

Addressing Gender Equality and Social Inclusion in AWP concepts, proposals and tenders

Guidance for Partners

16 April 2019

About this document

The Australian Water Partnership (AWP) recognises that incorporating Gender Equality and Social Inclusion (GESI) in all AWP activities will contribute to AWP activities being more effective, sustainable and equitable. Following the adoption in 2017 of its GESI Policy, the AWP is now rolling out the application of GESI as an essential criterion in the AWP's approval process for concepts, proposals and tender submissions. This means that all activities put forward by Partners for funding must meaningfully consider and respond to GESI issues in concept and proposal designs, as well as tender submissions.

Through a range of approaches, and as formulated in its GESI Policy, the AWP is seeking to build the understanding and capacity of its Partners in GESI. As part of this effort, this document sets out requirements and guidance to Partners for integrating GESI in concepts, proposals and tenders for the diverse range of activities that the AWP supports.

This document will be reviewed and updated as it is implemented to ensure that it meets the needs of Partners and supports the achievement of AWP's GESI commitments. The AWP welcomes and encourages Partners' feedback on this Guidance.

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1 Gender Equality and Social Inclusion – An introduction

1.1 The Global Agenda

In 2015, as part of the 2030 Agenda for Sustainable Development, 193 countries including Australia adopted and expressed their commitment to 17 Sustainable Development Goals (SDGs).¹ These Goals include Goal 6: “ensure availability and sustainable management of water and sanitation for all” and Goal 5: “achieve gender equality and empower all women and girls”. The SDGs and the human right to water and sanitation,² recognised in 2010, call for the inclusion of all people, equal rights for women, and the elimination of discrimination between people.³

In the water sector, inequality and social exclusion can be found within water governance, water resources management and water, sanitation and hygiene policies, strategies, and access to water services. For example, discrimination can be experienced due to race, gender, class, disability, sexual orientation or gender identity. In addition, there are complex, cumulative ways in which the effects of multiple forms of discrimination combine, overlap and intersect, to shape the experiences of women, vulnerable or disadvantaged groups. Inequality and social exclusion contribute to entrenched poverty, to skills and knowledge not being fully harnessed, and to local and national economic losses.⁴ Achieving Goals 5 and 6 therefore require inclusive approaches that draw on conscious and deliberate processes and policies to ensure that no one is left behind.

1.2 Key GESI concepts

GESI: The term ‘Gender Equality and Social Inclusion’ (GESI) used by AWP highlights the importance of addressing the multiple sources of discrimination that different people and groups face, including those that arise from gender. GESI means understanding the identities of different people in each context, the different forms of discrimination and disadvantage that occur as a consequence, and the barriers to and risks arising from working towards equal opportunities and rights for all women and men, girls and boys. Within this document the breadth of these possible exclusions is referred to as ‘women, vulnerable or disadvantaged groups.’

Do no harm: It is a fundamental requirement that every AWP activity does no harm. To be able to assert that an activity will do no harm, it is essential that a GESI analysis and a risk analysis are completed to inform the design of the activity, and that the issues raised are addressed throughout implementation of the activity. In the context of an AWP activity, ‘do no harm’ means not excluding women, vulnerable or disadvantaged groups from water governance decision-making forums and institutions; not excluding women, vulnerable or disadvantaged groups from the design and/or implementation phases of an activity; not taking advantage of people through non-payment of expertise and advice; proactively monitoring risks including resistance and backlash; monitoring unintended consequences; and taking corrective/compensatory measures where needed.

GESI analysis: A GESI analysis for the AWP is a methodology for collecting and analysing information about gender and the sources of vulnerability or marginalisation that different people and groups experience. It includes data disaggregated by gender⁵ (as a minimum), as well as other

¹ “Transforming our world: the 2030 Agenda for Sustainable Development”. United Nations – Sustainable Development knowledge platform. <https://sustainabledevelopment.un.org/post2015/transformingourworld>

² In 2010, through Resolution 64/292, the United Nations General Assembly explicitly recognized the human right to water and sanitation and acknowledged that clean drinking water and sanitation are essential to the realisation of all human rights.

