESI framework

To this end, establishment and maintenance of public water and sanitation facilities requires the application of the human rights- based principles:

- i. The beneficiaries should be allowed to participate in the design and decision making processes through consultations and public participation forums.
- ii. The public WSS sectors should be characterized by openness and transparency where the public has a right to know what is happening and ensure that information on WSS policies, plans and procurements made accessible to beneficiaries/public.
- iii. It is important for the county governments and other water sector players to be accountable in line with their mandate and obligations.
- iv. Plans, strategies and service provision systems must be non-discriminatory and should be designed to provide service for everyone.
- v. The normative criteria must be satisfied for the rights to be considered fulfilled.

2.2 Guiding Principles of GESI through the HRBA

It is critical to understand the root causes of discrimination, gender relations and power structures within communities during planning and implementation of water, sanitation and water resources management programmes. This therefore calls for an assessment or analysis of GESI and HRBA related issues within the programme context. The marginalized must be identified, barriers to their inclusion and causes that deprive them of their rights should be identified to inform discussions for planning and designing.

The principles provide policy and operational guidance to the Fund so that all activities contribute to enhancing human rights. The HRBA identifies the needs and constraints of two main constituencies: the duty bearers and rights holders. In detail the principles associated with HRBA in realization of GESI which include Non-discrimination, Participation and inclusion, Transparency and Accountability.

2.2.1 Non-discrimination (Using WSTF best practice experience in pro-poor targeting)

A fundamental principle in the human rights obligations of states is that of non-discrimination. All persons are equal and should have equal access to public services and opportunities, to security and justice. The Fund has in regard to each of its investment programmes supported the underserved populations of Kenya, based on transparent marginalized target setting and equal distribution of resources.

Specific targeting has included poverty criteria, where locations with the highest number of poor households have been prioritized. The Fund will work with the Counties in the design and development of new marginalized targeting resource allocation mechanisms. The Fund will also support counties to prioritize focusing on disaggregated monitoring indicators and baseline data which will most importantly enable them develop deliberate planning and affirmative actions to address discriminatory issues. For example, lack of facilities for menstrual hygiene in schools and public places is a discrimination against girls and women. Disability mainstreaming in institutions remains largely unaddressed and hence latrines are inaccessible and unacceptable for People with Disabilities.

Table 2.1: Constraints and Strategies on non-discrimination

Challenges/constraints:	Strategy to address:
1. Issues of availability (area of potential coverage) of entities that are able to manage service delivery. 2. Targeting areas and population groups with the least access to water and sanitation, which are considered uneconomical	Step 1: The initial focus must be on the development of sustainable Water Utilities which avail WASH access to all groups on an equal basis, providing equal opportunities to all communities and particularly to marginalized households. Step 2: To expand the areas of service delivery as mandated to these Water Utilities. Step 3: Develop pro-poor policies that will guide provision of water and sanitation services to marginalized and underserved areas
Normative criteria: <ul style="list-style-type: none"> • Accessing benefits (connection fees, water tariff) 	

2.2.2 Participation and inclusion (Active meaningful participation - a means to an end):

The Fund, community and WRM projects have embraced participatory and inclusive principle which is people centered development processes. Participation of farmers, water users and riparian land owners in water resources management has improved substantially within a decade. Their inclusion supported by the Water Act, 2016 has brought enormous potential and vigour to the whole water management sector, with increased understanding of issues in sub-catchments, more equal water use and numerous local conservation efforts.

The Fund has experience in inclusiveness at the community/project/WRUA level where marginalized groups, e.g. households with Persons living with HIV, elderly persons and Persons with Disability have been given special support e.g. reduced connection fees and cross subsidized tariffs. The Fund is required to ensure that these best practices will be kept and included in the programme design.

Kenya is a water scarce country with recurring floods and droughts, which are likely to increase with the effects of climate change. The country has put in place the necessary structures and coherent conceptual framework to address water resources management. However, the lack of compliance or adherence to the rules on abstraction and effluent discharge by some users have led to disregard of the rights of other users. Baseline data is only available in those sub catchments where abstraction and water quality surveys have been implemented. These surveys show extremely low levels of abstraction compliance. Most of the poor in Kenya still take their water from raw water sources. It is the quantity and quality of the water remaining in the rivers, pans and dams that most directly affect the service level of the poor and are negatively impacted by a lack of an operational regulatory environment.

Water Utilities cannot manage water production and provision without the means of measurement. The ability to measure production, distribution and at the point of sale is a pre-requisite for efficient water utility operation. Likewise, at the sub catchment level water measurement for improved access management is critical. The WSTF has in the past focused its Water Resource Investments more on Catchment conservation activities. In future the WSTF will place emphasis on the Water Resources measurement of improved

management of access and in the promotion of compliance to the rules governing access at the sub catchment level.

Table 2.2: Challenges and strategies on participation and inclusion

Challenges/constraints:	Strategy to address:
Lack of compliance by water users in regard to abstraction of limited water resources resulting to water conflicts between upstream and downstream users	Step1: Capacity building of County related institutions and WRUAs to expand their mandate in regulation at the county level. Step2. Involving all stakeholders (downstream and upstream users) in planning and monitoring water abstraction and regulate the different uses for the water to enable access for all Step 3: Develop complaint and conflict resolution and management mechanisms to address emerging water supply and water resource management challenges
Lack of cooperation between stakeholders / partners	Clear definition of roles for each stakeholders/ partners and clear strategies on how to implement the roles
Lack of plans and clear strategies to address socio – cultural challenges while overlooking the implications of the same towards achieving the right to water and sanitation	Step1: Socio–cultural analysis of beneficiary communities to establish barriers inhibiting access to water and sanitation services Step 2: Develop legislation to help address the socio – cultural barriers to access
Normative criteria: <ul style="list-style-type: none"> • Representation and involvement in planning, implementation and monitoring • Acceptability 	

2.2.3 Transparency (County targeted information packages):

Access to information and freedom of expression are integral elements in HRBA. The Fund has embraced transparency with regard to funding principles, decisions and project implementation methodologies. In this respect, The Fund has taken steps to reinforce its commitment to transparency and accountability including development of information packages suitable to the county context. Information about the available funding, criteria for funding, open calls for proposals, available project implementation methodologies and systems is publicized. The Fund will then develop a Business Transparency/Integrity Management Action Plan, in relation to its activities and the activities of its partners at County and WU/WRUA level.

