



Developing a Facilitators Guide on Gender: Moving towards gender transformative WASH

Session number

Getrudis Noviana Mau | Alvaro Antonio De Jesus | Date



The CS WASH Fund is supported by the Australian Government and managed by Palladium International Pty Ltd.



Country Information

Country and Gender Context

Country context:

- Independence **2002**
- Total population **1.2 million**
- Rural population **70.5%**
- Female population **49.22%**



Gender Context. Statistically, Timorese women:

- are more illiterate,
- face challenges accessing education,
- face higher levels of malnutrition,
- have high maternal mortality rate,
- have limited mobility, due to traditional attitudes.



Project Background



WaterAid Timor-Leste's CS WASH project includes:

- Service delivery project: Rural WASH, Municipal ODF, WASH in Schools and Menstrual Hygiene Management.
- Advocacy and sector strengthening (district-wide approach) at national and municipal levels. For example, Joint Sustainability Monitoring, Water User Group Associations, WASH forums, Community Score Card.
- Work in two municipalities: Liquica and Manufahi, also capital Dili for national level activities.

Gender Manual

Background and Objective

Background

This manual was developed following research completed as part of WaterAid's rural WASH projects.

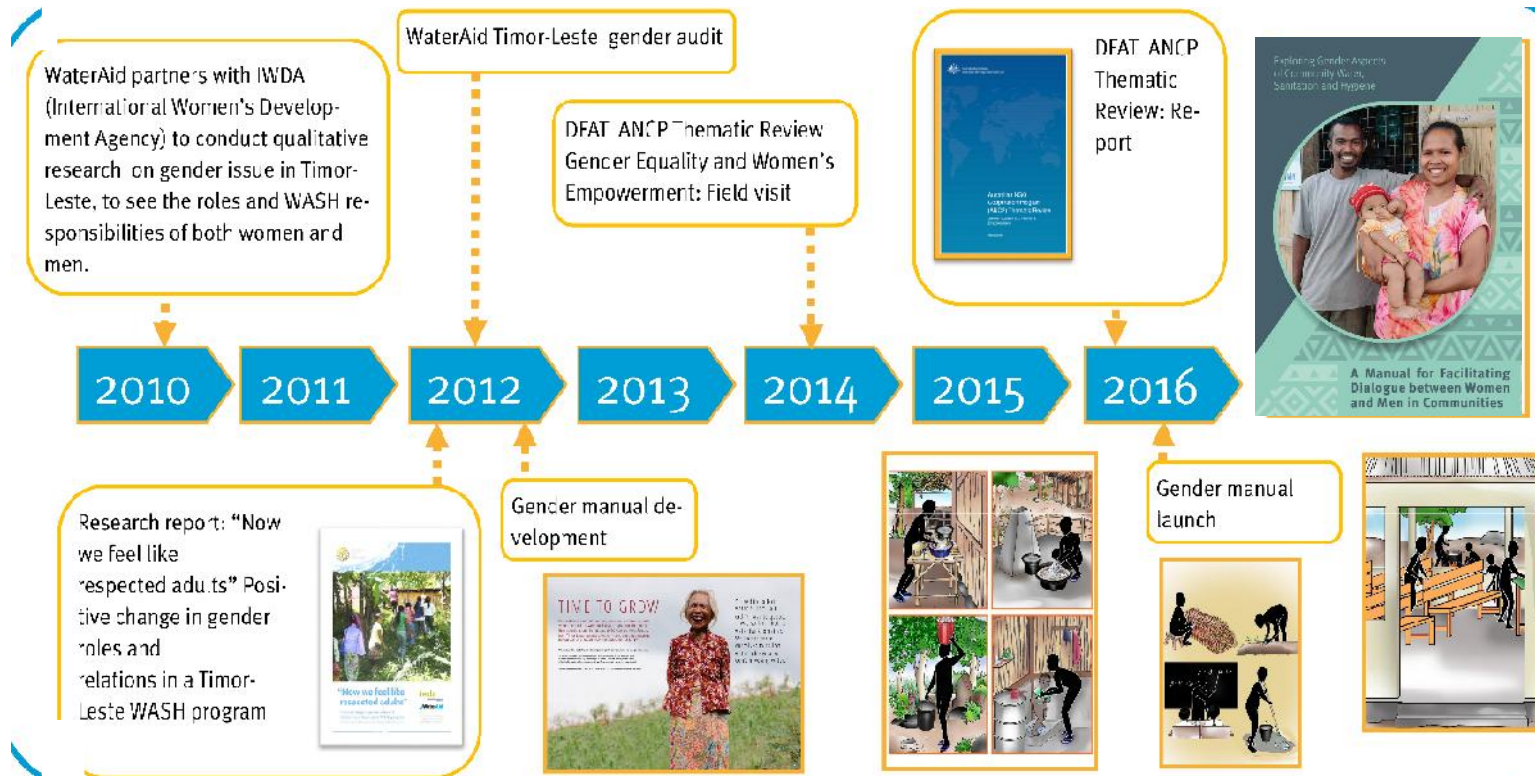


Objectives

- To deepen and strengthen community understanding on rights of women and men, boys and girls
- To make visible and valued the activities of women and men in family and community life
- To support community to imagine and to realise positive change towards gender equality through WASH projects.