³ de Albuquerque, C. (2014) Realising the Human Rights to Water and Sanitation: A Handbook. UN Special Rapporteur Catarina de Albuquerque. <https://www.ohchr.org/en/issues/waterandsanitation/srwater/pages/handbook.aspx>

⁴ M. Grant, C. Huggett and J. Willetts. 2016. Gender and SDG6: The Critical Connection <https://waterpartnership.org.au/gender-sdg6-the-critical-connection/>

⁵ In line with the Workplace Gender Equality Act 2012 and the indicators listed in the AWP Monitoring and Evaluation Plan.

relevant variables such as age or disability status for example. A GESI analysis is the process of analysing information about the activity context in order to ensure that development benefits and resources are effectively and equitably targeted, and that any negative impacts development interventions may have on women, vulnerable or disadvantaged groups, or on gender relations are successfully anticipated and avoided. A GESI analysis should also explore the potential for backlash and resistance from power holders; the risks and dangers that women, vulnerable or disadvantaged groups already face, including violence and exclusion; and the potential risks of perpetuating or reinforcing the inequalities that normalise this violence and exclusion.

GESI aware: Undertaking a GESI analysis will make an activity ‘GESI aware’ if, with knowledge from the GESI analysis, an activity is designed (including budgets, plans and approaches) and implemented so that it does no harm and enables women, vulnerable or disadvantaged groups to participate in, influence and lead activities.

GESI blind: An activity is ‘GESI blind’ if it ignores all GESI considerations or assumes there are no such implications for the activity. Such an activity may be unintentionally harmful to women, vulnerable or disadvantaged groups by exploiting or excluding them, and by furthering existing inequalities. The only way to know that an activity is not doing harm is to undertake a GESI analysis and to follow through on mitigation measures designed to reduce the risk of doing harm including from entrenching existing inequalities in the given context.

1.3 GESI in Australia’s aid program

Australia’s Aid Policy⁶, launched in 2014, recognises that gender equality is central to economic and human development, and that investments with a focus on addressing gender inequalities are more likely to be effective. The commitments made to gender equality by the Department of Foreign Affairs and Trade (DFAT) have been formalised in the *Gender Equality and Women’s Empowerment Strategy*⁷ which recognises that gender inequality is “a result of unequal power distribution between women and men, exacerbated by ongoing discrimination, weaknesses in laws, policies and institutions, and social relations that normalise inequality.” It recognises that women are not a homogeneous group and pays particular attention to girls, transgender and intersex people, those with disabilities, indigenous women and disadvantaged women. The Strategy also recognises that “gender equality is a politically and culturally sensitive area that requires careful gender and political economy analysis”, and commits to doing no harm and taking into account challenges faced by countries with high levels of violence against women and/or those emerging from fragility and conflict.

Australia’s commitments to disability-inclusive development have been formalised in DFAT’s *Development for All 2015-2020: Strategy for Strengthening Disability-Inclusive Development in Australia’s aid program*⁸. Globally, people living with some form of disability represent the largest and most disadvantaged minority and this Strategy promotes efforts to improve the quality of life of people with disabilities in developing countries through enhancing participation, empowerment, reducing poverty and improving equality of access to services, education and employment.

⁶ DFAT 2014. Commonwealth of Australia. Australian aid: promoting prosperity, reducing poverty, enhancing stability. Canberra ACT. <https://dfat.gov.au/about-us/publications/Documents/australian-aid-development-policy.pdf>

⁷ Commonwealth of Australia, DFAT, Gender equality and women’s empowerment strategy, February 2016. <https://dfat.gov.au/about-us/publications/Documents/gender-equality-and-womens-empowerment-strategy.pdf>

⁸ DFAT 2015. Commonwealth of Australia. Development for All 2015-2020: Strategy for Strengthening Disability-Inclusive Development in Australia’s Aid Program. Canberra ACT. <https://dfat.gov.au/about-us/publications/Documents/development-for-all-2015-2020.pdf>

1.4 GESI and the AWP

1.4.1 GESI Policy

GESI is core to AWP's operations. The [AWP Strategic Plan \(2018-2023\)](#), describes gender equality and social inclusion as a key strategic direction and cross-cutting issue. The AWP's Theory of Change outlines one of its long-term outcomes as "more **equitable**, efficient and environmentally sustainable water use by public, private and civil society water actors." In addition, several indicators outlined in the [AWP Monitoring & Evaluation Plan \(2018-2023\)](#) reference GESI in activities, deliverables and outcomes.

