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# **MAINSTREAMING GENDER DIMENSIONS INTO WATER RESOURCES DEVELOPMENT AND MANAGEMENT IN THE MEDITERRANEAN REGION (GEWAMED)**

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The present paper is a summary of a project proposal presented to the European Commission (EC) for financing in September 2004 and is the logical follow up of the activities undertaken in the INGEDl project. In fact the project objectives and activities are largely based in the recommendations of the Workshop held, in the frame of the EC-INCO funded SSA "INGEDI", at the CIHEAM-IAMB Institute (Italy) in June 2004, thus reflecting the needs of the Region as felt by the participants to this event.

The project plans to build an extensive knowledge base for mainstreaming gender dimensions into IWRM. To achieve this objective the project will build a network at regional national level using Internet technology and undertake 10 national seminars, three regional workshops and an inter-regional conference. The regional network will be essentially a mean for exchanging experiences, disseminate results and allow for enhanced coordination among national projects' activities and participants. The national networks will be a powerful tool to store and disseminate relevant information and co-ordinate existing relevant activities.

The project will disseminate the gender-water information particularly in the rural areas where the problems of women participation in decision making processes are more neglected. For this purpose GEWAMED will establish national coordination committees that will be on one hand important sources of information and on the other the main channel for dissemination. The most distinctive feature of this project is precisely the actions at national level.

The integration of women in all aspect of the society and in particular in water resources management is extremely variable within the countries of the Mediterranean basin, going from situations of nearly total neglect to others of ample participation. Therefore the exchange of these experiences offers promising possibilities. To promote coordination and exchange of experiences the project will organize two regional workshops and an Inter Regional Conference that will also be a channel for disseminating project results and achievements.

## **1. THE STATE OF THE ART**

Water scarcity has been in the top of the agenda of many politicians and decision makers for many years but the integration of women in all aspects of the development of a society has also received considerable attention at international and national events. The World Summit on Sustainable Development in Johannesburg (2002) made a political declaration in favour of women empowerment and emancipation in all activities related within the Agenda 21. The International Conference on Freshwater in Bonn (2001) made a Ministerial declaration recommending that women should have an equal voice in managing the sustainable use of water. The Second World Water Forum in The Hague (2000) made also a Ministerial Declaration on Water Security, where the role of women is emphasized in several water use activities. Previous Conferences made similar calls for greater participation of women and men in the decision making processes of water resources development and management.

Besides these international conferences numerous fora were held in parallel with UN conferences bringing together many NGOs, which provided an opportunity for women to express themselves and be recognized as leaders of many positive experiences.

Much progress has been made since the United Nations First World Conference on Women held in Mexico in 1975. Many concepts and ideas have evolved from those days. It is beyond the scope of this note to describe these historical changes but perhaps the most dramatic change is from the initial strategy where projects were addressed to benefit women only to the most recent approach of Gender and Development (GAD), that is considered the framework for a more equitable form of development, respecting the basic needs of each individual male or female.

Increased knowledge was gained in the relationship between gender issues and water resources management. Some of the basic concepts that are fully accepted nowadays are highlighted below:

- Women and men play different roles in the use of water by each sector (agriculture, drinking water supply, industry, environment and others). Such roles are dependent on prevailing local social rules and they need to be considered in each case when development activities are planned or executed. Women play an important role in water management. They are most often the collectors, users and managers of water in the household, and of irrigated and rainfed crops, and have an increasing role in watershed management. Nevertheless, in many cases water resources policies and programmes have proven detrimental to women's water rights and to their sustainable management and use of water, often overlooking their needs.

- Men and women have differential incentives for investing time, labour and capital in irrigation and water management activities, reflecting gender differences in responsibilities, their access to and control over productive resources, including water and the benefits from irrigated agriculture.

- Irrigation interventions have often failed to take into consideration the existing imbalance between men and women's ownership rights, division of labour and incomes; caused by the mistaken conceptions of the intra-household organization of production.

- Women's involvement in water resources management is not only important to improve women's status but also essential for effective use of finite water resources for present and future generations.

