

HOW TO CLOSE GENDER GAPS WITH RESULTS-BASED FINANCING IN WATER PROJECTS

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WHY?

- Access to water is a key determinant of the productivity of women entrepreneurs in the informal sector.
- Agriculture depends heavily on water and continues to be the most important source of employment for women in low-income and lower-middle-income countries.
- Irrigation, crucial for agricultural production, is often the exclusive domain of men because women lack the formal rights to land and water resources.
- Sometimes water use priorities can compete with one another: when water is scarce, agricultural activities usually performed by men for profit can be prioritized over rain-fed and household small-scale agriculture carried out by women.
- The opportunity cost of water collection and purification is particularly high for women and girls, who are typically responsible for providing household water. Those who walk long distances for water are also particularly exposed to gender-based violence, conflict, and other risks.
- When females spend time on fetching water, children's participation in school is affected, as the children also have to help with domestic chores.
- Child care, elder care and other domestic work limit women's free time and may keep them from participating in water development projects, in governance of resources, and in training. This ultimately limits their role in shaping water infrastructure to fit their needs.
- Men and women can have differing levels of access to water resources—and to land ownership—and may therefore benefit differently from new

water investments. Without specific attention to gender-based needs, interventions in the sector may reinforce inequities in opportunities for water access and governance.

RBF and Water: Project Entry Points

- Any type of disbursement (payments of output-based aid, subsidies, etc.) can be linked to indicators related to gender gaps.
- Projects can link disbursement to compliance with the gender-responsive activities identified and defined as part of the gender analysis of the project (e.g., setting up a governance structure for delivery of local services, such as an equitable water user committee). Targets to close identified gender gaps can appear as part of disbursement linked indicators (DLIs).
- Results-based funding projects typically have a high-quality M&E and have the resources to obtain gender-disaggregated data and closely track progress.
- RBF has a comparative advantage in the ability to specifically target population and service providers through its physical verification, especially those otherwise underserved in projects.
- Household surveys can drill deeper where needed and collect useful insights. For example, understanding intra-household decision-making about water use for food production or water collection. This way, RBF pilots can circumvent the common pitfall of falsely assuming that having beneficiaries that are 50 percent male and 50 percent female shows equity.
- Impact evaluations involve a detailed description of the beneficiary households and allow for further

A Project in the Water Sector that Closes Gender Gaps – Uttarakhand Water Supply Program for Peri Urban Areas (PforR)

- **The gender gap analysis** documents how poor access to drinking water adversely impacts women and girls much more than men, and women experience drudgery. It also shows relatively low and ineffective participation of women in community activities, including grievances with respect to water supply services not being taken into account in the past Bank-supported project.
- **The actions that support closing the gender gap** determine that the plan engage with the stakeholders including community-based organizations (women-based non-government organizations, self-help groups, and resident welfare associations) to ensure that women get equal access to the program benefits including grievance redress mechanisms.
- **The results framework tracks** gender-disaggregated data, including number of hours per day per household saved due to water connection (female), and number of people receiving improved water supply services in peri-urban areas (female).

Project Link in Gender Tag Portal

How to Effectively Tie Trainings to Results?

To ensure that a training will produce tangible outcomes that can be measured and linked to disbursement, it is helpful when the capacity building is identified as a prerequisite for recruitment. For example, if getting a job in a water utility requires specific certification or training, and women's not having this training is a key barrier to their employment, increasing the number of women that attend this training and receive a certification will help increase their employment. The GPRBA Project Concept Note should clearly explain why the action will help women to get better jobs, ensuring that tracking this particular result is really making a difference to equitable employment in the water sector.

estimations of gender-related development impacts. This can help upcoming projects set much more concrete targets related to water use.

- Disbursing is based on meeting the quotas for women within new job markets and developing training for these skills.
- Targeted financing mechanisms for female-headed households.
- Disbursement contingent on training in gender data collection (including in M&E units in the water sector) and increased coordination of M&E activities concerning gender.
- Targets related to utility outreach initiatives (health risk management, prevention of gender-based violence, joint land titling, and support of women's self-help groups).

HOW?

Project Preparation

- *What to do at PCN stage?* Decide whether a pilot will be addressing a gender disparity in the water sector at this stage. At this point, the task team should also consider whether project M&E plans are commensurate to the intended impact.

It is not realistic for GPRBA pilots to have a large project preparation and M&E budget that is out of proportion vis-à-vis recipient-executed grants and their overall impact.

