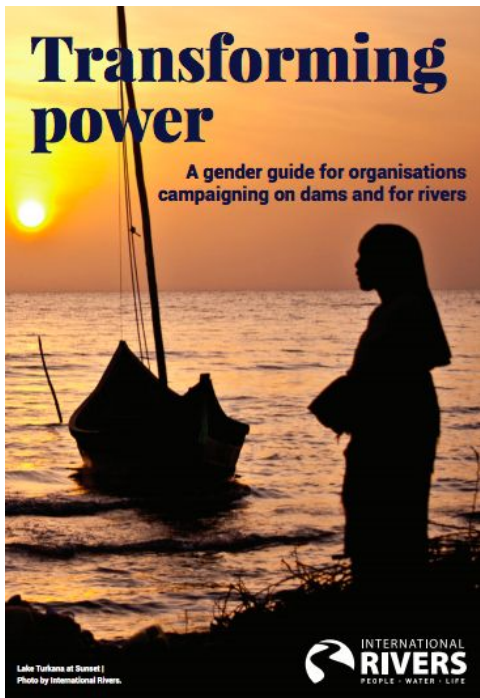


SUMMARY OF CROSS-REGIONAL GENDER GUIDE WEBINAR 2020 26TH NOVEMBER 2020



This webinar on zoom was held as part of the 2020 Asia Women and Rivers webinar series and brought together approximately 42 participants and presenters from Asia and Africa to explore 'Transforming Power, A gender guide for organisations campaigning on dams and for rivers'¹. The webinar was held with simultaneous translation English-French, French-English.

OBJECTIVES: Participants would:

- Gain an overview by some of the developers and practitioners of selected tools in the Transforming Power, gender toolkit.
- Have an opportunity to look at some of the tools in more detail and discuss experiences and potential for collaboration.
- Have an opportunity to suggest future collaborative networks and relationships on gender initiatives.

The webinar began by welcoming participants and asking them to contribute one word in their own language to describe a river they know. This helped to reflect that, whilst we were going to talk about technical aspects of river management, rivers also have an emotional connection for those who live by, or work on and defend rivers.

¹<https://www.internationalrivers.org/resources/reports-and-publications/transforming-power-a-gender-guide-for-organizations-campaigning-on-dams-and-for-river/> available in French & English

Describe in one word a river you know and value personally/decrivez en un mot une riviere que vous connaissez et appreciez personnellement?

Mentimeter



33

Setting the Scene:

The next session 'Set the Scene' for participants with presentations on the challenges of Integrating Gender into River Governance in African and Asia. The full agenda and all the presentations are available in the attached pdf file. The presenters were as follows:

Setting the Scene in Africa:

Ms Salome Elolo, Executive Director of Femmes Solidaire (FESO), a women's NPO promoting the rights of women in the natural resources and environmental sector.

Setting the Scene in Asia:

Dr Kanakwan Manoram: Associate Professor and the Director of Greater Mekong Sub-regional Social Research Center, Faculty of liberal Arts, Ubon Ratchathani University

Key Observation Points from the presentations:

- Due to translation difficulties some of Ms Salome's presentation was lost but we want to ensure we capture the point she made that even when gender mainstreaming is being implemented there remain problems with agency and access for women
- Aj Kanokwan noted that she experiences similar challenges even when there is government policy to mainstream gender. She noted that Government departments assume there is only a need to talk about women and they forget that men need to be involved. For example, when

there is a community meeting at the village level only women are included, when there is a village meeting about development only the men are included.

Overview of the Transforming Power, a Gender Guide: (presentations in attached pdf)

Ms Siziwe Mota: Regional Director, International Rivers Siziwe works to protect Africa's rivers, campaign against destructive dams and their negative impacts on communities and promotes sustainable energy solutions

Experience of putting the tools into practice:

Mde Blandine Bonianga: Environmentalist and National Coordinator of Soffleco/ Femmes Debout (solidarity of women along the Congo river).