Counties should be clear on the anticipated level of investment from the Fund in order to plan co-financing budgets. It is also the responsibility of the counties to foster transparency as a means of holding public officials accountable and enhancing public participation. The figure below indicates the anticipated level of funding to the counties presented in a manner that enhances County Government understanding.

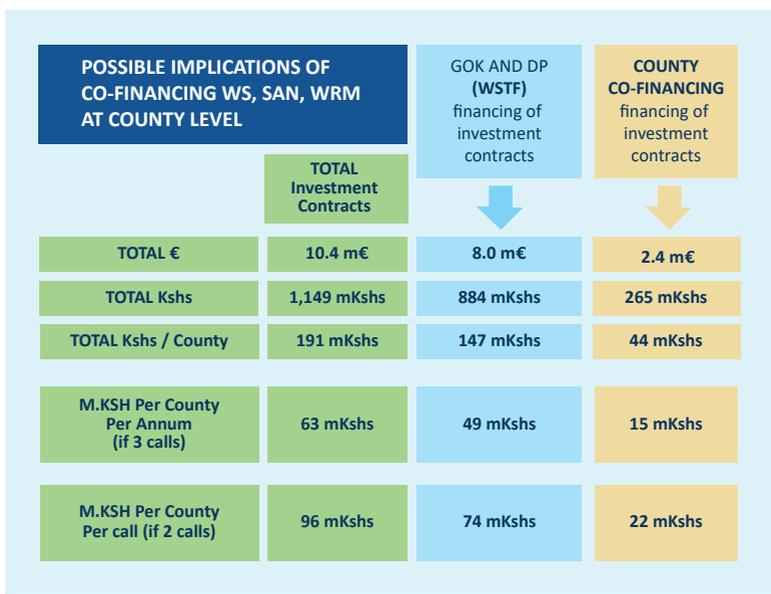


Figure 2.2 WSTF county engagement

Table 2.3: Challenges and strategies to transparency at the county level

Challenges/constraints:	Strategy to address:
Lack of consistent monitoring system at the county level to gather and disseminate information. This may pose a challenge in terms of achieving results in monitoring and collecting data for specific interventions	Step1: Supporting the County line Department in establishing M & E framework with specific indicators and establish information sharing forums to ensure transparency
Lack of reliable data of existing water investments and water points	Step 2: Support the counties to map out all existing water points and develop a database to enable planning and information sharing
Normative criteria <ul style="list-style-type: none"> • Acceptability 	

2.2.4 Accountability

The State is responsible for recognizing and protecting human rights and fundamental freedoms in preserving the dignity of individuals and communities and to promote social justice and the realization of the potential of all human beings, Article 19(2) of CoK, 2010. In practice this demands the development of adequate policies, laws, institutions, budgets, administrative procedures and practices, and mechanisms of redress. Issues of good governance at the County level is therefore perceived as part of the human rights agenda, and are particularly pertinent to the WSS sector. The evolving County structures will further increase the accountability, as the political decision-makers will be mandated with oversight of the funding, quality control and rights realization of the people.

Cooperation with county assemblies and capacity building of the decision-makers on issues of water, sanitation and water resources management including marginalized

targeting and conservation will support increased accountability. The Fund Project cycle has clearly defined roles and accountability relationships. Each stakeholder is capacitated with relevant tools and systems to effectively exercise his/her duty/responsibility. The Project Cycle incorporates independent oversight and performance monitoring of WUs and WRUAs and impact upon contracting systems, performance assessment and payment terms in the supervision of contract implementation.

The Fund has a high level of financial transparency and a culture of accountability for the funds disbursed to projects. A key problem has been the low capacity of Implementing Partners to manage and account for funds. To address these, The Fund has designed relevant tools including financial guidelines and training packages on contracts, financial and procurement management. This has resulted in improved reporting at project level.

Table 2.4: Challenges and strategies to accountability

Challenges/constraints:	Strategy to address:
Weak accountability mechanisms and systems among stakeholders	Step1: Strengthen the existing accountability mechanisms
Normative Criteria <ul style="list-style-type: none"> Quality, acceptability 	

2.3: Barriers to access to Water and Sanitation services

Counties may need to undertake an analysis to understand the community and scheme specific and general socio-cultural and economic barriers inhibiting social groups in accessing water and sanitation services and opportunities. This will provide planners, implementers and those monitoring interventions with a basis to establish strategies to redress these challenges. Fund, where possible, will support the counties in undertaking relevant assessments to identify the social and cultural challenges affecting access to water and sanitation services by various social groups while supporting them to develop specific strategies to address the challenges.

The following table highlights some of these barriers and how to address them:

Table 2.5: Barriers to Access

Barriers to access	Interventions
Legal barriers: Weak regulatory framework on management of rural water supply schemes	<ul style="list-style-type: none"> Establish the ownership and legal status of the water projects Support capacity building processes for potential Water projects to acquire legal status and mandate to operate Implementation of rural water guidelines published by WASREB
Low Institutional capacity to deliver on water, sanitation and water resources management	<ul style="list-style-type: none"> Capacity building of Counties to understand that they are the duty bearers and responsible for ensuring their citizens (rights holders) have access to water and sanitation and facilitate in their means the conservation of their ecosystems Supporting the Counties to develop water, sanitation and water resources inclusive strategic plans