In 2017, the AWP Advisory Committee endorsed a [Gender Equality and Social Inclusion Policy](#)⁹ to guide the integration of GESI across AWP's operations and activities. The Policy's goal and commitments are as follows:

"The AWP recognises that the integration of gender equality and social inclusion leads to more equitable and sustainable outcomes. The goal of this AWP GESI Policy is that the AWP actively supports, and makes a positive difference to, gender equality and social inclusion. Therefore, this policy makes the following commitments:

- *The AWP will build awareness of, and commitment to, principles of gender equality and social inclusion throughout its work*
- *The AWP will be proactive and deliberate in ensuring participation and decision making reflects its commitments to gender equality and social inclusion*
- *The AWP's approaches to gender equality and social inclusion will be tailored to the contexts in which they work*
- *The AWP will track, analyse, measure and report on progress towards its gender equality and socially inclusion commitments."*

Implementing the Policy is done through four priority areas of work:

1. Integrating GESI into AWP systems, processes and building staff capacity;
2. Increasing the GESI outcomes of AWP-supported activities;
3. Supporting AWP Partners to be able to design and implement activities that effectively consider and progress the implementation of the AWP GESI policy; and
4. Communicating the AWP GESI Policy and its implementation; and learning and sharing experiences and knowledge between AWP Partners and more broadly.

1.4.2 GESI in AWP activities

AWP activities are developed, implemented and monitored through the following process:

- i. Concept and proposal development and approval to proceed;
- ii. Procurement (including tender submissions from Partners); and
- iii. Implementation and Monitoring and Evaluation.

GESI must be considered at all stages of the activity process. This Guidance covers Partner submissions for stage i (concept and proposal development), and tender submissions as part of stage ii (procurement).

⁹ Australian Water Partnership, Gender Equality and Social Inclusion Policy 2017-2019, December 2017.

2 Integrating GESI into AWP concepts, proposals and tenders

GESI is one of ten criteria against which Partners' concepts, proposals and tender submissions (collectively called 'submissions' in this Guidance) are assessed. It is an **essential** criterion, which means it must be met for a submission to be considered further.

When assessing a submission, and to inform its judgment on whether or not it meets the GESI criterion, the AWP considers the following points:

- Question 1: Has a GESI analysis been undertaken to inform the submission?
- Question 2: To what extent has the GESI analysis influenced the development of the submission?
- Question 3: Does the submission outline an appropriate monitoring and evaluation system that can measure GESI and GESI outcomes?
- Question 4: Have sufficient resources been allocated for addressing GESI and achieving GESI outcomes?

The following sections provide guidance on how Partners can ensure their submission addresses these questions, in order to meet the AWP GESI criterion.

Should a submission not meet the GESI criterion, the AWP will inform the Partner that the submission for a proposed activity cannot, in its present state, be taken further and approved for funding by AWP. The AWP will provide written justifications as to why the GESI criterion is assessed as not being met, and offer constructive comments regarding potential next steps. These may include the opportunity to submit a revised submission or receive support from an AWP GESI expert.

2.1 Addressing Q1: Has a GESI analysis been undertaken to inform the submission?

Undertaking a GESI analysis is critical as it informs how and to what extent the proposed activity needs to address GESI and respond to potential GESI issues.

Analysing the context in which the proposed activity is expected to take place allows the Partner to understand:

- How the experiences of men as well as women, vulnerable or disadvantaged groups are affected by formal and informal rules, norms, and power dynamics.
- How women, vulnerable or disadvantaged groups are affected by development challenges that the proposed activity seeks to address.
- How women, vulnerable or disadvantaged groups usually benefit from, participate in and influence activities similar to the one proposed.
- The barriers that usually limit or prevent women, vulnerable or disadvantaged groups from benefitting from, participating in or influence activities similar to the one proposed.
- The risks of backlash and resistance from power holders that may arise from addressing GESI.
- How overt and covert violence and discrimination against women, vulnerable or disadvantaged groups could be a barrier to success, or an unintended consequence of the proposed activity.
- How to engage with GESI experts and groups, alliances, and coalitions representing women, vulnerable or disadvantaged groups.