- Three broad areas in irrigated agricultural production systems were identified where gender analysis can help create more effective, equitable and sustainable irrigation policies and programmes: 1) irrigation design (identify who will be using water, amounts needed, at what times and for what purpose); 2) legal, administrative and organizational arrangements (women's use and control of land and irrigation water is fundamental); and 3) implementation of the irrigation projects (water delivery schedules should be devised to accommodate both men and women's needs with respect to quantity, timing and quality of water).

- The process of gender mainstreaming in IWRM is done by information dissemination; consultation, advocacy, decision making; action to promote gender sensitivity beneficiary groups and action to promote gender sensitivity organizations. Gender mainstreaming in water resources management will lead to greater effectiveness, efficiency, development, sustainability and equity. A gender perspective in IWRM is necessary for increasing project effectiveness, ensuring environmental sustainability, improving social and economic analysis and concern for equality. This process challenge organizations in skills, flexibility and adaptability, support and follow-up.

Still many problems remain unsolved and some of the most relevant ones are reported below:

Women constitute more than 37% of the labour force in the European farms. The figure is certainly higher for the irrigated agriculture of the developing countries of the Mediterranean basin. But the benefits that they obtain from this additional work are small and their involvement in the decision making processes at farm level is still limited.

Men are predominantly elected to be members of Management Boards of the organizations that are responsible for the management of irrigated water in the North African Countries. The same applies to irrigation agencies where the number of employed women is far below desirable standards. This is a pattern that can be observed even in developed countries of the Mediterranean Basin and indicates that women's access to the governance of water resources is still limited.

Project planning and design are becoming more conscious of the need for taking into consideration social issues and local participation. However gender issues are rarely addressed.

It is clear that the irrigated agriculture in the Mediterranean is becoming more and more specialized where there is little space for inefficient farmers. In this context and considering that a certain job specialization in the farm operation by women and men is taking place, the question is how extension services, financial services and other farm services should be organized in order to provide

the high quality services that irrigated agriculture requires. In Morocco the number of women working in the extension services is about 9 %, while the percentage of work carried out by women is 50%. Similarly in Tunisia the females extension workers are 3% while the work carried out by women is 23% (FAO, 2003<sup>1</sup>).

Food processing and food safety are important areas where the role of women can be essential to improve nutritional status. Therefore nutrition education needs to address specifically gender issues. In several countries a combination of home gardening with nutrition education has proved to be highly effective in reducing malnutrition.

One of the most important lessons learnt is that both men and women need to be involved in planning and development. Like in agriculture, excessive focus on women resulted often in the fact that women were busier than before. Nowadays it is fully recognized that men and women are water users with different needs that should be reflected in their demand for services (Wijk, C. 1998<sup>2</sup>). Therefore both categories cannot be treated as the same. Excluding one or the other means that half of the target population has been left out and the effectiveness of the project under these conditions will certainly be reduced.

Water is the vehicle for many water borne diseases and illnesses. Where do women get information about proper hygiene practices?. Often water supply projects do not have the necessary relation with the Ministry of Health. If training is the answer, who should provide it?

Peri-urban areas of large cities have similar problems, and sometimes worse than rural areas. Sanitation problems are greater due to the considerable concentration of people and absence of adequate facilities. Therefore there is widespread microbial pollution which results in high mortality rates for children and adults. Gender issues are somewhat similar to those of the rural areas, but there are better opportunities for group actions where women can play an important role.

Quantitative information on the quality and characteristics of the water supply and sanitation services is not readily available for urban areas and this lack of information is more acute in the rural areas of several countries of the Mediterranean Basin.

The role of women in most of the watershed development activities is limited to few activities, such as tree planting and others that may require less physical energy. So far, experience has showed a marginal involvement of women. In the past gender analysis has not been a component of most watershed development projects. With the new participatory approaches the road is open for a greater participation. Research has shown that women take a leading role in many parts of Africa and Asia in the development of aquaculture.

Aquaculture increases economic returns, improves family nutrition and can be integrated with other household and farming activities. Still the use of aquaculture in the developing countries of the Mediterranean countries is limited and the participation women largely absent.