Barriers to access	Interventions
Social barriers; Participation, Representation, access and culture	<ul style="list-style-type: none"> • Ensure that there is proportional representation of all including the marginalized; women, youth and PWDs in water committees and decision making forums
	<ul style="list-style-type: none"> • Capacity building and awareness creation of beneficiary's rights and entitlements through providing them with information concerning water, sanitation and water resources, policies and programmes, including the use of development assistance. • Consider social inclusion principles at all stages of project cycle
Economic barriers- Affordability: The human rights based approach emphasizes on the principle of affordability of services	<ul style="list-style-type: none"> • Support Counties to develop strategies that ensure all have access including the marginalized without jeopardizing financial sustainability of WU/WRUAs • In the case of sanitation, support fully the implementation of CLTS and urban sanitation to enhance ownership and behaviour change
Geographical barriers: The levels of service received by users in different geographical areas vary. Most rural remote areas and urban low income areas in Kenya have significantly lower levels of access to water and sanitation services and also face higher water tariffs due to cost structures, political influence and decisions.	<ul style="list-style-type: none"> • Marginalized targeting approach to the underserved should be emphasized without compromising sustainability • Support the strategy of clustering the most remote water suppliers to enhance coverage and cost - effectiveness
Vulnerability and marginalization: Persons from marginalized areas do not enjoy the same levels of access to water and sanitation as the rest of society.	<ul style="list-style-type: none"> • Mainstream services and programs by slightly modifying program components to target marginalized groups • Implement policy provisions for water, sanitation and water resources by the government
Water Resource availability: Water resources in the country are not evenly distributed causing disparities in terms of access. The available water resources are degraded and encroached due to the rising population and escalating demands for water by different users. Inter-County/ upstream-downstream water resource issues render some citizens vulnerable in accessing water and sanitation services.	<ul style="list-style-type: none"> • Continuous capacity building of water sector actors e.g. WRUAs on conservation issues within counties for sustainability • Support in establishing of policies to govern the allocation of water and address inter County water conflicts

2.3.1 An analysis of social and cultural barriers to inclusiveness

Understanding of the main social and cultural barriers of inclusiveness in Kenya and particularly within the counties selected, is a pre-requisite to a coherent strategy to address the barriers. The Fund needs to support WU and WRUAs in identification of these barriers, in the development of their Social Inclusion Policies, Strategies and Action Plans. The Social Inclusion Action Plans (SIAPs) need to provide operators with practical/tangible options/opportunities in relation to which meaningful steps can be taken to address the challenges. Some legislative barriers e.g. title deeds and women's rights to land ownership

impact upon water connections uptake and also affect the work done by the WRUAs. Land title/ownership is a key motivation and limitation for a household/farmer to invest in service connections, improved soil and water management and irrigation agriculture. The Fund needs to work with the County Governments to support WUs and WRUAs in developing a clear socio-economic understanding of the underlying situation in each of the respective mandated areas where its investments are directed. The Fund will work with the County Governments in the development of legislation, policies, regulations and rules for protecting access rights in protecting community rights to point water sources enjoyed by community members on traditional or other non-statutory basis.

3.0 Key Entry Points for Gender Equality and Social Inclusion



3.1 Integrating GESI in Water Sector Trust Fund Level Policies and Procedures

Water Sector Trust Fund's mandate is to finance the development and management of water services in the marginalized and underserved areas of Kenya while ensuring equitable access to achieve the right to water. To this end, gender equality and social inclusion must be demonstrated by its institutional arrangement and processes.

GESI strategy implementation will depend to a large extent on a supportive institutional framework at the Fund, County Governments, Implementing Partners and other agencies implementing water services interventions. This calls for reforms, understanding, commitment and capacity building within the institution with an aim towards achieving GESI. To integrate GESI within WSTF, the following measures shall be observed:

3.1.1 Policy and programme review

Revising or formulating new policies and programmes, changing approaches, practices, processes and adjusting allocation of resources; GESI related indicators shall be cascaded into the performance contracting processes within the institution and reporting to the line ministries and authorized agencies.

3.1.2 Capacity development and empowerment

WSTF shall train its staff ensuring that the principles of human rights, gender equality and social inclusion are acquired and integrated to secure change of attitudes, developing additional skills and acquiring new working methods and tools.

3.1.3 Placing new demands on County Governments and implementing partners

The Fund has instituted various measures to achieve these objectives including development of policies and constituting various staff committees to drive the mainstreaming objectives. The policies include: Gender mainstreaming policy (2016); Draft Workplace gender based violence policy (2017); WSTF Environmental policy (2014); Disability mainstreaming policy (2015); Human Resource policies and procedures manual (2019); HIV Aids policy (2020), (2020)

3.1.4 Measuring institutional compliance with GESI Strategy

WSTF shall regularly undertake systematic monitoring and evaluation of gender-specific programme impact and systematic reporting of gender-relevant lessons learned, and best practices. The Fund shall review institutional tools to integrate principles of GESI in organizational practices and procedures by developing GESI responsive indicators and establish databases. Conduct programme evaluations to establish whether the principles of GESI are being met. This will assist in redesigning the strategies to address any serious challenges impeding effective implementation and achievement of proposed GESI activities. Support the documentation of GESI-related best practices and case studies from the counties to enhance accountability and transparency

3.1.5 Mainstreaming GESI in Administrative Operations

WSTF shall include references to gender equality such as gender balance, job

descriptions, vacancy announcements and consultancy ToRs. Procurement opportunities shall adhere to the requirement in regards to reservations for special interest groups including 30% Access to Government Procurement Opportunities (AGPO). Encourage equal participation of all (women and men) in institutional and programme activities. Promote Gender responsive budgeting for programmes and projects geared to delivery of institutional mandate.

3.2 Integrating GESI in County Governments/ Implementing Partners Level

The Fund works closely with County Governments and implementing partners in financing the development of water, sanitation services and water resources management. Several Gender policies at national level propose mechanisms and strategies for mainstreaming gender and social inclusion at various levels. These include the National Gender and Development Policy (2019), National Policy on Prevention and Response to GBV (2014). It is therefore critical for counties to integrate GESI within County legal and institutional frameworks, plans, policies and monitoring processes based on the Rights-Based Approach.

The Fund has developed a County Engagement Strategy that defines areas of partnership. These include capacity strengthening on different programmatic approaches such as GESI that aim at enabling delivery of water and sanitation benefits for the underserved and marginalized communities. The Fund will adopt the GESI strategy in fulfilment of its mandate and as a response to County priorities to increase access to water and sanitation.