When undertaking a GESI analysis to inform the development of a proposed activity, Partners may consider:

- Collecting and analysing information about gender and the experiences of women, vulnerable or disadvantaged groups. This could be done through primary research or by drawing from and applying directly relevant research from others.
- Engaging with GESI experts, as well as groups, alliances, or coalitions representing women, vulnerable or disadvantaged groups to build the analysis.
- Disaggregating data, by gender (as a minimum) and other relevant variables such as age and/or disability status.
- Identifying activity benefits and exploring how they can be effectively and equitably targeted.
- Identifying activity resources and exploring how they can be effectively and equitably targeted.
- Anticipating and identifying mitigation actions for impacts that the proposed activity may have on women, vulnerable or disadvantaged groups, or on gender relations.
- Identifying the risks and dangers that women, vulnerable or disadvantaged groups already face, including violence and exclusion.
- Identifying the potential risks of perpetuating or reinforcing the inequalities that normalise violence and exclusion.
- Exploring the potential for backlash and resistance from power holders to GESI.

The extent of GESI analysis required will depend on the size and type of the proposed activity, with a more detailed analysis expected for activities with a large budget and/or potential social impacts (in which case Partners may also include the GESI analysis as an attachment to the submission). If third party research is being used, effort must be put into applying the research to the specific context and proposed activity.

2.2 Addressing Q2: To what extent has the GESI analysis influenced the development of the submission?

Information and knowledge obtained through the GESI analysis should feed into the development of the submission and influence its design and approach to implementation. In their submission, Partners need to provide clear evidence of how the GESI analysis has informed the development of their proposed activity.

When assessing submissions, AWP will seek to understand the extent to which the GESI analysis has influenced the development of the proposed activity by looking at how the Partner intends to:

- Address the GESI issues identified by the GESI analysis, the AWP GESI Policy, as well as broader GESI considerations.
- Seek and take advantage of opportunities that the activity offers for furthering GESI.
- Explore how identified activity benefits and resources can be effectively and equitably targeted.
- Anticipate and mitigate any potential negative impact on women, vulnerable or disadvantaged groups as a consequence of the activity.
- Address any risk, as identified in the risk matrix, that may directly or indirectly affect women, vulnerable or disadvantaged groups.
- Include GESI considerations in the communication and outreach plan for the proposed activity.
- Ensure that GESI experts, as well as groups, alliances, or coalitions representing women, vulnerable or disadvantaged groups are invited, and supported, to engage in and influence the implementation of the proposed activity.

- Make sure that women, vulnerable or disadvantaged groups are treated as active and equal participants in the activity.

To assist Partners, a range of practical initiatives for addressing GESI at the submission development stage are suggested in Table 1. These are general suggestions of points to consider, noting that the GESI analysis will help determine the most appropriate initiatives to include.

The AWP supports a wide range of activities and, in order to tailor the guidance provided in Table 1, these have been grouped into six AWP activity types:

1. **Events:** workshops, conferences, study tours, delegations
2. **Advice, policy and strategy:** strategy and policy development, management and policy advice, governance, institutions
3. **Twinning:** organisational sharing of knowledge and expertise
4. **Capacity:** capacity building and knowledge sharing
5. **Coordination:** facilitating AWP inputs at a country, program, activity or event scale
6. **Technical work:** investigation, assessment, monitoring, modelling, design, pilot

Table 1: Opportunities for GESI initiatives in different AWP activity types

Activity type	Suggested GESI initiatives
Events: workshops, conferences, study tours, delegations	<p>The proposed activity could include one or more of the following initiatives:</p> <ul style="list-style-type: none"> • Ensure that women, vulnerable or disadvantaged groups are invited to participate in the delegation, or to contribute as speaker or moderator, etc. • Seek out women, vulnerable or disadvantaged groups as participants through existing partners and through groups, alliances or coalitions representing them. • Avoid all-male panels and male-dominated programs. • Include GESI as a topic for discussion on agendas during the main sessions of the event, as well as throughout the other sessions. • Ensure timing and logistics allow for women, vulnerable or disadvantaged groups to participate safely: consider the barriers to their participation. • Include an opportunity for women, vulnerable or marginalised delegates to meet separately as a group and with other women, vulnerable or disadvantaged groups. • Ensure interpreters and/or facilitators include or represent women, vulnerable or disadvantaged groups. • Ensure women, vulnerable or disadvantaged groups have the opportunity to contribute to outcomes and findings and that their contributions are respected. • Allocate dedicated resources to fund women, vulnerable or disadvantaged groups to participate as participants, presenters or panel members. • Provide mentoring and support for women, vulnerable or disadvantaged groups to engage as participants, presenters or panel members. • Include GESI as a topic for discussion at meetings. • Include GESI issues in outcomes materials.
Advice, policy and strategy: strategy and policy development, management and policy advice,	<p>The proposed activity could include one or more of the following initiatives:</p> <ul style="list-style-type: none"> • Ensure the voices of women, vulnerable or disadvantaged groups are sought out, at the start of and throughout the advisory, policy or strategy process, including through groups, alliances or coalitions representing them. • Engage with GESI experts. • Ensure timing and logistics allow for women, vulnerable or disadvantaged groups to share their views: consider the barriers to their participation.