## 2. MAIN PROBLEMS LIMITING THE INTEGRATION OF WOMEN IN WATER MANAGEMENT

The recent INGEDI Workshop (June 2004) on Integration of Gender Dimension in Water Management in the Mediterranean Region clearly identified the main the problems that are limiting the integration of women in water management. They are reported below:

1. **Legislation:** Legislation often does not sufficiently consider the access of women to land and water in most Mediterranean countries. Women are absent in the decision-making process, government agencies are not taking enough initiatives in educating women in water management issues. Legislation must be modified to be more gender-sensitive.

2. **Communication and Awareness of Gender Issues:** Education at primary and secondary school, vocational schools and universities in gender issues is of utmost importance for increasing the awareness of the public and the government bodies. Little is done in this important area compared to the actual needs.

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<sup>1</sup> FAO, 2003. Plan of action, Gender and Development. FAO. Rome. Italy

<sup>2</sup> Wijk, C., 1998. *Gender in water resources management and Water Supply and Sanitation. Roles and realities Revisited*. International Water and Sanitation Centre, The Hague, The Netherlands

3. **Inadequacy of Analysis:** There is a poor analysis of gender issues in water policies. New tools and guidelines are needed.

4. **Lack of Participation of Women in Water Governance:** Women are mainly absent in the management and policy making processes. Very few women are active in Water Users Associations and Water Cooperatives. The same applies to most irrigation and water supply agencies.

5. **Centralization of Water Management and Governance:** There is an excessive centralization of decisions and insufficient knowledge of local problems resulting in very poor technical assistance at local level.

6. **Institutional Capacity:** There is a lack of coordination mechanisms among relevant institutions and bodies within countries and more at regional level and limited skills related to participatory and gender approaches

7. **Extension:** The extension services directed towards women are unsatisfactory. There are few female extension officers\gender specialists. Training material is rarely gender sensitive.

8. **Impact of Globalization:** Globalization is affecting social roles in rural communities and agricultural management, including irrigation. Many women are changing their attitude towards agricultural work.

9. **Cultural Heritage and Social Norms:** In most countries inequity and inequality are dominant because of social and cultural reasons.

10. **Poverty:** Most working women are engaged in agriculture and are the most disadvantaged group of their society. Due to lack of training and other reasons they remain unskilled workers.

11. **Lack of Access to Information:** There is insufficient knowledge among men and women about their own rights, and there is lack of access for needed information and technology.

12. **Lack of Gender-Sensitive Indicators:** There is an absence of institutional set up that is responsible for monitoring the process of gender integration into water management.

13. **Gender-disaggregated statistical information** Still limited availability of statistics disaggregated by sex with a gender perspective and therefore it becomes difficult to quantify the gravity of situations related to the access of women and men to land and water resources.

The present project aims at solving those problems closely related to the access to and information dissemination and to improve coordination but also can contribute substantially to reduce the extent of most of the problems listed above. This will require that the national coordinators get involved in far more reaching activities like: a) sensitize decision-makers, b) promote gender lobbying, c) assist in leadership promotion, d) build capacities\skills, e) develop communication strategies, and f) promote the establishment of information\research centres.

### 3. THE NEED FOR A COORDINATION ACTION

The former sections describes in details the situation of the gender issues at present with particular reference to the Mediterranean area, with an analysis of the major problems and constraints, and the recommendations made at recent international fora to overcome them. At the INGEDI workshop held in June 2004 on "Integration of Gender Dimension in Water Management in the Mediterranean Region" organized by the CIHEAM-IAMB in Bari (Italy), 44 participants identified, among others, the following problems:

- lack of coordination mechanisms among relevant institutions and related bodies.
- lack of institutional support for information/dissemination.
- lack of coordination among women programmes.
- insufficient knowledge among men and women about their own rights.
- lack of access to information and technology (particularly in the sanitation area).
- limited political commitment in integrating gender dimensions in water-related policies, legislations and programmes.
- few initiatives undertaken to ensure women's participation in water-related decision-making.
- lack of skills and knowledge in promoting gender mainstreaming in integrated water resources management.

and suggested the following solutions:

- establishment of a Mediterranean network to be interlinked with national and, where applicable, to existing local networks.
- develop information and communication strategies.