From a GESI perspective, the following activities will be undertaken at implementing partner level:

- Provide support to counties in establishment, review, and dissemination of policies and laws in the water and sanitation sector while integrating GESI.
- Support integration of GESI in critical documents such as CIDPs, Annual Plans, County water laws, County water and sanitation strategic plans, County water and sanitation master plans, water policies, communication strategy among others.
- Ensure meaningful participatory planning of investments, ensuring that the needs of the special interest groups in the communities are considered. This entails involvement of men and women in discussions around the project plans and analysis of their roles and responsibilities such that they will be able to benefit from the project as actors, beneficiaries and managers.
- Ensure that Monitoring and Evaluation systems entrench GESI indicators including encouraging reporting with disaggregation of data and data collection with gender and social impact indicators
- Encourage counties to publish and share County plans and budgets and develop information to be shared with the communities to promote transparency.
- Promote representation of special interest groups in projects while observing the constitutional and other statutory provisions
- Promote gender responsive plans and budgets

3.3 Integrating GESI in Programming

The WSTF recognizes that women and men differ in their knowledge, preferences and use of water resources, and that these preferences shape the priorities and concerns of different groups especially the marginalised and underserved. Gender equality and social inclusion is more effective if it is included in programmes and integrated within the different stages of the project cycle. It also requires the use of participatory methodologies to engage all the stakeholders and partners.

WSTF’s Components and project cycle presents an opportunity for effective appraisal and selection of investments with a definite approach from beginning to the end.

Table 3.1: Institutional Strategies to integrate GESI in Programmes

No	Component	Strategic Actions
1.	Water Resource Management	<ul style="list-style-type: none"> • Support the Counties in conducting needs assessments with special focus on GESI-related gaps in skills and knowledge and support equal participation by women and men during training programs • Support the work of WRUAs and ensure inclusion and implementation of GESI mainstreaming and capacity building activities in the SCMPs • Support capacity building of WRUAs to plan and monitor water abstraction while ensuring upstream-downstream/inter County WRUA relations are maintained • Ensure that the activities identified will include actions to mainstream GESI in climate change mitigation, adaptation and ecosystem conservation • In coordination with the Counties and WRUAs support the development of catchment conservation plans that seeks to mainstream GESI principles and approach • Ensure participatory selection of WRM projects that address the needs of all including the marginalized e.g. women, youth, PWDs etc. • Ensure WRUA membership adhere to two thirds gender principle in representation and embrace inclusion of other marginalized groups in water management decision making platforms e.g. WRM committees • Support the assessment of gender responsiveness in water resource management, adaptation and mitigation technologies. • Ensure disaggregation of data allowing for analysis of engagement and benefits derived in relation to gender and social groupings. • Conduct assessment of regulatory aspects and how these affects the marginalized and underserved in accessing water services to inform planning, policy and project design • Continuous sensitization and training of WRUAs and other water resource management actors on GESI • Support documentation and dissemination of GESI best practices and case studies from the counties to enhance accountability and transparency
2.	Water Services	<ul style="list-style-type: none"> • Support the Counties in conducting needs assessments with special focus on GESI – related gaps in skills and knowledge and support equal participation by women and men during training programs

No	Component	Strategic Actions
		<ul style="list-style-type: none"> • Conduct capacity building activities of partners to enhance application of GESI and embrace gender analyses and mainstreaming in development planning, implementation, and M&E. • Support the development of criterion that focuses on HRBA and GESI principles in selection of the water utilities • Ensure full participation of beneficiary communities in selection of water service projects including technology choices and preferences by different categories of the community • Facilitate formulation of County legislation, policies and strategies for the realization of the rights to clean and safe water in adequate quantities while giving priority to the marginalized • Develop accountability systems for both WUs and County government to ensure mobilization and participation by all tiers of community in planning, decision making and design of projects to suit specific needs • Undertake customer surveys disaggregated by age, sex, ability and ethnicity to understand consumer profiles and issues such as service utilization to inform utility decision on tariff structures and extension needs • Support development of improved poverty-specific approaches and monitoring and mapping systems to identify and effectively reach the marginalized with water services • Promote GESI customer aided responsive designs for water infrastructure • Support documentation of GESI best practices and case studies from the counties to enhance skills and knowledge.
3.	Sanitation and Hygiene Services	<ul style="list-style-type: none"> • Support the Counties in conducting needs assessments with special focus on GESI – related gaps in skills and knowledge and support equal participation by women and men during training programs • Ensure community awareness and sensitization in consideration of social and cultural sanitation practices and sensitivity for successful implementation of sanitation interventions • Ensure equity with effective enforcement of GESI and HRBA perspectives in planning, programming, budgeting and monitoring. • Support planning for and upscaling of CLTS approach to reach out to the marginalized in the project mandated areas • Support planning for and upscaling of urban sanitation approach to reach out to the marginalized in the water utility mandated areas • Consider sanitation technologies and designs to meet the needs of all including the marginalized during planning and design. • Undertake Knowledge, Attitude and Practice (KAP)/ Customer surveys disaggregated by age, sex, ability and ethnicity variables in order to understand the adoption levels for improved sanitation, changes in hygiene behavior and related constraints. • Strengthen M & E systems to capture HRBA and GESI aspects in sanitation and ensure documentation and dissemination of best practices. • Support capacity building interventions and adopt business models through Public Private Partnership approach in financing and service delivery through sanitation marketing to provide sanitation options to different categories of community members with emphasis on the marginalized. • Strengthen existing institutions to define their clear roles, responsibilities and accountabilities with GESI lenses

No	Component	Strategic Actions
		<ul style="list-style-type: none"> • Support County Department of Public Health in realizing the objectives of implementing the CLTS approach to address household sanitation challenges with emphasize on GESI principles • Support development of appropriate sanitation legislation for the enhancement of service delivery at all levels based on existing National public health and environmental related laws while focusing on conditions that favor innovation (both in technology and in financing mechanisms) • Develop and disseminate evidence-based guidance materials to help Counties create an effective communication framework; facilitate the sharing of information through conferences, workshops and other forums • Develop GESI responsive guidelines and tools for facilitating good practice; disseminate information and feedback

3.4 Integrating GESI in Project Cycle

The Fund has a prototype investment cycle that involves the following steps:

- a. Project Identification
- b. Project Formulation
- c. Project Appraisal
- d. Project Approval
- e. Project implementation
- f. Project Review, Monitoring and Evaluation
- g. Project Closure

The above steps are summarized in figure 3.1 below:

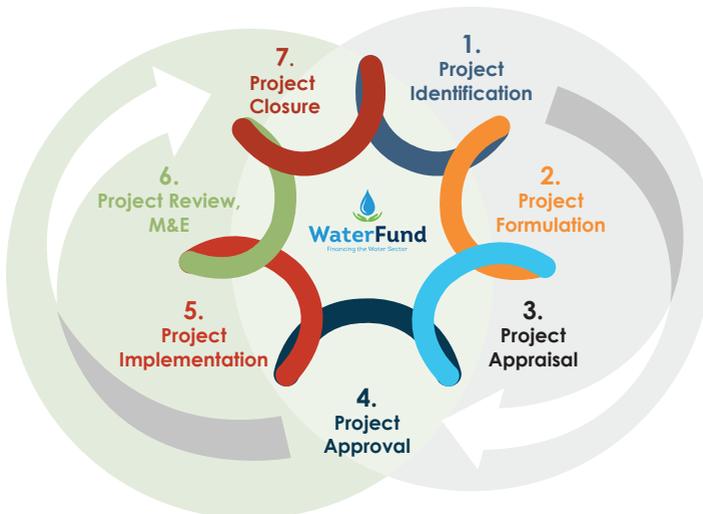


Figure 3.1: Fund Project Cycle

The strategy aims at integrating GESI principles in all stages of the project cycle taking into consideration the HRBA. The table below identifies GESI & HRBA considerations into the project cycle.

Table 3.2: Institutional Strategies to integrate GESI in Project Cycle

Project cycle stage	Strategic Actions on Water Supply, Sanitation and Water Resources
1. Project Identification	<ul style="list-style-type: none"> • Conduct a gender assessment to evaluate the gender-related opportunities, risks, constraints and context • Analyze the differences among women and men that could affect equal distribution of project's benefits • Consider the specific community practices, beliefs, values and traditions that constrain the marginalized including women, children and Persons with Disabilities • Examine the legal rights women and men have and socio-cultural norms that define their roles, needs, concerns, the advantages they have and disadvantages they face • The project should collect disaggregated data by sex, age, ability and ethnicity • Consider hiring and/or involvement of a gender expert as part of the team to contribute to the development of a GESI action plan • Engage relevant sector players including beneficiary communities to include their knowledge and concerns on water, sanitation and water resources. • Ensure data collection tools integrates GESI principles and answer the basic gender analysis questions (what is the context? Who does what? Who has what? Who decides? Who benefits? • Map stakeholders and potential partners
2. Project Formulation	<ul style="list-style-type: none"> • Use information and results from the gender assessment to inform the project action plan, and aim to address gender inequalities and social exclusion of marginalized • Incorporate women and men's knowledge and priorities in the project plan • Ensure the marginalized groups have been identified and targeted in the proposal/concept note • Ensure the situations of men and women are clearly and separately specified in the background information and justification of the project. • Ensure the marginalized are clearly and separately specified as beneficiaries and participants in the project. • The choice of technology should be acceptable and easy to be operated and maintained by the marginalized, especially women, Persons with Disabilities and the older members of society. • Encourage partners to engage stakeholders with knowledge and experience of gender mainstreaming to participate in project identification, formulation • Ensure that background data is disaggregated by sex, age, ability and ethnicity and craft gender responsive indicators to inform monitoring and evaluation of the project • The proposed tariff should take into consideration the marginalized group's economic status e.g. connection fees and tariff structures that take into account ability of the beneficiaries to pay. • Proper consultations should be made with all stakeholders including the marginalized to establish priorities for equitable access to water supply, sanitation and water resources • The capacity needs for all stakeholders should be identified

Project cycle stage	Strategic Actions on Water Supply, Sanitation and Water Resources
3. Project Appraisal	<ul style="list-style-type: none"> • The project appraisal criteria should include GESI and HRBA principles • Screen and assess how and to what extent the project will benefit the lives of marginalized including women and children • Assess Involvement of marginalized in project identification and formulation. • Ensure the project demonstrate expected changes in the quality of life of the marginalized and underserved in the project area • Ensure strategies and actions reflected in the proposals aim at increasing women and men's access and control over resources and opportunities in relation to their specific needs in water supply, sanitation and water resources
4. Project Approval	<ul style="list-style-type: none"> • The approval process should take into consideration projects which have mainstreamed GESI principles and approaches into their proposals. • In the event that funds are limited, priority should be given to those who have articulated GESI principles in their proposal.
5. Project Implementation	<ul style="list-style-type: none"> • Ensure there is an appropriate mechanism to carry out gender-sensitive activities by selecting project implementation team that is gender balanced. • Promote incorporation of marginalized including women in this stage • Provide gender equality and inclusion trainings and awareness creation to the WSTF staff, implementing partners and stakeholders • The composition of the workshop participants should include the marginalized e.g. women, youth and PWDs • The project should allow the voice, choice and control over water resources of the marginalized during implementation • Ensure that women, youth and PWDs are involved in the bidding process and benefit from the provision on 30% Access to Government Procurement Opportunities. • Support setting up of mechanisms for monitoring and enforcing implementation by developing a GESI responsive integrated M&E water and sanitation services framework ensuring that sanitation indicators are adequately provided for. • The marginalized should be given equal opportunity to participate in paid up activities • The marginalized e.g. youth, women and PWDs should be given opportunity in operations and maintenance of both water and sanitation facilities • Encourage County technical working groups to have a representation of the marginalized principles. • The facilities and services should be accessible to women, children, elderly and the Persons with Disabilities.
6. Review, Monitoring and Evaluation, and Reporting	<ul style="list-style-type: none"> • There should be gender related indicators in the action plan, tools and result framework verified by the M&E department • Fundamentally, ensure that the monitoring and evaluation team has information on gender-related activities and outcomes • Assess the project to ensure that the goal is being reached and if the gender plan is achieving the proposed targets • Include a GESI expert in the evaluation team and seek to ensure that all evaluation team members have some understanding of GESI within the context of the project/program being evaluated. • M & E system should explicitly measure the project's effect on all stakeholders including the marginalized e.g. women, youths and PWDs

Project cycle stage	Strategic Actions on Water Supply, Sanitation and Water Resources
	<ul style="list-style-type: none"> • Confirm that all the marginalized groups e.g. women, youth, PWDs have effectively participated in the implementation, benefited from opportunities such as training, employment, accessed financial resources and in decision making at all levels. • Document, report and disseminate lessons learnt, experiences and mechanisms for learning • Check participation of marginalized in activities and if the project influenced community stereotypes, perceptions or gendered norms (against the baseline). • Ensure that data and information is disaggregated by age, sex, ability and ethnicity variables
7. Project Closure	<ul style="list-style-type: none"> • The audit tools and Terms of Reference should take into account GESI principles and be able to present gender disaggregated information. • The completion report should present as part of the output, gender disaggregated project data and information demonstrating the realized change. • Systematize good practices to document and learn from the outcomes regarding gender

4.0 Measuring GESI Implementation Progress and Reporting



Introduction

Monitoring, reporting and evaluation shall be based on GESI sensitive indicators and activities. GESI mainstreamed and specific activities will be captured in the Action Plan and linked to the WSTF Strategic Plan and Operation documents. This will enable collection, aggregation and analysis of data and progress of each GESI activity both at Institutional and Project level. To measure progress and results, WSTF Monitoring and Evaluation Department jointly with the Gender Mainstreaming Committee and implementing partners will continuously monitor GESI implementation, collect data and report.

