

MANAGEMENT DEVELOPMENT PROGRAMME ON GENDER, EQUITY AND WATER MANAGEMENT

DATE: MARCH 14-15, 2018

VENUE: ASSAM ACADEMIC STAFF COLLEGE, GUWAHATI, ASSAM

TOTAL NUMBER OF PARTICIPANTS: 23 (DETAILS IN ANNEXURE III)

TOTAL RESOURCE PERSONS ENGAGED: 7



BRIEF DESCRIPTION OF THE EVENT

SESSION I: INAUGURAL

WELCOME ADDRESS, PROF. ARUN KANSAL, DEAN (RESEARCH AND RELATIONSHIPS), TERI SAS, NEW DELHI

The welcome address helped in setting the tone for the event by focusing on why the theme of Gender equity and water management held importance in the Asian context especially for the Indian subcontinent. He mentioned that water management and sharing in South Asia is a classical geopolitical problem which has implication for national security. Water resources are shared amongst 8 countries out of which three are nuclear power, which makes the situation even more precarious. Further, the problem of water not only has transboundary implications it cuts across multiple sectors even within India. In India water management has focused on infrastructure development to increase its physical availability. However, with growing needs and multi-sectoral nature there is a need understand water as an economic, socio- cultural resources as well. Moreover, equity is another area of water management that needs focus. An example of inequity was illustrated to show how policy makers viewed urban and rural communities differently under water supply and sanitation programs leading to differential water supply norms. Urban communities were regarded as consumers but rural communities were regarded as beneficiaries. This perceptive of policymakers often leads to unequal burden sharing on rural communities. Further, the speaker identified women as one of the most vulnerable section during water crisis. Adding to that layer, problems of caste, class and religion increase their burden. Understanding such water management problems through a gendered lens is extremely important. Therefore, he emphasized that mainstreaming of actors is essential for increasing equity. Hence, one of the main needs for resolving all these issues is ‘increasing participation’ to understand multiple stakeholder perspectives.

KEYNOTE ADDRESS, THE HON KARLENE MAYWALD, STRATEGIC ADVISER, WATER OPPORTUNITIES & CHAIR, ICEWaRM

The speaker stressed on two main ideas- a paradigm shift to women involvement in water management as women have a different perspective and multi-disciplinary evidence-based decision making. Population growth, industrial expansion and food are major competitors for water. This increasing competition between sectors for a limited resource can be only managed through innovations, collaboration opportunities and smarter decision making. However, with non - engagement of fifty percent of the workforce achieving water secure conditions would be a very difficult goal. Hence, gender equity is essential for water management. Further, there is a need to go beyond women participation to women empowerment as women often are under-represented, undervalued and unheard in the water management discourse. The speaker believes that this may stem from the local context that shapes women’s role in particular contexts. The speaker gave an example of her own experience from managing the Murray -Darling basin, Australia wherein twenty -five years earlier she was the lone women in a team of 20 men. However, this scenario has changed in Australia. Therefore, gender roles changes as communities to changing stimuli. Feminization of agriculture is a common feature in developing nations is another example of changing gender role. Increased migration of men for better opportunities due to decreased agricultural productivity is forcing women to increase their space from the domestic to the productive. Therefore, lack of including women perspective in agricultural water

management would lead to mis-aligned policy recommendations. Therefore, it important to bridge the gap between knowledge and governance. Showing evidence of the impact of role of women for water management would help strengthen the need to empower women.

She next emphasized on evidence based multi-disciplinary approach strengthened by local knowledge. The speaker stressed that working in silos leads to inefficient water management. Different players including industry and universities need to work together with policy makers and communities for developing solutions and effective decision making. Further, solutions have greater acceptability when there are evidences to support it. Hence, evidence-based decision making is critical in water management. Full contents of Hon KARLENE MAYWALD speech is given in Annexure II.

INAUGURAL ADDRESS, Shri V. B. PYARELAL, IAS, ADDITIONAL CHIEF SECRETARY TO THE GOVERNMENT OF ASSAM, FINANCE DEPARTMENT

Shri V.B. Pyarelal reiterated Ms. Waywald's viewpoint on the need for increased inclusion of women and multi-disciplinary evidence-based decision making. He stressed that equitable management of water was not the sole responsibility of any one actor like the government. It is a collective responsibly shouldered equitably between various actors including the community, government, academics and industries. Further, he stressed that women needed to be given equal or more opportunity in decision making. He then highlighted a few routes of how women involvement can be increased. The first was legislation. He highlighted the importance of the 33% quota for women in the effort to make decision-making more gender balanced. Second, was increase in awareness through gender sensitization programs like the MDP being held. Such courses help the society develop an understanding of need for gender sensitivity in the workforce. To finish he talked about his expectation from the MDP of creating a few gender sensitized individuals who could spread the need for such awareness.