- develop a national agenda for mainstreaming of gender issues in water resources.
- undertake national seminars and workshops with women associations and government agencies.
- provide information at all levels addressing issues on water and sanitation, and risk assessment.
- capacity building on gender analysis and participatory tools in water resources management.
- sensitize policy-makers on the importance of integrating a gender perspective in integrated water resources management.

The establishment of national and regional networks can contribute substantially to resolve a number of important problems related to the IWRM with a gender approach.

A coordinated action will not only generate benefits in terms of exchanging information and adding value to the national initiatives, but will also benefit from the experience gained by UE participating institutions have undergone through similar processes and can provide useful orientations to other Mediterranean countries.

#### **4. OBJECTIVES OF THE PROJECT**

The overall objective of the GEWAMED is to contribute to the mainstreaming of gender dimensions in the Integrated Water Resources Management (IWRM) in the Mediterranean Region, by promoting a dialogue among the countries of the Region and establishing regional and national information networks and coordination structures to promote the adoption of gender sensitive policies and build a common knowledge base. The above mentioned objective will be achieved through the following strategic objectives:

1. Building a national and regional shared knowledge base on gender issues, policies, actions and measures to support gender mainstreaming in all processes related to sustainable water resources development and management.
2. Enhance the cooperation and dialogue among Mediterranean countries but also within each country promoting the exchange of information and its dissemination among national governmental agencies, NGO's research institutions, international organizations, private sector and communication media involved in gender related issues and the water sector.
3. Promote the adoption of national policies and other related instruments (strategies, approaches, guidelines, incentives and legislation) by involving decision makers and politicians in the processes of mainstreaming gender dimensions in the planning, development and management of water resources.
4. Improve the institutional capacity building and the understanding of gender issues of all stakeholders involved in the processes of Integrated Water Resources Management (IWRM).

#### **5. EXPECTED PROJECT RESULTS**

The strategic objectives will be achieved through the activities that will be undertaken under the seven work packages described later in the text. The project's results are closely linked to the intended objectives, as indicated below:

##### Related to Strategic Objective 1: Building a national and regional shared knowledge base

1. national network established in at least 6 countries of the South East Mediterranean Region. In principle, the following countries are of priority: Egypt, Jordan, Morocco, Palestine, Tunisia and Turkey.
2. Increased structured national and regional information system on gender issues related to water resources development and management made available to all potential users of the web site. In particular this information base will cover at least the following aspects:
  - Gender analysis and participatory tools;
  - Definition of criteria to enhance coordination of fragmented projects and initiatives already existing;
  - Methodologies for collection, analysis and use of gender-disaggregated data related to the use of water resources;
  - On-going research activities and related organizations;

- Identification of future research needs with particular attention to their potential funding by the EU research programmes;
  - Compilation of policies, institutions and laws that have contributed effectively to promote the participation of women;
  - Lessons learned in gender mainstreaming in IWRM.
3. A comprehensive and agreed set of gender-sensitive indicators aimed at assessing the involvement of women and men in water resources development and management at national, regional, programme, project and local level.

Related to Strategic Objective 2: Enhance the cooperation and dialogue at regional and national level

4. Improved cooperation among partners and external organizations interested in this subject through the building of a regional network.
5. Improved coordination at national level by creating a National Coordination Committee to coordinate and disseminate the activities that are undertaken by different national institutions (universities, governmental agencies, research organizations, NGOs, citizen associations, women associations, international organizations) in the interface of gender and water use sectors.
6. Structured channels for disseminating and exchanging information
7. Greater awareness of the society in general and in the agricultural sector in particular of the importance of gender issues
8. Dissemination of the results of the project to larger audiences by organizing a Regional Conference and allowing the access of general users to the information produced in the regional and national networks.