Gender Manual

Background and Development



Gender Manual Structure

Module 1 (Part of a Community Action Plan):

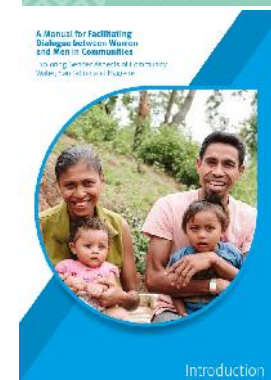
- 24-hour clock
 - Who does, who decides
 - Water Game
- During CLTS triggering**
- Toilet game

Module 2 Mid-construction (about 3 months into construction):

- Women and men in the past and now
- Women's rights, human rights
- Drama/ Role-play

Module 3 (at time of handover):

- Women's and men's contributions to family and household
- During follow-up** (six to twelve months after handover):
- Reflection on change since project began
 - Reminder of women's and human rights
 - How much change? Pocket-chart voting



Gender Manual Structure



This manual needs:

- At least 3 facilitators, 2 women and 1 man. Ideally 4 facilitators, 2 women and 2 men.
- 19.5 hours in total to implement throughout various project phases:

Module 1. Project Planning: 3 sessions – 4.5 hours

Module 2. Sanitation: 1 session – 1 hour

Module 3. During implementation: 2 sessions – 4 hours

Module 4. Project handover: 1 session – 5 hours

Module 5. Follow up: 3 sessions – 5 hours



Gender Manual Structure

Sessions objective

Session	Objective
24-hour clock	To identify who is done the most household work
Who does who decide	To identify the who does the WASH related work and has decision-making power at HH and community.
Water game	To encourage women to actively involve on the public taps position decision and to manage the taps.
Toilet game	To introduce concept of access and meeting needs in relation to toilet
Women and men in the past and now	To encourage community to think the change process moving toward greater gender equality
Women's right and human right	To understand better the different of right and responsibility
Drama or role-play	To vision the community change plan for the future

Gender Manual Structure

Sessions objective...(continued)

Session	Objective
Women's and men's contribution to family and household.	To identify workload of women and men and appreciate contribution unpaid works of women to the family and community
Follow-up module	
Reflection and change since the project began	To reflect the change that happened
Reminder of women's right and human right	Refreshing of women's right and human right concept
Pocket voting	To measure how big the change after project

Observation

Changed observed during Module Follow Up (sample in one project)

Activity	No Change	Small change	Big change	Very big change	Activity	No Change	Small change	Big change	Very big change
Women making decision		75%		25%	Women making decision		25%	75%	
Men helping children to take a shower		100%			Men helping children to take a shower		50%	50%	
Women leading a meeting	25%	50%	25%		Women leading a meeting	20%	50%		30%
Men collecting water		50%	50%		Men collecting water		100%		
Men washing clothes		50%	50%		Men washing clothes		75%		25%
Men cleaning the toilet			50%	50%	Men cleaning the toilet		25%	75%	

n=32, 14 men and 18 women at one rural WASH project.

To date WaterAid has been tested the follow up module in 13 rural WASH projects and expected to be implemented in all rural WASH projects in coming years

Observation

Change observed



During community discussion in those sessions we have observed:

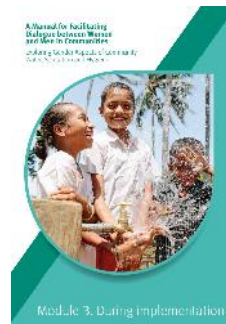
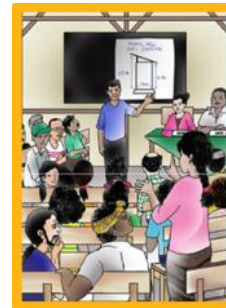
- Women take the opportunity to defend themselves and speak out on the workload that they have covered every day in their daily activity
- Women mostly spend a lot more time collecting water and looking after the children than men
- Women mostly rarely ask for support from men on domestic activities because men are not seen as responsible for that and women think domestic tasks are their responsibility.
- Women asked men to value the domestic tasks as a workload instead of obligation.

Success and Challenge

Achievement to date

As part of development, this manual has been tested and implemented in nearly 150 rural WASH projects in Timor-Leste with estimated participant more than 3,000 people.

The manual been adopted as national guideline and endorsed by Directorate General of Water and Sanitation.



Challenges

The manual trialing was challenging for facilitators as they were learning and facilitating at the same time.

Capacity building approach and field testing has been time consuming.

Furhter use as the national guideline in the national scale of rural WASH projects

Community Quotes

*“I’m amazed with my husband after (gender) sessions that talked about equal works between men and women. **It’s not dramatic change** yet, but in many occasions he starts to ask me on what (house) works I’m doing and without talking much **he starts taking one or two responsibilities**. He is also looking after our children more often, helping them to take a shower or cleaning them after toilet.”*

Laranjeira, Women, Housewife.



Community Quotes

*“In my life, this is the first time I saw women are doing men’s work like cement mix and (actively) involve in the water construction, which for me is men’s responsibility.... Then I remembered again in the gender session in our community last year and I was thinking, **maybe this is what they called change back then.**”*

Alitio, Men, Community Member



Obrigada! Thank you!