Sample Indicative indicators:

1. Number of women and/or other marginalized groups accessing and using water and sanitation services.
2. Number of women trained on leadership and management.
3. Amount and % of total project budget secured for women, youth and Persons with Disabilities intervention.
4. Number of women taking on positions of project and committees leadership
5. Number of project based information systems capturing disaggregated data by sex, age, ability and ethnicity.
6. Number of women, men, youth, marginalized communities and Persons with Disabilities reached through capacity building efforts.
7. Number of trainings on gender mainstreaming, Gender Based Violence (GBV) and sexual harassment for WSTF staff and project implementing partners.
8. Percentage of women, youth, and Persons with Disabilities accessing project tenders and procurement opportunities.
9. Proportion of projects complying with GESI principles
10. No. and % of people participating in improved livelihood activities, disaggregated by sex, age, ability and ethnicity
11. Percentage of Project budget set aside for gender mainstreaming. For example, the project allocated funds to hire gender experts, conduct a gender assessment, develop gender specific actions, and collect disaggregated data
12. Procedures for responding to complaints are publicly available and accessible to marginalized; while standards for responding to complaints are implemented and monitored.
13. Proportion of women, youth and PWDs involved in operation and maintenance of projects
14. No. and % of people consulted in project design and implementation, and participating in project meetings, disaggregated by sex, ability, age and ethnicity

Annexes



Annex 1: Gesi Guidelines Structure

1. Introduction

1.1 Background

Water Sector Trust Fund (WSTF), is a State Corporation under the Ministry of Water & Sanitation and Irrigation. It is established under the Water Act 2016. The object of the Fund is to provide conditional and unconditional grants to counties, in addition to the Equalization Fund and to assist in financing the development and management of water services in marginalized areas or any area which is considered by the Board of Trustees to be underserved including;

- (a) Community level initiatives for the sustainable management of water resources
- (b) Development of water services in rural areas considered not to be commercially viable for provision of water services by licensees
- (c) Development of water services in the under-served poor urban areas
- (d) Research activities in the area of water resources management and water services, sewerage and sanitation.

Water Sector Trust Fund (WSTF) has in place an institutional framework for sanitation and water management which consists of a range of different organisations with responsibility to develop and manage water resources and the delivery of water and sanitation services at different levels of society. WSTF has further identified key strategy areas to address barriers to Economic and Social rights of underserved and marginalized communities through financing gender responsive water, sanitation and water resources management interventions.

The GESI guideline will support partners to operationalize GESI strategy through application of HRBA principles. GESI mainstreaming calls for the integration of a gender perspective and inclusion of all social groups regardless of their disadvantages and challenges in development activities, with the goal of achieving gender equality. A human rights-based approach integrates international human rights standards and principles in development activities, including the marginalized rights.

The Human Rights Based Approach (HRBA) emphasizes equitable distribution of development interventions through participation, accountability, transparency and non-discrimination by both duty bearers and right holders.

1.2 Objectives of GESI Guidelines

1.2.1 Broad objective

Integrate the principles of gender equality and social inclusion in water supply, sanitation and water resources management.

1.2.2 Specific Objectives

1. Increase participation of the marginalized in the development of water services and water resources management.
2. Increase access of marginalized and underserved to water and sanitation service and water resources.

3. Improve representation of women, older members of society, PWD and youth in decision making and implementation

1.3 Purpose of the GESI Guidelines

This guideline is designed to help project implementation team including contractors to better understand the inequalities between women and men in different social groups in accessing water and sanitation services and in management of water resources. The guideline seeks to ensure gender responsiveness and social inclusion when designing and implementing water and sanitation infrastructure. This will help to address Gender and inclusion related challenges that arise during design and implementation that are likely to affect completion of projects or achievement of the intended development outcomes.

This guideline helps the user to appreciate the differences in how women, men, Persons with Disabilities, the older members of society and children access water and sanitation services. The guidelines also help to improve quality of services, efficiency and sustainability in water, sanitation and water resource management projects. It leads to conformity by stakeholders in addressing inequalities, eliminating discrimination and achieving the right to water and sanitation.

Annex 2: Integrating GESI in the Project Cycle for implementing partners

Integrating GESI in the project Cycle for implementing partners

No	Project cycle	Component
1.	GESI Responsive project identification	<p>Water, Sanitation and Water Resources Management</p> <p>Inclusive participation:</p> <ol style="list-style-type: none"> i. Ensure the marginalized groups have been identified and targeted in the proposal/concept note by conducting a gender needs assessments to inform planning and budgeting. ii. All stakeholders including the marginalized (women, children, Persons with disability, older members of the society, minority) should be allowed to participate in the project identification and decision making processes through consultations and public participation forums. iii. The formation of project committee should take into consideration representation of all stakeholders including the marginalized. iv. Ensure that the management of the project adhere to two thirds gender principle in representation and embrace inclusion of other marginalized groups in decision making platforms e.g. committees v. Consider the specific community practices, beliefs, values and traditions that constrain participation of the marginalized including women, children and Persons with Disabilities vi. Map all stakeholders and potential partners including the marginalized. Their roles and responsibilities should clearly be spelled out. vii. Ensure gender mainstreaming advisors participate in project identification & formulation so as to capture GESI Issues viii. Ensure that the activities identified include actions to mainstream GESI in climate change mitigation, adaptation and ecosystem conservation <p>Awareness creation:</p> <ol style="list-style-type: none"> i. Create awareness on gender equality and social inclusion to all stakeholders taking into consideration the marginalized on their specific needs to be included in the project. ii. The stakeholders should be made aware on mainstreaming of Gender and Social Inclusion at all stages. iii. Create awareness and sensitization in consideration of social and cultural sanitation practices.