Groupwork:

Participants then divided into groups to learn more about a specific tool and discuss its relevance for their context and work.

The groups were:	Access to Control over Resources	(English only)
	Gender division of Labour	(French -English)
	Gender impacts of dam projects	(French-English)
	Campaign Gender Assessment	(English only)

Facilitation guides for each group are at the end of this summary and would be a useful initial resource for implementing a specific tool.

Feedback from Groups:

Access to Control over Resources: Facilitator: Michael Simon

A small group with all Mekong focused people looked at the tool for understanding access and control. Examples and experience were drawn from four different Mekong countries. We looked at how to understand gender roles in some key livelihood activities related to common resource areas in the Mekong.

We quickly looked at what women do, what men do in accessing resources looking at forests, fishing and rice farming as examples. We also discussed how we gather data being important - to hear from women and men equally. And we then looked at the same examples considering who is making decisions on the

use of resources, or who is gaining / controlling the benefits from the use. We discussed the gendered experience of this, and also how this can be shared, or at the family level and not simply just men, or just women. Take away, important to understand, and not assume.

There was a general feeling that this tool would have immediate usefulness in some projects that participants were involved in; and interest in using it in research - for example in looking at gender inclusion in policy/law and institutional roles in community forestry in Myanmar, and in cross regional research on knowledge co-creation to enhance women's leadership in inclusive water governance.

Participants had not used the tool before, but all were aware of the concepts and could see the value in understanding and gathering gender disaggregated data, and in understanding power within the access and control of resources.

There was a request/ proposal to consider how we could link with others using this tool (or other tools in the guide), to learn from each other, and share experience and findings. This could initially be achieved through the IR managed Women and Rivers Network (WARN) microsite, or potentially through the Open Development Mekong (ODM) network, or Oxfam's Water Governance (WG) facebook page.

Gender and Labour

Facilitator: Aqeelah Hassen

The session began with an introduction to the various categories of labour, the gender and labour tool and the value it can add to existing work. The data collected through this tool will allow the user to better understand how a dam project might impact on the work women and men do, including whether or not women or men's work burden is likely to increase.

The group discussed gendered divisions of labour; considering which gender is primarily responsible for which types of work and the value attached to each type of work.

In discussing the types of labour the group explained that in Asia men and women are more or less equally represented in the formal employment sector but in Africa the formal employment sector is dominated by men.

In the DRC there is a Ministry of Women, Family and Children who try to diversify the number of people employed. At least 30% are women who are part of the leadership. Regarding politics in the DRC, villages, urban spaces and communities are managed by village chiefs and usually have a collegial approach to leadership dominated by men.

Childcare and domestic tasks fall predominantly only on women in both regions but in Asia men collect water – an activity reserved for women and girls in the African context.

It was agreed that this tool should be made more specific in an effort to quantify the values placed on certain types of labour over others, how exactly this could be done was not fully elucidated.

Gender Impacts of Dams (and other large-scale infrastructure or investment).

Facilitator: Maureen Harris

Maureen started the group discussion by sharing the gender impact tool that can be used to help identify dam project impact on women and men. The tool is used in more detail when working with local communities and local organisations. The tool will also help to design the campaign plan and activities that address the key identified issues of both men and women. The analysis in the tool will have detailed steps that help to look at the differences of women and men work and women and men access to resources.

