



Women, Energy and Water in the Himalayas

Training of Trainers Manual



Bikash Sharma
Samira Luitel
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Incorporating the Needs and Roles of Women in Water and Energy Management

Training of Trainers Manual

**Bikash Sharma
Samira Luitel
Kamal Banskota**

United Nations Environment Programme (UNEP)
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Foreword

Increasing numbers of gender awareness and development interventions are helping to increase opportunities and improve the lives and well-being of women and rural communities across the Himalayan region. Nevertheless, in many areas women continue to bear a disproportionate burden in meeting their household water and energy needs. Increasing chemical pollution and ecosystem degradation often exacerbates their daily plight.

Fortunately, there are an increasing number of technical solutions available. A number of good practices in energy and water management are able to reduce the need for fuel, provide alternative energy sources, and increase water availability close to the home. However, such technologies and approaches are only accepted and used in practice if women are directly involved, and their special concerns taken into account, in the decision-making and implementation processes. Unfortunately, the failure to recognise this has meant that many water and energy initiatives have been much less effective in the long-term than originally hoped.

ICIMOD, with its long experience in diverse mountain communities, recognises that any new interventions for improving the well-being of mountain women need to focus on ways to free women from the long hours and drudgery of work to enable them to engage in income-generating and other activities. This is accomplished by bringing them into the technology choice and decision-making process from the outset. This approach has the added benefit of contributing to women's overall empowerment and status.

In 2002, UNEP and ICIMOD initiated a project on 'Incorporating the Needs and Roles of Women in Water and Energy Management in Rural Areas in South Asia – Capacity Building of Women in Rural Areas of the Himalaya' with financial support from the Swedish International Development Co-operation Agency (SIDA). The project focused on enabling women to participate fully and effectively in the planning and implementation of household water and energy initiatives by building their capability to organise themselves and to identify and prioritise their own needs. The project was carried out in partnership with the Royal Society for Protection of Nature (RSPN) in Bhutan, The Energy and Resources Institute (TERI) in India, and the Centre for Rural Technology (CRT/N) in Nepal.

In less than two years, the project made a marked difference in the lives of the women, their families, and their communities. Women developed their own solutions to their water and energy needs, and many were able to use the time saved to generate income. Women have operated a technology demonstration centre from the technologies they adopted for the benefit of other women. Some have emerged as energy entrepreneurs, for example, as liquid petroleum gas depot managers, and producers and sellers of solar dryers and improved cooking stoves. The impact was further broadened by coordinating with different development partners to provide additional inputs and training to the women, providing the basis for mainstreaming good practices at district and national levels.

The project has demonstrated that the issue is not merely which technologies best serve the needs of women, but also how to enable them to choose the options that meet their needs and improve their livelihoods. The major challenge now is to translate such experiences into gender sensitive policies that can extend the impact across the Himalayan region.

The experiences and lessons learned from the project have been encapsulated in three publications – 'Policy Guidelines', 'Project Learning', and this Training of Trainers Manual – and a DVD film. Policy makers and rural development practitioners can pick from these experiences those that are useful or suitable to their particular needs for replication and upscaling.

I hope that this Training Manual will be of use to development practitioners and organisations wishing to train trainers and community development agents working with communities in the field and engaged in engendering development and empowering women, especially in mountain areas. I would like to extend my sincere gratitude to UNEP-Nairobi and SIDA for the financial support, without which this important work would not have been possible.

Dr. J. Gabriel Campbell
Director General
ICIMOD

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The material in this manual is compiled from the training materials prepared by the collaborating partners and other sources, in particular 'Gender and Development', a training manual published by the Centre for Development and Population Activities, Washington DC, two manuals prepared in Nepali by the Nepal Ministry of Women, Children and Social Welfare, the 'Gender and Organisational Change Training Manual' by Verona Groverman and Jeannette D. Gurung, and 'Developing Sustainable Communities: A Toolkit for Development Practitioners' published by ICIMOD for SNV. We thank the authors and publishers for these and the many other sources used, and apologise if any sources have not been recognised.