No	Project cycle	Component
2.	GESI responsive Project formulation	<p>Budget:</p> <ul style="list-style-type: none"> i. Allocate budget that are GESI responsive. <p>Gender roles consideration:</p> <ul style="list-style-type: none"> i. Ensure the marginalized groups have been identified and targeted in the proposal/concept note ii. Analyse the differences among women and men that could affect equal distribution of project's benefits iii. Ensure the role of men and women are clearly and separately specified in the background information and justification of the project. iv. Engage a person/local organization with knowledge and experience of gender mainstreaming v. Ensure that data is at least disaggregated by sex, age, ability and ethnicity and include gender responsive indicators. <p>Design and technology</p> <ul style="list-style-type: none"> i. Promote GESI customer aided responsive designs for water infrastructure ii. Ensure participation of stakeholders, particularly women, youth, PWDs and older members of society in selection of projects including technology choices and preferences by different categories of the community iii. Ensure that the proposed tariff should take into consideration the marginalized group's economic status e.g. connection/abstraction fees and tariff structures that takes into account ability of the beneficiaries to pay. iv. The facilities to be designed and services to be provided should be accessible to women, children, older members of society and the Persons with Disabilities. E.g. access ramp. v. Ensure sanitation technologies consider the perspectives of gender equality and social inclusion including; Access, safety, security, health and hygiene, privacy and convenience - Refer to annex on GESI in designs for institutional and public sanitation facilities vi. Ensure sanitation technologies consider the perspectives of gender equality and social inclusion including; Access, safety, security, health and hygiene, privacy and convenience - Refer to annex on GESI in designs for institutional and public sanitation facilities <p>Environmental and Social Impact Assessment (ESIA):</p> <ul style="list-style-type: none"> i. Ensure terms of reference for ESIA includes GESI issues ii. Ensure use of GESI related indicators during data collection. iii. Incorporate GESI in the ESIA action plan

No	Project cycle	Component
3.	GESI responsive project implementation	<p>Recruitment:</p> <ul style="list-style-type: none"> i. Ensure there is an appropriate mechanism to carry out gender-sensitive activities by selecting project implementation team that is gender balanced. For instance: <ul style="list-style-type: none"> - Adherence to the two thirds gender rule - Ensure that 5% representation of PWDs - Apply fairness/equity during recruitment ii. Engage a person with knowledge and experience of gender mainstreaming <p>Procurement:</p> <ul style="list-style-type: none"> i. Ensure that women, youth and PWDs are involved in the bidding process and benefit from the provision on 30% Access to Government Procurement Opportunities. ii. Ensure that the agreement to be signed between the contractor and the implementing partner incorporates the requirements that give opportunities to men, women, youth and PWDs.
		<p>Construction</p> <ul style="list-style-type: none"> i. The project should allow the voice, choice and control over water resources of the marginalized during implementation ii. The marginalized should be given equal opportunity to participate in paid up activities e.g. trenching, office responsibilities among others. iii. Ensure that the facilities being constructed should conform to the GESI requirements e.g. accessibility to women, children, older members of society and the Persons with Disabilities. iv. Capacity build contractors and relevant committees on understanding how gender and inclusion issues are relevant in the project v. Ensure that sanitation facilities are clearly marked in text and pictorial of a male, female and Persons with Disabilities.
		<p>Operation and maintenance:</p> <ul style="list-style-type: none"> i. Support the assessment of gender responsiveness in water services and water resources management, adaptation and mitigation technologies. ii. Ensure that the marginalized groups, e.g. households with persons living with HIV, older members of society persons and persons with disability benefit from pro-poor initiatives e.g. reduced connection/abstraction fees and cross subsidized tariffs. iii. Employ youth, women and PWDs in operations and maintenance of water and sanitation facilities.

No	Project cycle	Component
		<p>Capacity building:</p> <ol style="list-style-type: none"> i. Hold continuous sensitization and trainings of stakeholders and staff/committee on GESI ii. The composition of the participants in the sensitization and trainings should include representation of women, youth, PWDs among others iii. Implementing partner should ensure mainstreaming GESI in their organisation particularly involve persons with knowledge and experience in GESI iv. Support the implementation of Community Total Led Sanitation approach (CLTS) to enhance ownership and behaviour change <p>Leadership and governance:</p> <ol style="list-style-type: none"> i. Ensure adherence to the constitutional provision on the two thirds gender principle and 5% PWDs representation. ii. Strengthen accountability systems including public participation fora by all tiers of community in planning, decision making and design of projects to suit specific needs iii. Ensure openness and transparency iv. Ensure implementing partners acquire legal status and mandate to operate v. Support people from different social groups including women, youth and persons with disability (PWDs) to participate and benefit from project interventions.
4	GESI responsive project review, monitoring and evaluation and reporting	<p>Planning</p> <ol style="list-style-type: none"> i. Support setting up of mechanisms for monitoring and enforcing implementation by developing a GESI responsive integrated M&E framework ensuring that indicators are adequately provided for. ii. Ensure the M & E system is in place and be able to measure the project's effect on all stakeholders including the marginalized e.g. women, youths and PWDs iii. Ensure that the monitoring and evaluation team has information on gender-related activities and outcomes <p>Documentation – GESI sensitive best practice and case studies:</p> <ol style="list-style-type: none"> i. Ensure disaggregation of data demonstrating analysis of engagement and benefits derived in relation to gender and social groupings. ii. Conduct assessment of regulatory aspects and how these affects the marginalized and underserved in accessing water and sanitation services and resources to inform planning, policy and project design iii. Support documentation and dissemination of GESI best practices and case studies from the countries to enhance accountability, transparency and knowledge management iv. Reporting should entail disaggregated data by ability, age, sex and ethnicity <p>GESI responsive indicators</p> <ol style="list-style-type: none"> i. Ensure data collection tools integrates GESI principles and answer the basic gender analysis questions (what is the context? Who does what? Who has what? Who decides? Who benefits? ii. There should be gender related indicators in the action plan and tools that are verifiable.