- Start with identifying the gap. This is the moment to find out what are the unmet needs of men and women, and what contributes to different outcomes for them in the context of the water sector. Consider whether there are significant differences between women as a group as well (by ethnicity, by age, etc.).
- For water-specific guidance, refer to "*The Rising Tide: A New Look at Water and Gender*" and "*Toolkit for Mainstreaming Gender in Water Operations*". Here are some other useful resources to consult as you prepare the PCN: The World Bank Group Gender Strategy 2016–2023, Regional Gender Action Plans (RGAPs), Systematic Country Diagnostics (SCD) and Country Partnership Frameworks (CPF), Global Practice (GP) Follow-Up Notes to the Gender Strategy.
- Analyze the context: i) Who does what in the community? What do women and men do in the household and elsewhere as it relates to water use? (Activities); ii) How, with what? (Assets); iii) Who has what? (Property); iii) Who is responsible for what? (Obligations); iv) Who has the right to what? (Claims, rights); v) Who controls what? (Income, expenses); vi) Who decides what? (Power); vii) Who receives what? (Distribution); viii) Who wins and who loses? (Redistribution); ix) Why – What is the basis of the situation? (Rules, norms, customs).
- Be as specific as possible in setting your goals: results are more likely to be achieved through an indicator that conveys a concrete improvement, such as an increase in *use* or *receipt* of services. Then, the project should clarify how the desired result (use or receipt of services) is narrowing the gender gap in the sector.
- *Other good practice:* Plan to allocate funds to gaps analysis related to women during project preparation.

Figure 1: Following the Project Cycle:



What not to do? When thinking through a project component and activity beneficiaries, such as ways to increase accessibility of a water source, do not simply set the target of ensuring that 50 percent of the beneficiaries will be female. This would not measure progress in how disparities between males and females in the water sector decreased. Also, disbursing based on reaching this indicator would fall flat. Do not assume that household composition is unitary, with resources, benefits and responsibilities shared equitably. Projects that fail to consider intrahousehold power dynamics can perpetuate inefficiencies and poor governance.

- Include women on equal footing with men in all consultations and communication plans to reflect the social realities. Set targets for meaningful women's representation, set the conditions for them to assist to consultations (use of female facilitators, suggest separate women's consultations, address obstacles to women's attendance by providing safe transportation, childcare, support for other home and work responsibilities). Set the means to measure women's participation in consultations and disburse based on their achievement.
- Consider all the various uses of water (drinking, cleaning, washing clothes, cooking, bathing, irrigation, processing foods).
- Set targets for small infrastructure and household investments that serve the needs of both genders—such as investments in private water facilities—and are also associated with higher social status for beneficiaries.
- Take into account that female participation in the water sector's value chain, such as in food processing or health services, can positively impact livelihoods.
- Consider how the project can benefit women-owned enterprises.
- Do not overlook water use typically applicable to women (rain-fed agriculture, water treatment, home gardening for household food consumption, etc.).
- Consider "minor" interventions in the irrigation system such as constructing extra water points, building simple bridges, locating water points close to schools to reduce girls' absences from school.
- Together with the counterparts, require projects to think about sexual and gender-based violence

in the project cycle, including the development of reporting mechanisms for when violence against women and girls does occur, to prevent and combat these types of violence. Use the Good Practice Guidance Note for Addressing GBV in Investment Project Financing to assess the GBV risk of the project and include actions to mitigate the risk. When possible, go beyond risk mitigation and include transformative actions to prevent and respond to GBV, for instance: training programs on healthy conflict resolution or healthy parenting, or mechanisms for governments to enhance more systematic provision of quality services (health, legal, judicial, education) for survivors.

- Consult the Global Practice Gender Expert at PCN stage and the GPRBA gender strategy.

Implementation

- As with any RBF project implementation, teams working to close gender gaps should think of the purpose of monitoring and information systems, invest upfront in verification, and be adaptive and flexible in order to address realities on the ground and correct course where needed.
- Designated officers can be trained to collect and analyze data at regular intervals (every six months), enabling Bank teams to review predicted impacts, as well as examination of the effectiveness of mitigation measures (such as how many women/girls are benefiting, are attendance targets being met, etc.).
- Restructuring is the opportunity to make sure that no group is being left behind, and—just as importantly—to consider whether the project is actually working towards narrowing a gap between men and women in the sector.

Examples of Objectives

- Increase the number of households linked to a running water supply network compared to those having to fetch water from water points
- Increase convenient access to water facilities and reduce risk to women and girls of sexual harassment/assault while gathering water
- Reduce the care-giving burdens on women stemming from poor water quality and free up their time for productive endeavors and education
- Improve female farmers' access to water for productive purposes

- Examine if new gender disparities emerged during implementation and reflect them in midterm review. If the release of performance-based funds is conditional on performance, the risk is that those who were already doing quite well will receive even more money. If not mitigated, financing can have regressive effects on gender equity. Revisit, for example, gender equity in allocation of project resources, issues of illiteracy, unpaid care work.
- Ensure women's participation in project implementation (when applicable).
- Set targets for women participation in governance structures (when applicable).
- Monitor the GBV risk and mitigation strategies. Ensure gender and gender-based violence technical expertise on the team.