governance, institutions	<ul style="list-style-type: none"> • Make sure the strategy or policy developed, or the content developed throughout the advisory process, reflect and address the concerns of women, vulnerable or disadvantaged groups (for example by presenting information disaggregated by gender, age, disability-status or other relevant variables). • Allocate dedicated resources to fund women, vulnerable or disadvantaged groups to participate in the strategy, policy development or advisory process, including delivering the technical and policy advice. • Provide mentoring and support for women, vulnerable or disadvantaged groups to participate in the strategy or policy development process and engage as participants or beneficiaries throughout the advisory process. • Include GESI as a topic for discussion and agenda item in the advisory, strategy or policy development process.
Twinning: organisational sharing of knowledge and expertise	<p>The proposed activity could include one or more of the following initiatives:</p> <ul style="list-style-type: none"> • Ensure the voices of women, vulnerable or disadvantaged groups are sought out in the development of the twinning approach. • Involve GESI experts and each twinning pair/team in the development and implementation of the twinning. • Ensure timing and logistics allow for women, vulnerable or disadvantaged groups to engage with and benefit from the twinning. • Provide mentoring and support for women, vulnerable or disadvantaged groups to engage as participants, presenters or panel members. • Include GESI as a topic for the twinning activities.
Capacity: capacity building and knowledge sharing	<p>The proposed activity could include one or more of the following initiatives:</p> <ul style="list-style-type: none"> • Ensure the voices of women, vulnerable or disadvantaged groups are sought out in the development of capacity building and knowledge sharing materials, including through groups, alliances or coalitions representing them. • Engage GESI experts to support the capacity building and knowledge sharing exercise. • Ensure timing and logistics allow for women, vulnerable or disadvantaged groups to share their views: consider the barriers to their participation. • Allocate dedicated resources to fund women, vulnerable or disadvantaged groups to benefit from capacity building and knowledge sharing. • Provide mentoring and support for women, vulnerable or disadvantaged groups to engage as participants in, and deliverers of, the capacity building and knowledge sharing.
Coordination: facilitating AWP inputs at a country, program, activity or event scale	<p>The proposed activity could include one or more of the following initiatives:</p> <ul style="list-style-type: none"> • Ensure the voices of women, vulnerable or disadvantaged groups are sought out throughout the coordination process, including through groups, alliances or coalitions representing them. • Ensure timing and logistics allow for women, vulnerable or disadvantaged groups to share their views: consider the barriers to their participation. • Allocate dedicated resources to fund women, vulnerable or disadvantaged groups to participate. • Provide mentoring and support for women, vulnerable or disadvantaged groups to engage as participants, presenters or panel members. • Include GESI as a topic for discussion and agendas for meetings and plans.
Technical work: investigation,	<p>The proposed activity could include one or more of the following initiatives:</p> <ul style="list-style-type: none"> • Include women, vulnerable or disadvantaged groups in teams carrying out technical work, including in senior roles.

**assessment,
monitoring,
modelling,
design, pilot**

- Ensure the voices of women, vulnerable or disadvantaged groups are sought out and taken into account at all stages, from the preparatory to the delivery phase of the work undertaken.
- Ensure that the work undertaken, and any recommendation or action stemming from it, does not adversely impact women, vulnerable or disadvantaged groups.
- Undertake a gender impact assessment as part of the activity to identify the potential GESI implications of technical work such as designs, modelling or planning.
- Align work to existing analysis and safeguards when contributing to a wider investment by other funding organisation/s.
- Provide mentoring and support for women, vulnerable or disadvantaged groups to take part in the technical work activities.
- Seek advice from a GESI expert to ensure GESI issues are taken into consideration.

2.3 Addressing Q3: Does the submission outline an appropriate monitoring and evaluation system that can measure GESI and GESI outcomes?

The AWP Monitoring and Evaluation Plan has established a list of activity indicators, and intermediate and long-term outcome indicators, that will help answer key performance questions and track progress against the AWP Theory of Change. As some of these indicators are GESI-related, it is crucial that all AWP activities collect and capture data and information related to efforts towards GESI and to GESI outcomes.