All participants were encouraged to share experiences how dam projects impact on women, what are the important things that women lost when dam project operate:

- Women in Cambodia lost their livelihood sources (e.g fishery resources and farming) when dam projects operate. The impact mainly affects their daily income and livelihoods.
- Women live nearby the Mekong river collecting weeds to sell for their income to feed their family, but dams impact the naturally flowing of the river. When the dam is built, it is not possible for them to collect weeds anymore. This has impacted on the income and livelihoods of the whole family.
- Recognised community is faced with many issues when a dam is built, but would question the development companies if they have good gender policies and gender action plans that benefit women. Need a comprehensive approach in gender mainstreaming to address gender inequality.
- Experienced in implementing development projects at the downstream of a constructed dam in Laos. It is observed that the dam has impacted both men and women in relation to fishery resources. In order to clearly know how it impacts women and men differently we need to do assessment separately e.g focus group discussion with women and men group separately.
- When a decision comes with a dam project, the government tries to introduce the positive impact and never wants to talk about the negative impact. Women need more capacity to be able to tell the government where we need a dam or not. Women need capacity to tell them about the impact on us when building a dam. Need capacity to say that we don't want development that is not sustainable. For example, before dam building, we could farm better but after dam we could not, so this is the impact. All stakeholders need to be able to voice their concern because often we see the impact come with all the projects and not consider the voice of stakeholders
- Often the leaders make decisions quickly even though it is not popular, but they decide quickly. No consultation, government and powerful people make decisions in their favour not community. We need meaningful consultation prior to any development.

The gender impact tool can be used prior to the dam, during and after the dam and gender should be included in all stages of any dam project including the decisions whether the dam is needed or not.

Campaign Gender Assessment Tool: Facilitator: Gary Lee

Began by noting the session would be flexible and focus on:

- Planning Guiding Questions and a section for implementation
- How are women's experience and interests reflected in the design, planning and implementation.

Discussion:

- Example from Mekong Regional Water Governance of targeted outreach to women in the community.
- The tool asks us to consider the needs and interests of women and to look at ways to ensure their equal participation.
- Dam in Lower Mekong. To date the dam is not built, pre-assessment community discussions included men and women contributing to actions for campaign and key messages. INGO, local NGOs, need to ensure a gender mix of staff working with communities.
- Assessment of barriers to women's participation was taken into account – ensured messages were inclusive of the whole group. Opportunities were identified to ensure more targeted communication for diverse groups.
- Break down campaign messages to include diverse groups – women, youth, indigenous groups.
- Establish mixed or specific groups for women, including young women. Link local messages to national campaigns.
- Working with women impacted by dams in their communities in Congo. Women's participation was limited as women needed to ask permission from men to attend. Men were also invited to come to discussions – this led to men also being engaged with the campaigns.
- DRC twice monthly gatherings – agriculture fields – women's gathering to share concerns including talking about and understanding climate change.
- In Cambodia – "Women on Air" has promoted women's voices to a wider audience and strengthened women's leadership skills.

Key points

- Ensuring targeted communications and engagement opportunities for diverse groups – women, youth, indigenous groups during the planning and development stage strengthens campaign messages and broadens community engagement.
- Engaging men in understanding and accepting the program and can also remove men's resistance to women's participation in campaigns and activities. Increasing understanding of the negative impact of development can unite communities in working for more sustainable outcomes for their community.
- Separating men and women in focus group discussions ensures women have the opportunity to express their issues and view. Women may not speak in mixed groups.