M&E: Selecting targets and indicators that help close gender gaps

- Try to think beyond sex-disaggregation. Include indicators that will show closing of concrete gaps between women and men. Some examples include:
- Number of hours per day per household saved due to water connection – female
- At least % percent of female workers employed by local contractors in maintenance, construction, and repair work on water infrastructure
- % of female workers on a water project paid the same as male workers
- Number of female-headed and/or female-owned companies awarded contracts for work in irrigation
- Number of community-owned water supply organizations with female members in leadership positions
- Distances traveled by women and men (disaggregated) to collect drinking water
- Time spent caring for children and adults with waterborne diseases (days)
- Percentage of increase in demand for paid labor by women
- Numbers/percentages of women in leadership roles on community-based water development boards or water user associations
- Number of women with access to and control over water-dependent enterprises

Verification agents can be trained to ask additional questions, such as:

- What was the impact of awareness raising campaigns on household water quality?
- What was the impact of interventions on women's workload, time use, access and control of income, decision making?
- Will it continue to have this same impact six months and 12 months from now?
- Is the quality of drinking water and water used within the household safe?
- Do family members have an understanding of the problems that poor water quality can cause (by age and gender)?
- Who is responsible for the maintenance of the drinking water facilities?
- Is the service provided under the project making an impact on dynamics between men and women/ boys and girls in the household?

Project Completion

- All data collected need to be gender-disaggregated.
- Upon completion, an impact evaluation is recommended to collect useful data for lessons learned with regards to closing gender gaps.
- There is growing evidence from other sectors that combining different RBF interventions within the same program can generate better results than using any one intervention alone. It would be helpful for GPRBA to accumulate the lessons on whether this is also the case when attempting to close gender gaps.

ADDITIONAL RESOURCES

World Bank. *Toolkit for Mainstreaming Gender in Water Operations*.

Das, Maitreyi Bordia. 2017. "The Rising Tide: A New Look at Water and Gender." World Bank, Washington, DC.

Water and Sanitation Program (WSP). "Gender in Water and Sanitation." Water and Sanitation Program: Working Paper. November 2010.

World Bank. "Social Development & Infrastructure: Making Water Supply and Sanitation Work for Women and Men Tools for Task Teams." Washington, DC: World Bank. 2010.

A Project in the Water Sector that Closes Gender Gaps – Sustainable Rural Water Supply and Sanitation Program (PforR)

- **The gender gap analysis** investigated gaps between women and men in labor force participation, employment, and unemployment rates in Tanzania. It showed that despite government efforts to promote gender equality, women are less likely to participate in the labor force than men.
- **The actions that support closing the gender gap included the** adoption of a dedicated gender action plan to be implemented at multiple levels. At every community-owned water supply organization, at least either the treasurer, secretary, or the chairperson should be female. The program also supports the enrollment of female students at the Water Institute by introducing gender balance in the allocation of student loans.
- **The results framework tracks** the increase in women's participation in water management through the following indicators: number of females with access to an improved water supply; number of community-owned water supply organizations with female members in leadership positions; enrollment ratio of female students for the Water Institute.

Project link in Gender Tag portal

FAO. *Passport to Mainstreaming Gender in Water Programmes: Key Questions for Interventions in the Agricultural Sector*. Rome: FAO, 2012.

Burt, M., and B. J. Keiru. 2011. "Strengthening Post-Conflict Peacebuilding through Community Water-Resource Management: Case Studies from Democratic Republic of Congo, Afghanistan and Liberia." *Water International* 36 (2): 232–41. Cairns, M., C. Workman, and I. Tandon. 2017.

"Gender Mainstreaming and Water Development Projects: Analyzing Unexpected Enviro-Social Impacts in Bolivia, India, and Lesotho." *Gender, Place and Culture* 24 (3): 325–42.

"Gender, Water and Sanitation: Case studies on Best practices." Summary version available at: http://www.un.org/esa/sustdev/sdissues/water/casestudies_bestpractices.pdf.

World Bank. *Violence Against Women Resource Guide*. <https://www.vawgresourceguide.org/>.

World Bank – Gender Website <https://worldbankgroup.sharepoint.com/sites/Gender/Pages/Home.aspx>.

World Bank. *Good Practice Guidance Note for Addressing GBV in Investment Project Financing Involving Major Civil Works*.



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