Quantitative data should include data disaggregated by gender and other relevant and appropriate variables (such as age or disability status for instance).

Qualitative data should aim to capture the experiences (positive or negative) of project participants, team members, stakeholders and beneficiaries, or what GESI-related impacts have been experienced. Overall, the Partner's approach to monitoring and evaluation needs to capture what changes have come about (in comparison to a baseline), how these changes have occurred, and why. This data should then inform decision-making and planning throughout the implementation of the activity, and not only be captured and used at the end of it.

With regards to monitoring and evaluation, when developing their proposed activity, Partners should consider:

- Which targets and indicators for GESI should be included in the proposed activity's monitoring, evaluation and learning frameworks. Examples include: the representation of women, vulnerable or disadvantaged groups in leadership roles on the activity team; their ability to influence and contribute to decision-making; the establishment, or strengthening, of partnerships with organisations representing women, vulnerable or disadvantaged groups; the level of awareness of staff and stakeholders on GESI; or the implementation of GESI-related policies and procedures across an organisation.
- How disaggregated data (by gender, age, disability-status or other relevant variables) will be gathered, including as a baseline and on a regular basis.
- How GESI-related data and information will be used to assess progress, improve performance and outcomes, and be reported on.

For further detailed guidance on monitoring and evaluation, a list of additional resources is provided at Annex A.

2.4 Addressing Q4: Have sufficient resources been allocated for addressing GESI and achieving GESI outcomes?

Sufficient and proportionate resources need to be allocated towards addressing GESI and achieving GESI outcomes. These resources may be financial, involve time, or additional technical support and expertise. This could mean ensuring that a GESI expert is included in the team; that the time (and effort) provided by representatives of women, vulnerable or disadvantaged groups is accounted for; that a specific GESI-related assessment is carried out; or that the activity's schedule allows sufficient time for addressing GESI issues.

Partners should therefore ensure that their submission lists any GESI-related tasks or needs that have been identified and provides details regarding their implementation and associated budget and schedule implications.

3 Annex A: Monitoring and evaluation resources

de Jong, E., et al (2012) Passport to mainstreaming gender in water programmes: Key questions for interventions in the agricultural sector. Food and Agriculture Organisation.

<http://www.fao.org/docrep/017/i3173e/i3173e.pdf>

Kadel, L. M., et al (2017) Making Gender Count: Leveraging M&E to mainstream gender. A project undertaken within the South Asia Sustainable Development Investment Portfolio (SDIP). CSIRO, Australia.

http://lib.icimod.org/record/32613/files/icimodMakingGenderCount_Report.pdf?version=1

Lefore, N.; Weight, E.; Rubin, D. (2017). Introduction to the Gender in Irrigation Learning and Improvement Tool. Colombo, Sri Lanka: International Water Management Institute (IWMI). CGIAR Research Program on Water, Land and Ecosystems

http://www.iwmi.cgiar.org/Publications/Other/training_materials/gender_in_irrigation_learning_and_improvement_tool.pdf

Monitoring results of complex systems change (WaterAid) -

<https://washmatters.wateraid.org/sites/g/files/jkxoof256/files/Monitoring%20results%20of%20complex%20systems%20change.pdf>

Pangare, V. (2015) Guidelines on how to collect sex-disaggregated data. Paris, UNESCO: [http://ihp-](http://ihp-wins.unesco.org/documents/322)

[wins.unesco.org/documents/322](http://ihp-wins.unesco.org/documents/322)

Seager, J. (2015) Sex-disaggregated indicators for water assessment monitoring and reporting. Technical Paper. *Gender and Water Series. WWAP*. Paris, UNESCO:

<https://unesdoc.unesco.org/ark:/48223/pf0000234082>

Sustainable Development Goal 5 Indicators: Achieve gender equality and empower all women and girls. <http://indicators.report/indicators/>

Sustainable Development Goal 6 Indicators: Ensure availability and sustainable management of water and sanitation for all. <http://indicators.report/indicators/>

UNDP (2006) Guide to Mainstreaming Gender in Water Management.

http://www.undp.org/content/undp/en/home/librarypage/environment-energy/water_governance/resource-guide-mainstreaming-gender-in-water-management.html

The Washington Group Short Set of Questions on Disability. [http://www.washingtongroup-](http://www.washingtongroup-disability.com/washington-group-question-sets/short-set-of-disability-questions/)