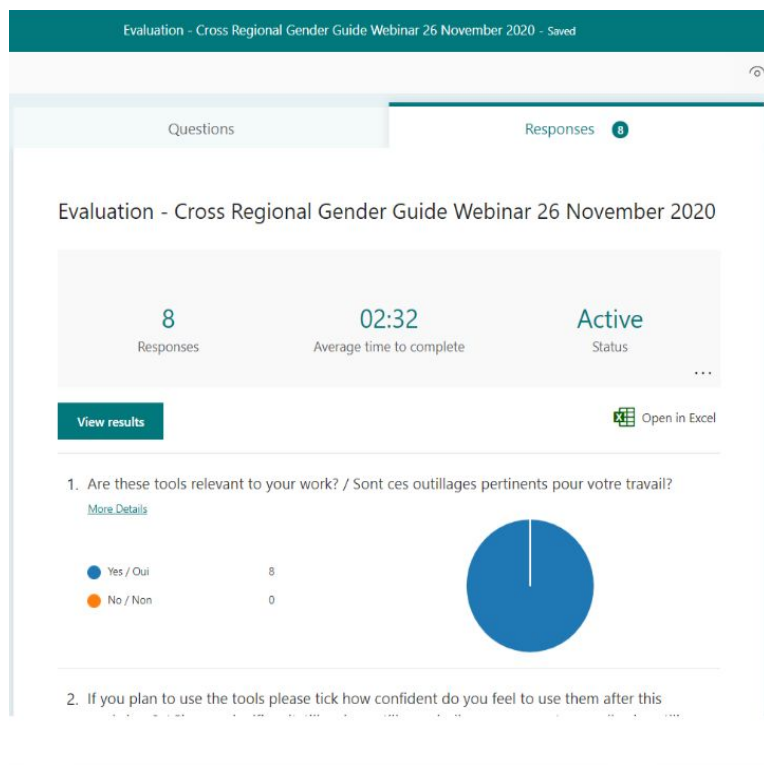
- Traditional gender roles are a barrier to women's participation in all countries. Women's lower access to education may be a barrier to participation in some communities.
- Women role modelling participation in campaigns and ensuring a gender mix of staff who engage with the community can increase the participation of women and girls.
- Identifying barriers to women's participation and understanding the local context is key to increasing women's participation.
- Empowering women (and men) with understanding of the issues and information – e.g dam development and climate change inspires women to take action on the issues impacting them. Reaching women with knowledge and information is a catalyst for change.

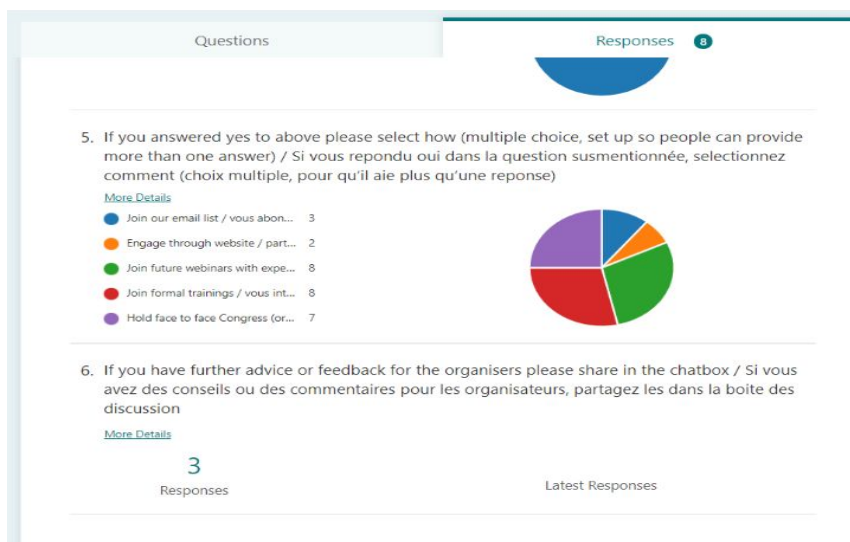
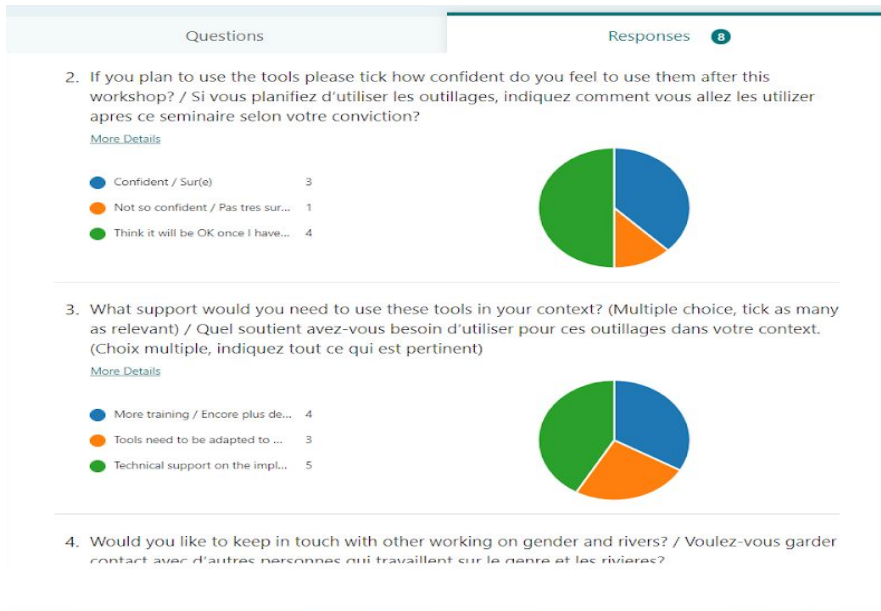
Key Points from the Plenary and Groupwork:

- Despite the communication challenges (translation working effectively) participants appreciated the opportunity to share ideas and learning across the two regions and several similarities in approaches were identified.
- Participants from both regions found the tools interesting and could imagine using them in their work.
- The access to resources tool would be immediately useful for some projects that participants are involved in. For example, in looking at gender inclusion in policy/law and institutional roles in community forestry in Myanmar, and in cross regional research on knowledge co-creation to enhance women's leadership in inclusive water governance.
- It was noted that the gender and labour tool should be made more specific in an effort to quantify the values placed on certain types of labour over others but participants were not sure how this could be done.
- There was a request/ proposal to consider how we could link with others using this tool (or other tools in the guide), to learn from each other, and share experience and findings. This could initially be achieved through the IR managed Women and Rivers Network (WaRN) microsite, or potentially through the Open Development Mekong (ODM) network, or Oxfam's Water Governance (WG) facebook page. (see last point below)
- More attention needs to be paid to including men in the processes to better understand the gendered relationships and to begin breaking down the barriers imposed by traditional gender roles.
- The tools can be used in the short time available before the decision to build the dam so communities and especially women have more capacity and knowledge to support their advocacy.
- Specific challenges to women's participation that emerged in the discussions were e.g. young women/indigenous women being unable to travel for participation

- Recognition that there are different cultural patterns and methods of accessing resources even in the same region and especially within a country. This means assumptions cannot be made about who holds what knowledge and there is always a need to clarify with the community. This led to a **recommendation** that a regional mapping of who is doing what on gender issues and women’s leadership and which methodologies are being used (gathering and interpreting information) would be useful and could lead to the development of a **Community of Practice**.
- Pyrou Chung from Open Development Initiative, Cambodia (opendevelopmentmekong@gmail.com) talked about their **initiative to establish a digital platform for knowledge sharing on gender and women’s leadership**. It will encourage peer to peer learning and facilitate language challenges to encourage peer-peer learning. Whilst the pilot will be established in the Mekong, the model could inform a similar initiative by African colleagues and could contribute to establishing a global network. Pyrou encouraged participants to contact her or IR or Oxfam colleagues to discuss the concept further and contribute assistance

The final discussion was so rich with ideas and reflections that we did not have time to complete the evaluation during the webinar. Participants were asked to complete the evaluation online afterwards but unfortunately only 8 responded. (This could have been due to the request being lost in translation at the end of the webinar). Generally, participants found the tools useful and would plan to use them. They would need technical support and more training if available.





FACILITATION GUIDES FOR SPECIFIC TOOLS

Gender Guide break out session: Access and Control over resources

Facilitator: Michael

Objective:

This session will explore gender issues around who has access to what resources, and who controls decisions over those resources.

We will consider why this matters in the context of project development, and how having this information can be used in campaigns or dialogue with government or private developers.