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Acronyms and Abbreviations

CBOs	community-based organisations
CEDPA	The Centre for Development and Population Activities
CRTN	Centre for Rural Technology, Nepal
DFID	Department for International Development (UK)
FGD	focus group discussion
GAD	gender and development
GAM	Gender Analysis Matrix
ICIMOD	International Centre for Integrated Mountain Development
ICS	improved cooking stove
IG	income generating
IGA	income-generating activity
LPG	liquefied petroleum gas
M & E	monitoring and evaluation
MDG	Millennium Development Goal
NFE	non-formal education
NGO	non-government organisation
NRCS	Nepal Red Cross Society
PAP	participatory action plan
PRA	participatory rural appraisal
REDP	Rural Energy Development Programme
RSPN	Royal Society for Protection of Nature
SIDA	Swedish International Development Co-operation Agency
TERI	The Energy and Resources Institute
ToT	training of trainers
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
VDC	village development committee
WED	women, environment, and development
WID	women in development

Glossary of Gender and Development Terms

Gender	The socially constructed roles and responsibilities assigned to women and men in a given culture or location and the social structures that support them. Gender is learned and changes over time.
Gender bias	The tendency to make decisions or take actions based on gender.
Gender discrimination	Prejudicial treatment of an individual based on a gender stereotype (often referred to as sexism or sexual discrimination).
Gender equity	A condition in which women and men participate as equals, have equal access to resources, and equal opportunities to exercise control.
Gender issues	Specific consequences of the inequality of women and men.
Gender relations	Ways in which a culture or society defines rights and responsibilities, and identifies men and women in relation to one another.
Gender sensitive	Being aware of the differences between women's and men's needs, roles, responsibilities, and constraints.
Sex	The biological differences between women and men, which are universal, obvious, and generally permanent.
Condition/position	Terms describing circumstances. Condition describes the immediate, material circumstances in which women and men live. Position is women's place in society in relation to men's. Position involves power, status, and control over decisions and resources.
Efficiency/equity rationales	Reasons for the inclusion of women in development. The efficiency rationale holds that development activities will be more effective with the full involvement of women and men in their full capacities. The equity rationale regards the equal representation of women's and men's interests in development as a matter of justice.
Empowerment	The process of generating and building capacity to exercise control over one's life.
Gender division of labour	The roles, responsibilities, and activities assigned to women and men based on gender.
Practical and strategic needs/interests	Short-term and long-term concerns arising from gender roles. Practical needs are immediate and material and can be met in the short-term through practical solutions. Strategic needs are long-term and are related to women's changing position in society. In terms of women's interests, they include legislation for equal rights and opportunities, reproductive choice, and increased participation in decision making.
Triple role of women	The three types of work done by women: productive work (all tasks that contribute economically to the household and community, such as crop and livestock production, handicraft production, marketing, and wage employment); reproductive work (tasks carried out to reproduce and care for the household, such as fuel/water collection, food preparation, child care, education, health care, more maintenance); and work in the community (tasks carried out to support social events and services at the community level, such as ceremonies, celebrations, community improvement, and political activities).

Women in Development (WID)	An approach to development that focuses on women and their specific situation as a separate group. WID projects frequently involved only women as participants and beneficiaries and failed to have a policy impact.
Women and Development (WAD)	A perspective on development that advocates changing the class structure to achieve gender equity.
Gender and Development (GAD)	An approach to development which shifts the focus from women as a group to the socially determined relations between women and men. GAD focuses on the social, economic, political, and cultural forces that determine how men and women can participate in, benefit from, and control project resources and activities.
Gender analysis	An organised approach to considering gender issues in the entire process of programme development. The purpose of gender analysis is to ensure that development projects and programmes fully incorporate consideration of the roles, needs, and participation of women and men. Gender analysis requires separating data and information by sex (known as disaggregated data) and understanding how labour is divided and valued according to sex. It is done at all stages of development processes.
Gender Analysis Matrix (GAM)	A gender analysis model developed for grassroots use. It has four levels of analysis (women, men, household, and community) and four categories of analysis (potential changes in labour, time, resources, and sociocultural factors).
Harvard Analytical Framework	A gender analysis model that identifies and organises information about the gender division of labour in a given community according to three levels of analysis: the activity profile, the access and control profile, and influencing factors. One of the first gender analysis models to be developed.
Women's Empowerment Framework	A gender analysis model that traces women's increasing equality and empowerment through five phases: welfare, access, conscientisation, participation, and control.
Moser Framework	A framework that aims to set up gender planning as a type of planning in its own right, on a par with transport planning or environment planning. It focuses on women's triple role; practical and strategic gender needs; and categories of policy approaches to women and development /gender and development.