Related to Strategic Objective 3: Promote the adoption of national policies and other related instruments

9. Review of existing national and regional policies and other related instruments in the water sector with a gender perspective.
10. Improved institutional capacity to deal with needed institutional changes as result of the participation in the national seminars on "The Political and Institutional Dimensions of Gender Dimensions Integration in Water Resources Management".
11. A wider adoption of Integrated Water Resources Management approaches to ensure the access of women and men to the benefits of water and related services to promote the equitability and sustainability of the actions taken.
12. Adoption of policies and/or other instruments (strategies, approaches, guidelines, incentives, legislation) promoting a gender mainstreaming in the planning, development and management of water resources.

Related to Strategic Objective 4. Improve the institutional capacity building

13. Greater institutional capacity to promote gender mainstreaming in IWRM as result of the participation in regional workshops, national seminars and training sessions
14. Adoption of participatory approaches in gender training activities
15. Training packages, guides, kits and other training material will be available.

## **6. THE CONSORTIUM**

The Consortium is made of a partnership of 18 institutions.

From a geographical point of view most of the countries of the South East Mediterranean Region (SEMR) are represented: Algeria, Cyprus, Egypt, Jordan, Lebanon, Morocco, Palestine, Syria, Tunisia and Turkey. Also most of the EU countries of the Mediterranean region are present: Italy, France, Spain, Greece and Cyprus. The few absences are due to the fact that they belong to other geographical groups, as the case with the Balkan countries, which make them illegible to participate in the INCO-MED programs or due to the fact that after assessing their potential participation it was concluded that the opportunities for providing substantial contributions to the project were low.

The mix of countries that have more experience in promoting participation of women in all aspects of the society with those where such participation is lagging behind is essential to the project as precisely their interaction will be instrumental to reduce the gap. Sharing of experiences and learning processes will be one of the main approaches to improve the knowledge base of all participants.

From the institutional point of view the Consortium covers the main players in this area: national administration institutions engaged in water resources management but interested in social issues, research institutions, educational institutions, international organizations and Non Governmental Organizations (NGOs). This combination of institutions with different missions will also be of importance to the project as every one have their own perspective on the subject of gender and water and can contribute to the mainstreaming of gender actions into their respective field of action. This will also be important in developing a comprehensive approach to gender-water issues.

Particular attention has been paid to select institutions in the water sector that have been particularly sensitive to the gender approaches and have dedicated part of their activities to this new important social area. Reciprocally, in the selection of women's organizations attention priority has been given to that have their main activities directed to the rural population and to the promotion of water related development programs. The participation of international organizations is also essential to the project as they have been pioneers in promoting gender approaches and have accumulated considerable experience and knowledge that will be of great benefit to all participants. Several organizations have considerable experience in the management of information networks and they are expected to contribute greatly to the project because of their experience in this essential area. Also several organizations have research mandates among their responsibilities and this will be a needed link to asses the past role of research and future needs. NGOs are important partners of the project as they are dynamic organizations strongly committed to the mainstreaming of gender dimensions in their development missions but also because they can be independent promoters of coordination actions. Most of the institutions are strongly committed to capacity building and this is a guarantee that the knowledge gained will be disseminated and contributes to the institutional capacity of the countries concerned.

The following national institutions from North and South Mediterranean countries, international organizations and NGOs will be part of the proposed Consortium (Table 1):

Table 1. Partners of the Consortium

Type of organization	No.	Participant's name	Participant's short name	Country of location
Intergovernmental. Org.	1	Mediterranean Agronomic Institute- Bari	CIHEAM-IAMB	Italy
National Administ.	2	Institute National Agronomique	INA	Algeria
National Administ.	3	National Water Research Center- Ministry of Water Resources and Irrigation -	NWRC-MWRI	Egypt
Education Institution	4	Faculty of Agriculture University of Jordan-	UJ-FA	Jordan
NGO	5	Association Marocaine de Solidarité et de Développement	AMSED	Morocco
NGO	6	Palestinian Agricultural Relief Committee	PARC	Palestine
Gov. Agency	7	Egyptian Environmental Affairs Agency	EEAA	Egypt
NGO	8	The Center of Arab Women for Training and Research	CAWTAR	Tunisia
Education Institution	9	Cukurova University- Faculty of Agriculture	CUKUR	Turkey
National Administ.	10	Agriculture Research Institute	ARI	Cyprus
NGO	11	Mediterranean Office for Environment, Cultural and Sustainable Development	MIO-ECSDE	Greece
NGO	12	Osservatorio Nazionale per l'Imprenditoria ed il Lavoro Femminile in Agricoltura	ONILFA	Italy
Int. Org.	13	Food and Agriculture Organization – Gender and Population Division (SDW) and Regional Office for the Near East (RNA)	FAO	Italy