Key terms:

Access refers to who has the opportunity (which may be formalised or informal) to use a resource

Control refers to power - who has the capacity to take decisions over how a resource is used, and who will benefit from its use.

Process:

We will use the access and control matrix tool to record people's thoughts on different types of resources (thinking about the household, the community, society, and surrounding lands and natural resource base) that might be affected by the development of a dam, or a similar project (mining, road development, forestry).

The tool has already been filled out with some examples to get us started.

Before starting we will discuss some of the common impacts that communities experience with a dam (or other imposed project) that affects peoples livelihoods and natural resources.

We will look for similarities and differences between different participant experience and context. This will help to identify the importance of not assuming information (which is what

Context and Key questions:

For generating the information:

Access:

- Thinking about your experience of working with communities, or your own experience and life, what resources do you use and have access to.
- Consider who accesses these resources normally - men, women, shared.

Control:

- Who controls the decisions about using these resources
- Who benefits from their use (consumption, sale)

For analysing the information:

- Is it clear and consistent
- Is there difference between places, locations.

- Are women equally in control of the resources (getting the benefits) as well as using them (doing the work)

How might this be used in your campaign?

- Do you currently gather and use this sort of information in your campaigns?
- Do you see any opportunity for how it might be useful?
- Consider how this information would be useful in talking with developers about impacts, and how it is important in terms of projects designed to 'help' communities, or mitigate / compensate impacts.

Reporting Back:

- We will share the table filled out in our session.
- We will share reflections on the analysis
- We will share thoughts on how/ why this would be useful.

Draft Session Plan and Questions - Step 2 - Gender and Labour

Objective

This group will discuss the gender division of labour. The group will examine which sex is primarily responsible for what kind of work, e.g., reproductive, productive, and community work, and the value attached to each type of work.

The data collected allows communities and the organization that supports them to better understand how a dam project may impact the work of women and men, including whether or not women's and men's workloads are likely to increase.

Introduction

1. The gender division of labour

This exercise requires the collection of information to understand the gender division of labor (i.e., the work done by women and men). This includes understanding who does what, for how long and when.

2. Types of work (Appendix 1)

Productive roles

Work undertaken by men or women in return for payment in cash or in kind. It includes both market production with an exchange value, and subsistence/home-based production with an actual use value, as well as a potential exchange value. For women in agricultural production, this includes work as self-employed, peasant and wage earners.

Reproductive roles

Reproduction and the various activities carried out to care for household and community members. This includes domestic tasks performed by women, necessary to ensure the maintenance and reproduction of the labor force. It includes biological reproduction but also fuel and water collection, food preparation, childcare, education and health care.

Community Management Role

Activities undertaken mainly by women at the community level, as an extension of their reproductive role, to ensure the provision and maintenance of scarce resources for collective consumption, such as water, health care and education. It is usually voluntary and unpaid work undertaken in their free time.

3. The "gender and labour" tool (Annex 5)

Discussion

In your community/context :

What work is done by women and what work is done by men.

Who does what, for how long and when (seasonal etc.).

What activities are shared activities?

Why is some work assigned to women and others to men?

Does women's work have the same value as men's work (if not, why not)?

Reflection on a specific dam project:

Who will the work (including reproductive, productive and community work) impact, and how?

Will women's workloads increase?

Will women's unpaid care work increase?

Will men's workloads increase?

Will women's and men's incomes change, and if so, how?

How can changes in women's and men's work affect power relations between women and men?

Feedback from the field

Ask a few participants to share about the usefulness of such a tool for their work.

Draft session plan and questions - Break out 2 - Gender and Labour

Facilitator: Aqeelah Hassan

Objective

This group will discuss gendered divisions of labour. The group will consider which gender is primarily responsible for which types of work, e.g. reproductive, productive and community, and the value attached to each type of work.