Source: CEDPA 1990

Contents

Foreword	
Acknowledgements	
Acronyms and Abbreviations	
Glossary of Gender and Development Terms	
About this Manual and Training Course	
How to Use the Manual	
Session 1 : Introduction and Objectives of Training	5
Session 2 : Understanding Gender	9
Session 3 : Gender Roles, Relations and Life Choices	15
Session 4 : Using Gender Analysis Tools and Approaches in Water and Energy Projects	21
Session 5 : Social Mobilisation and Needs Assessment Using PRA Tools	41
Session 6 : Gender in Water and Energy Management	59
Session 7 : Introduction of Drudgery-Reducing Energy and Water Technologies	71
Session 8 : Productive Use of Time for Income-Generating Activities	79
Session 9 : Preparation of a Gender-Sensitive Participatory Action Plan	89
References and Further Reading	105
Training Evaluation Form	107
List of Handouts	
Handout 1A: Training Objectives	7
Handout 2A: Worksheet Matrix for Recording Perceptions of Men and Women	12
Handout 2B: Sex and Gender	13
Handout 3A: Worksheet Work Mostly Performed by Men/Women	18
Handout 3B: Worksheet Gender Roles and Relationships Matrix	19
Handout 3C: Different Types of Work	20
Handout 3D: Gender Roles	20
Handout 4A: Case Study Approach and Experience from the UNEP/ICIMOD Project	24
Handout 4B: Differences between WID, GAD, and WED Approaches	25
Handout 4C: Gender Analysis Models 1) The Harvard Analytical Framework, 2) The Gender Analysis Matrix (GAM), 3) The Women's Empowerment Framework, 4) The Moser Framework	26
Handout 4D: Worksheets 1) The Harvard Analytical Framework, 2) Gender Analysis Matrix (GAM), 3) Women's Empowerment Framework	33
Handout 4E: Checklist for Building Gender Equity into Project Design and Implementation	38
Handout 4F: The Gender and Development Approach A Summary	40

Handout 5A:	The Social Mobilisation Process: Stages and Underlying Objectives and Processes	45
Handout 5B:	The Community Mobilisation Process: Example from the UNEP/ICIMOD Project in India	46
Handout 5C:	Role, Responsibilities, and Functions of the Social Mobiliser, Example from the UNEP/ICIMOD Project	47
Handout 5D:	Group Formation Process	48
Handout 5E:	Summary of Participatory Rural Assessment (PRA) Techniques	50
Handout 5F:	Selected PRA Tools	51
Handout 6A:	Worksheet Household Water and Energy Management Pattern	61
Handout 6B:	Rural Women's Role in Domestic Energy Management	62
Handout 6C:	Time Allocation for Water- and Energy-related Activities in India and Nepal	63
Handout 6D:	Worksheet Impact of Water and Energy Source Scarcity in Local Areas	64
Handout 6E:	Coping Mechanisms for Energy Resource Scarcity	65
Handout 6F:	Water Scarcity and Innovative Measures: Example from UNEP/ICIMOD Project Sites in Almora District, Uttaranchal, India	66
Handout 6G:	Examples of Inclusion of Women in Energy and Water Development Projects	67
Handout 6H:	Mainstreaming Gender in Energy and Water Policies	68
Handout 6I:	Gender Equality Action Frame	70
Handout 7A:	Worksheet Water and Energy Technologies Used/Desired at Home	73
Handout 7B:	Different Forms of Technologies and Their Uses	74
Handout 7C:	Worksheet The Practical, Productive, and Strategic Needs Fulfilled by Water and Energy Technologies	75
Handout 7D:	Meeting the Needs of Women through Various Energy Interventions	76
Handout 7E:	Multiple Effects of Women-oriented Energy Interventions	77
Handout 8A:	Income Generating Programmes	82
Handout 8B:	Productive Use of Saved Time for Income Generation: Example from the UNEP/ICIMOD Project	83
Handout 8C:	Financing an Income Generating Activity	84
Handout 8D:	Loan Management: Setting Lending Rules, Terms and Conditions	86
Handout 8E:	Use of Revolving Funds and Group Savings: Example from the UNEP/ICIMOD Project	87
Handout 9A:	Prerequisites for a Gender-sensitive Plan	92
Handout 9B:	Sample of Action Plan Cycle	93
Handout 9C:	Understanding Gender Sensitive Participatory Planning	94
Handout 9D:	Steps Involved in Developing a Participatory Action Plan (PAP)	95
Handout 9E:	Participatory Process of Community Action Plan Formulation Example from the UNEP/ICIMOD Project	96
Handout 9F:	Worksheet Format for Preparing an Action Plan	97
Handout 9G:	Understanding Participatory Monitoring and Evaluation	98
Handout 9H:	Key Tasks and Methods for Performing Participatory Monitoring and Evaluation	99
Handout 9I:	The 'Nine Boxes' Framework for Planning, Monitoring, and Evaluation of Gender Sensitivity in a Programme	100
Handout 9J:	Indicators Used for Participatory Evaluation of Women's Organisational Capacity Building in the UNEP/ICIMOD Project	102