Type of organization	No.	Participant's name	Participant's short name	Country of location
NGO	14	International Commission on Irrigation and Drainage. Italian Committee	ITAL-ICID	Italy
National Administ.	15	Instituto Andaluz de la Mujer- Junta de Andalucía	IAM -JA	Spain
Int. Org.	16	African Training and Research Centre in Administration for Development	CAFRAD	Morocco
NGO	17	René Moawad Foundation	RMF	Lebanon
NGO	18	Programme Solidarité Eau	pS- Eau	France

Finally, the proposed coordinator of the project (CIHEAM-IAMB) has an intergovernmental status and is an institution that has great experience in water resources management but in recent years has also dedicated great part of its effort to the gender issues and the details can be found in the description below. CIHEAM-IAMB already coordinates other Mediterranean networks for the EC and other partners (GWP) and therefore has substantial experience in their management.

## 7. PROJECT MANAGEMENT

CIHEAM-IAMB will be the organization responsible for the management of the project.

The proposed management structure is made of the following persons and bodies. It is schematically represented in and represented in Figure 1:

1. **A Steering Committee** made of seven members. The following composition is proposed: 1) CIHEAM- IAMB (Italy), 2) European Commission 3) FAO, 4) NWRC (Egypt), 5) UJ-FA (Jordan) 6) COWTAR (Tunisia) 7) PS-EAU (France) as organizations that are directly involved in the management of the project and implementing the major events of the project. The exact composition of the Steering Committee will be finally decided at the first Regional Workshop. The Steering Committee will meet twice a year. At least one of the yearly meetings will take place before of after the regional workshops. The Project Manager will participate but without voting rights.

2. **Project Coordinator.** Responsible for the institutional contacts within the project and in its relation with external bodies (EC, International organizations, National Coordinators). The Project Coordinator reports to EC and to the Steering Committee.

3. **Project Manager.** Responsible for the implementation of the project's day- to day activities. The project Manager reports directly to the Coordinator and the Steering Committee upon request. The Project Manager will be sought among the senior collaborators of CIHEAM-IAMB.

4. **Organizing team.** Group of consultants that will support the project manager in organizing the workshops and Regional Conference.

5. **Communication and Technical team.** Group of consultants that will assist the Project Manager in all the activities related to Work Packages No.1 and 2 and provide technical inputs to the workshops and Inter-Regional Conference.

6. **Administration Team.** Responsible for the control of expenditures and supervision of accounts.

7. **National Coordination Structure** (Figure 2) In each of the SEMC countries a national coordination mechanism will be established. The national Coordination Committee will consist basically of a National Coordinator and a Coordination Committee integrated by representatives of the different stakeholders involved in gender and water issues. The Committee should play a major role in collecting and disseminating information and act as the main channel for implementing actions arising from project's activities.

8. **Project Institutional Partners.** Each of the members of the proposed CA.