No	Project cycle	Component
		<p>Evaluation</p> <ul style="list-style-type: none"> i. Engage a GESI advisor in the evaluation team and seek to ensure that all evaluation team members have some understanding of GESI within the context of the project being evaluated. ii. Confirm that all the marginalized groups e.g. women, youth, PWDs have effectively participated in the implementation, benefited from opportunities such as training, employment, accessed financial resources and in decision making at all levels. iii. Check participation of marginalized in activities and if the project influenced community stereotypes, perceptions or gendered norms (against the baseline). iv. Periodic checks and regular user satisfaction surveys should be conducted and results disaggregated by sex to understand the varied views of women and men regarding the use of services. v. Ensure GESI responsive participatory approaches during monitoring e. g Focused group discussions particularly for women, youth and Persons with Disability
5.	Project closure	<p>Gender sensitive report</p> <ul style="list-style-type: none"> i. The completion report should present as part of the output, the expected impact on different stakeholders with emphasis on the marginalized group (women, older members of society, minority and PWDs).

Annex 3: GESI in designs for institutional and public sanitation facilities

3.1 Sanitation

Planning, design and implementation of sanitation programmes should not be regarded only as a male domain but can and should be equally undertaken by women. The technical designs for sanitation facilities should reflect the needs of women and men especially the marginalized groups and should address their specific needs and concerns. These concerns include safety, security, health and hygiene, privacy and convenience. Sanitation technologies must be assessed from the perspectives of gender equality and inclusivity and adapted accordingly.

Before installing facilities, a safety audit to determine the most suitable site should be conducted. The safety audit helps in identification of any existing or potential risks for women and girls who are most vulnerable to attacks by strangers. To achieve appropriateness of designs and site, views of users and especially women must sort and incorporated.

3.2 Safety

When designing public sanitation facilities, there is a range of actual and apparent physical risks to the users that must be mitigated against. These risks arise from poor access paths, poor lighting inside the toilet, wet floors/surfaces, lack of ventilation (disease causing) among others. While these risks can affect everyone, there are groups of people that are more vulnerable and they include persons with physical challenges, pregnant women, the elderly and the sick. As such, the designs and sites must be done in such a way that these risks are minimized. To mitigate or minimize them, the following aspects must be observed:

- Adequate natural lighting
- Adequate ventilation to ensure facility is airy
- Appropriate gradient of paths with respect to facility accessibility. If need be, installation of facilities should include grading of the paths and ensuring they are not slippery.
- Appropriate toilet floors/surface that do not allow retention of water or urine
- Ramps and Grab rails: At least one facility should be designated to the persons with physical disability, and where this is not possible, all facilities may be fitted with ramps and grab rails in each facility, which would allow all the facilities to be accessible to this category of people.

3.3 Convenience

Sanitation facilities must be designed and located in areas that offer users convenience. The following are some of the gender considerations in making the sanitation facilities more gender friendly:

- Hooks for hanging handbags
- Mirrors in the handwashing area, this should include a dressing mirror
- Baby change station
- Sanitary bins for the disposal of women's sanitary pads
- For schools, an incinerator may be necessary to help with the management of menstrual hygiene
- Urinal are critical for male toilets as they are convenient

3.4 Security

Public toilets should be well lit. Selection of the site must consider areas that are not secluded in order to mitigate against risks for particularly women and girls. The site should not be lonely in such a way that it possess security concern to the user, e.g. if one was to use it and get assaulted while assessing the facility, can the persons screams be heard so that he or she can be rescued, etc.

3.5 Privacy

Designing and siting of sanitation facilities should offer greater privacy for women's and men's individual needs. It is important to note that for women and girls, privacy is a key consideration when deciding to use a facility.

- Separation of toilet facilities: Facilities for women and men should be separated and entrances for each located on different sides. Separation of female and male facilities assists in enhancing privacy and confidence of the user.
- Lockable toilets from inside: The user must be able to lock the toilet from inside. Putting a simple locking mechanism including latches, bolts, or other system would greatly help the user to feel safe and confident.
- Ensuring that there are no spaces on the doors, walls where strangers can peep through is important strategy for ensuring safety.

3.6 Health and Hygiene

Any sanitation technology must be assessed from the perspectives of gender equality and inclusivity. Shape of the toilet pan/hole need to reflect the biological needs of women and men: otherwise it creates obstacles that could undermine appropriate use or impede some groups

of people from using the facility. A gender responsive design of the toilet pan will eliminate or reduce spatter. In addition, installing some pedestals on both sides of the hole for the user to step on when using the facility would greatly help in preventing spatter and any likely hood of contact with unhygienic liquid into the users private parts. The shape also prevents wetness on the floor of the toilet, makes it easy for use by all.

The size of the hole, should not be so wide to scare children from using the facility, as this may lead to inappropriate use they use the surface beside the hole instead of the actual hole.

Slab should be easy to clean and not one that makes cleaning difficult or that can store filth.

Menstrual hygiene management facilities should be provided for in order to prevent unhealthy and unhygienic behaviours which also discourages utilization of sanitation facilities.

- Check the appropriateness of the shape of the toilet pan or hole to facilitate appropriate utilization
- Install pedestals to prevent spatter
- Check and eliminate any possible ponding
- Install a hand washing facilities
- Appropriate floor/surface

3.7 Signage

The gender use clearly marked toilets facilities must be clearly signed in text and pictorial (of a male and female). It compromises privacy and security if not clearly marked and makes it difficult to hold anyone accountable in case of violation.

3.8 Maintenance of the Sanitation facilities

Sanitation facilities once installed should be kept clean and hygienic to ensure their full and continuous utilization, and to prevent against becoming the centre of disease transmission. Participation of both women and men in O&M decisions is important. Sanitation facilities should be safe, secure and hygienic for all. This requires that they are well-maintained. A mechanism for managing and maintenance must be determined right from the onset especially for public facilities. Periodic checks and regular user satisfaction surveys should be conducted and results disaggregated by sex to understand the varied views of women and men regarding the services. The results of the survey should also be used to improve performance of facility.



Water Sector Trust Fund
P.O. Box 49699 Nairobi, Kenya
CIC Plaza, 1st Floor, Mara Road, Upper Hill
Tel: +254-20-2720696/ 2729017/ 8/ 9
Fax: +254-202724357
Email: info@waterfund.go.ke

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