The data collected allows communities and the organisation supporting them to be able to better understand how a dam project might impact on the work women and men do, including whether or not women and men's work burden is likely to increase.

Introduction

1. Gendered divisions of labour

This exercise requires gathering information to understand the gender division of labour (that is, the work done by women and by men). This includes understanding who does what, for how long and when.

2. Types of labour (appendix 1)

Productive roles

The work undertaken by either men or women for pay in cash or kind. It includes both market production with an exchange value, and subsistence/home production with actual use-value, and also potential exchange-value. For women in agricultural production this includes work as independent farmers, peasants and wagedworkers

Reproductive roles

Childbearing and the different activities carried out in caring for household members and the community. This includes domestic tasks done by women required to guarantee the maintenance and reproduction of the labour force. It includes biological reproduction but also fuel and water collection, food preparation, childcare, education and health care.

Community management role

The activities undertaken primarily by women at the community level, as an extension of their reproductive role, to ensure the provision and maintenance of scarce resources of collective consumption, such as water, health care and education. This is usually voluntary, unpaid work, undertaken in "free" time.

3. The gender and labour tool (appendix 5)

Discussion

In your community/context:

1. What work is done by women and what by men.
2. Who does what, for how long and when (seasonal etc?)
3. What activities are shared activities?
4. Why is some work allocated to women and other work to men?
5. Is women's work valued equally to men's (If no, why not)?

Thinking about a specific dam project:

1. Whose work (including reproductive, productive and community work) will be impacted, and how?

2. Will women's work burdens increase?
3. Will women's unpaid care work increase?
4. Will men's work burdens increase?
5. Will women's and men's incomes change, and if so how?
6. How might changes to women's and men's work affect power relations between women and men?

Feedback

Ask a few participants to share on the usefulness of the analysis.

Focus Group - Gender impact of dams (and other large-scale infrastructure or investments).

Facilitator: Maureen Harris

Draft session plan and questions

A brief introduction to the Gender Impact Tool and its purpose (3-5 minutes maximum).

Hypothesis :

● Participant lists for the focus group will provide an indication of participants' experience with dam campaigns (or campaigns on the impacts of other infrastructure or investments). That some (or all) participants will have experience in this regard as part of the discussion.

This group will discuss the impact of dam projects on communities and how these impacts are different for different types of projects. The group will look at how women's interests, needs and participation are or are not taken into account in decision-making about rivers. Participants will be encouraged to share their experience with a particular dam or infrastructure project.

A brief introduction to the Gender Impact Tool and its purpose (3-5 minutes maximum).

● The purpose of this tool in the gender guide is to help identify how a dam project can have an impact on women and an impact on men. When used with a community that will be affected by a dam project, it can help establish a detailed understanding of the gender impacts of a dam project. It can serve as a basis for developing a gender-specific campaign plan, ensuring that the negative effects of a dam on women are prioritized for campaign actions.

● Note that this tool is designed to be used with the other tools in the guide. It will allow for a more detailed process of collecting information on women/men's access to resources, the division of labor between women and men, and women/men's participation in decision-making. You will then be able to understand how these areas might be affected by the development of a dam project.

● Note that we will not go through all of these steps and issues, nor will we use the guide as such, due to time constraints. Instead, we will use a few key questions to share people's experiences and perspectives on how women and men can be affected by dam development and how to integrate this understanding into a dam campaign strategy.

Questions - analysis and discussion based on the tool.

1. What are the things that are important to women that will be lost if the dam is built? What resources that women have access to and control over will be destroyed by the dam project? (repeat the question for men).
2. What will be the impacts on women? What impacts will it have on men? How will they be the same/different?
3. How do the consultation and decision-making processes include women? Men? What impacts might this have in the context of dam development and decisions on water resources, energy, livelihoods, etc.?

Questions - discussion on the use of the tool in the context of a campaign on dams.

1. What ways could you use to address the gender impacts we have identified as part of a campaign on dams?
2. Will this tool be useful in your work?