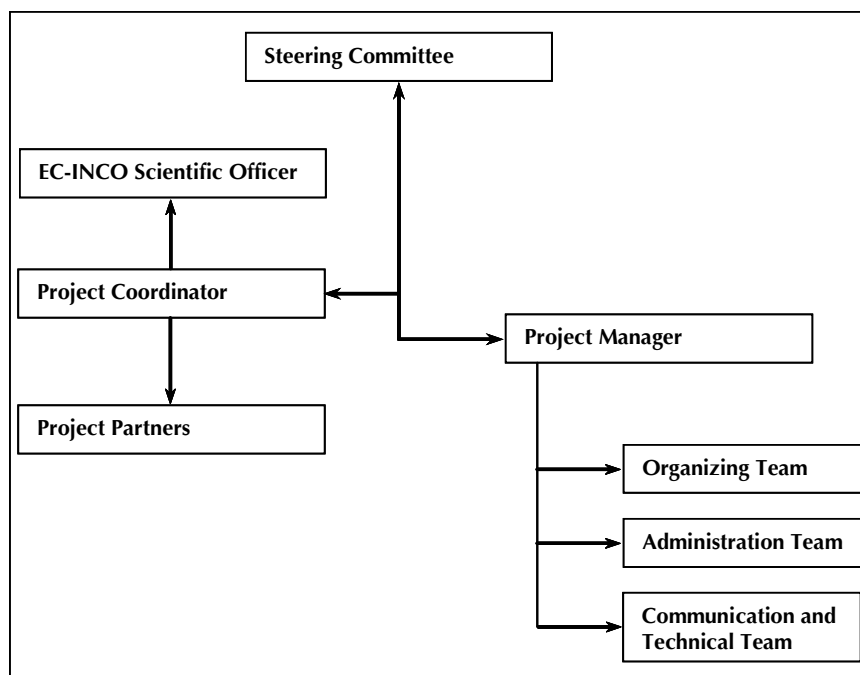


Fig. 1. Project Management Structure

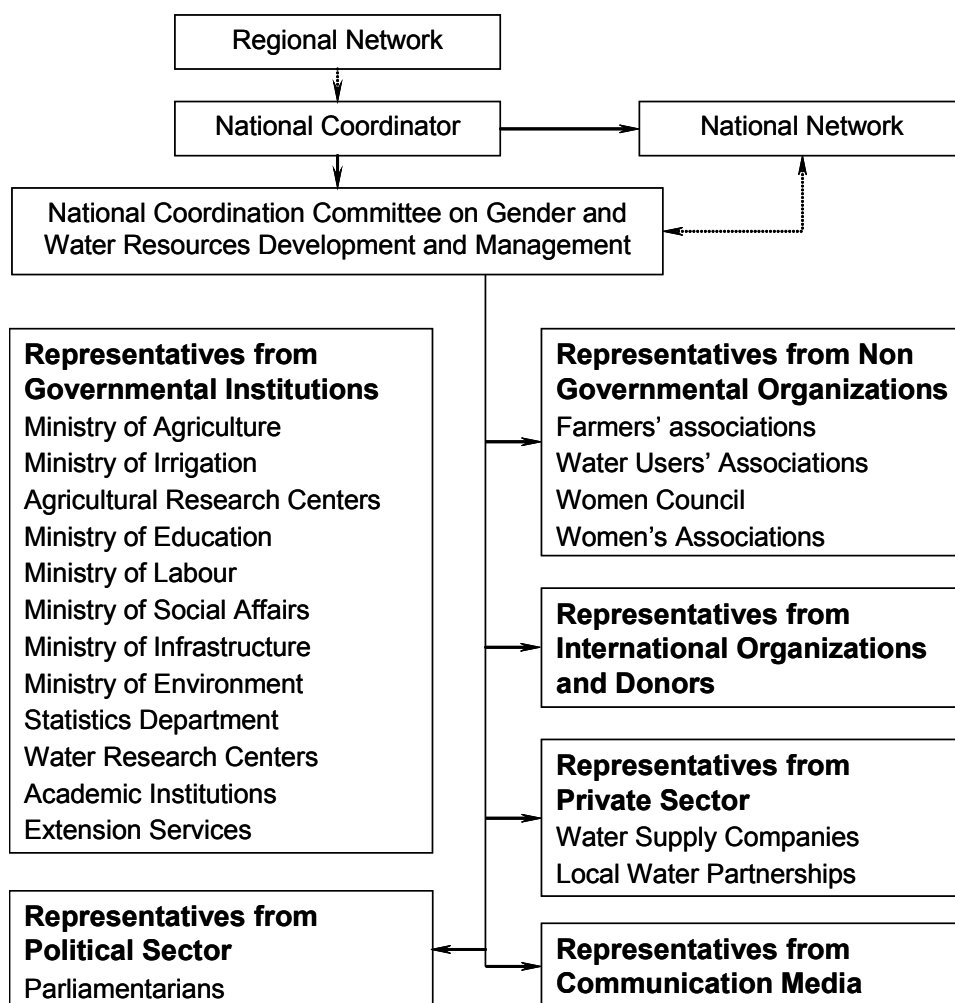


Fig. 2. National Coordination Structure

## 8. WORK PLAN

The participation of women in all activities of the society, and in particular in the water sector, is far from being satisfactory even in the EU countries and is much less in the SEMR countries. Many factors affect this situation but no doubt that the access to information, insufficient knowledge about the situation of women and limited access to information on future development opportunities are among the main factors responsible for the said situation. The emphases of project actions are in the countries of the SEMR where certainly the needs are greater. The project actions try to achieve a proper synergy of regional and national actions but those at country level are the centre of efforts as recommended by the participants of the INGEDI Workshop.

The project plans to tackle these limiting factors and promote political actions that lead to an improvement of the existing situation. To achieve this, the project will use the following instruments:

- Establish national networks which will be the main tool to exchange information, promote interactions, coordinate actions, store and disseminate information at country level. These dedicated national networks will operate essentially in the national language (summaries in English of certain sections will also be available). A minimum of 6 national networks have been foreseen but the expectation is that it will extend to the 10 countries of the SEMR. To define the characteristics of the web sites and related actions a kick-off regional meeting will be held.
- Establishment of a thematic regional network that will be the bridge to exchange experiences, promote working relations inter partners, coordinate actions, store and disseminate information.
- A National Coordination Committee will be established in each country of the SEMR. Their function will be to provide the necessary coordination for the actions that are being taken related to women and water, to collect related information and disseminate it. The dissemination aspect is particularly relevant since considerable difficulty is often found to channel information to the rural sector.
- To promote the adoption of policies and associated instruments that are more gender oriented the project will undertake in each country of the SEMR country a national seminar on the subject of *Political and Institutional Gender Dimensions in Water Resources Management*.