Synthesis - feedback

- Summarize the discussion on the gender impacts of dam development, including the link to the tool. Give some examples of how this could be reflected in a campaign on dams. Ask a few participants to share on the topic.

Gender Impacts of Dams (and other large-scale infrastructure or investment).

Facilitator: Maureen Harris

This group will discuss how dam projects impact communities and how these impacts are different for different genders. The group will consider the ways in which women's interests, needs and participation are considered or not considered in decision-making around rivers. We will encourage participants to share their experience with a particular dam or infrastructure project.

Draft Session Plan and questions

Assumption:

- That participant lists for the break-out group will give some indication of participants experience with dam campaigns (or campaigns on impacts of other infrastructure or investments). That some (or all) of the participants will bring experience in this regard to the discussion.

Brief intro to the gender impact tool and its purpose (3-5 minutes max).

- The purpose of this tool in the gender guide is to help identify how a dam project might impact on women and impact on men. When used with a community who will be affected by a dam project, it can help build a detailed understanding of the gendered impacts of a dam project. This can inform development of a gendered campaign plan – ensuring that a dam's negative impacts on women are prioritised for campaign action.
- Note that this tool is designed for use together with other tools in the guide. This will enable a more detailed process to collect information on women/men access to resources, women/men division of labour, women/men participation in decisions. Then you can understand how these areas could be affected by development of a dam project.
- Note, that we'll not be going through all these steps and questions or use the guide per se due to time constraints. Instead we'll use a few key questions to share people's experiences and perspectives on how women and men can be affected by development of a dam and how to build this understanding into a dam campaign strategy.

Questions – analysis and discussion based on the tool.

1. What things that are of importance to women will be lost if the dam is built? What resources that women have access to and control of will be destroyed by the dam project? (repeat question for men).
2. What impacts will this have on women? What impacts will this have on men? How will these be the same/ different?
3. How do consultation and decision-making processes include women? Men? What impacts could this have in the context of dam development and decisions on water resources, energy, livelihoods, etc?

Questions – discussing the use of the tool in a dam campaign.

1. What are some of the ways you could address the gendered impacts we've identified in a dam campaign?
2. Will this tool be useful to you in your work

Synthesis – feedback

- Summarise discussion of gendered impacts of dam development, including linking it back to the tool. Give a few examples of how this could be reflected in a dam campaign.
- Ask a few participants to share on the usefulness of a tool like this for their work.

Assessing Gender in a Campaign / Program

Facilitator: Gary Lee

Using some key questions from the campaign gender assessment tool as a guide, this group will discuss people's experiences and perspectives on how to ensure women's interests and priorities inform and influence the design and implementation of river-related campaigns and programs.

Draft Session Plan and questions

Assumption:

- That participant lists for the break-out group will shed some light on level of engagement/experience in designing campaigns and programs. Questions can be adapted depending on the group.

Very brief intro to the gender campaign assessment tool in the guide (3 minutes max).

- Note, that we'll not be going through all questions or using the guide per se, but will use a few key questions to share people's experiences and perspectives on how women's interests have been – or not – informed/and influence design and implementation of river-related campaigns and programs. If needed
- While tool developed for campaigns, it's just as applicable to design and implementation of programs

Questions.

If needed, can precede with a Why question e.g. Why is it important to involve both women and men in the design/planning of programs and campaigns?

4. Have both women and men been involved in the design and planning of campaign/program? If involved, how were they involved? If not involved, why – and what could've been done to involve them?
5. Before conducting a campaign or implementing a program, have you assessed the barriers to women's participation and leadership? If so, what strategies did you design/implement to overcome the barriers; and support women's participation and leadership?
6. What campaign/program actions have you taken to ensure women's participation. How were these resourced?

Synthesis – feedback

- Summarise discussion, including linking it back to the tool
- Ask a few participants to share on the usefulness of a tool like this for their work.