- To facilitate the sharing of experiences, to adopt common approaches and to promote inter-partners actions the project will undertake two regional workshops on the subjects of: a) *Mainstreaming Gender Dimensions in Water Management for Food Security and Food safety* and b) *Mainstreaming Gender Dimensions in Water Management for Rural Development*. These subjects are central to
- To disseminate project results and to further enriched the knowledge base, an Inter-Regional Conference will be held where selected participants from Europe, Near East Region, Africa and international organizations will be invited.
- To adequately manage these activities a suitable management structure will be established at project and country level supported by a Steering Committee that will oversee and direct project activities.

To undertake the mentioned actions the project Work plan breaks into 7 working packages, namely:

- WP 1. *Building of a national Knowledge Base for Coordination, Communication and Dissemination*
- WP 2. *Building of a Regional Knowledge Base for Coordination, Communication and Dissemination (via Internet)*
- WP 3. *Mainstreaming Gender Dimensions in water management for food security and food safety*
- WP 4. *Mainstreaming Gender Dimensions in Water Management for Rural Development*
- WP 5. *Political and Institutional Gender Dimensions in Water Resources Management*
- WP 6. *Regional Conference on Integration of Gender Dimension in Water Management*
- WP 7. *Management and Coordination*

*The WP1 is mostly concerned with the establishment of the national networks and the needed criteria for their design and use, WP2 is dedicated to the implementation of the Regional thematic network, WP3 and WP4 are concerned with the organization and undertaking of the Regional Workshops on "Gender Dimensions in water management for food security and food safety", and "Mainstreaming Gender Dimensions in Water Management for Rural Development", under WP5 the*

*national seminars on “the Political and Institutional Gender Dimensions in Water Resources Management” will be organized, WP6 will deal with planning , organization and undertaking of the Inter-Regional Conference on Integration of gender Dimensions in Water Management. WP7 deals with the overall management of the Project.*

## **9. FINANCIAL RESOURCES**

The total cost of the project is given in Table 2 with its main components.

Table 2. Project costs (Euros)

Personnel for Coordination	Personnel for Management	Travel	Other costs	Overheads	Totals
695.000	99.500	302.968	96.000	155.000	1.348.468