SESSION II

MAINSTREAMING GENDER IN WATER POLICY AND PLANNING, DR. POLLY VAUQUINE, ASSOCIATE PROFESSOR, GUWAHATI UNIVERSITY WOMEN DEVELOPMENT CELL

Dr. Vauquine for the majority of her presentation focused on the need to understand the concept of Gender. She helped in highlighting how 'Gender' is different from 'Sex'. Sex is the natural biological identity. It is based on physical, biological (DNA) and sexual reproductive features. Gender is a social construct. It is built through language. Gender influences our thinking and creates roles by building artificial boundaries and differences. An example of colour (use of blue and pink to differentiate babies) was given to show how colour a human created construct helped in creating gender. Another example is usage of gendered words like 'master bedroom' and 'chairman'. Further, these differences are valued separately by giving more power to 'Masculine' than 'feminine' characteristics. Hence, gender construction leads to exclusion and overpowering of natural identity and social identity becomes stronger and gets embedded in the society. Gender is created through the process of socialization. Family is one of the strongest elements in this process. Other influencers include are schools, peer groups, religion, folklore and myths and media and government. These influences lead to Gender stereotyping. Gender stereotypes are over-generalizations about the characteristics of an entire group based. Gender stereotyping often leads to inaccurate, overly simplistic generalizations of others based upon their gender. These assumptions are untrue because they do not take into account that everyone is an individual with unique thoughts, feelings and aspirations. 'Uniqueness' gets lost and men and women

are boxed into a certain type. For e.g. Men get stereotyped as ‘breadwinners while women become ‘caretakers’. The next concept that was illustrated was Patriarchy which is a social arrangement in which males hold more social, economic and political power compared to females. It is a common system that is prevalent across different parts of the world. It centres around male domination where power lies with the men and the system keeps women subordinate in a number of ways. This control has been developed historically and is institutionalized and legitimized by several ideologies, social practices and institutions. Such control takes many forms and impacts equity in resource distribution.

The last part of the presentation shifted to women and water relationship. Women and girls are most often the primary users, providers and managers of water in their households. Research from across the world has shown that water collection is one of the main and time-consuming activities of women in rural settings especially during lean periods. Further, in places where there is no water for farming, men migrate to urban areas in search of work leaving women behind to fend for the old and the children. Water plays an important role even in education. In primary schools, toilets are often inadequate to serve the needs of girls, resulting in non-attendance during menses. Hence, Gender inequality intersects with climate risks and other socio-economic vulnerabilities. Higher the gender inequality, more is the vulnerability.

These conditions need to be countered by using a gendered approach to create a framework of cooperation between men and women. Such approaches look at insights and abilities of both men and women to shape programs and meet sector objectives. Secondly, Gender analysis in water and development is important. This will ensure that projects are actually used, are inclusive and not disadvantageous to women or users of different ethnic groups or castes. Lastly, a gender lens can ensure water usages by women are given priority by decision makers.

SESSION III

CASE STUDY, PROF. ARUN KANSAL, HOD, DEPT. OF REGIONAL WATER STUDIES, TERI SCHOOL OF ADVANCED STUDIES, NEW DELHI

Three case study videos were showcased in this segment. Two case studies focused on Water Sanitation and hygiene programs in urban locations of Kolkata, West Bengal and Chennai, Tamil Nadu. In both contexts, sanitation was a major problem for the local urban communities. The case study areas lacked toilets and proper sewerage systems leading to open defecation. Three options were devised to help these communities improve their sanitation problems including a water treatment plant and building a community toilet. A prioritization activity was carried out which resulted in the selection of building of community managed toilets as the best option. These toilets were gender separated. User fees were charged for usage of the toilet and the toilet was maintained by the community. Both studies established a group that was headed by the local women in addition to Ward councillor, local doctor and health worker to manage the working of the toilets. This helped in showcasing the role of women and the importance of their participation. Post-implementation studies showed that having a women-managed group has helped reduce defaults with regards to user fee collection. Further, the case reflected on the lack of standard norms and lack of quality assurance and checks for materials in government programs like Swachh Bharat to improve WASH. Lastly, it highlighted the difficulty of government engineers to make independent decisions and innovations due to fear of reprimand. Stringent government rules create an environment which prevents flexibility and often punishes innovation. This often subdues drive in street-level bureaucrats. The third video by SACI Water highlighted the reasons behind the lack of women professionals in water management. The reasons covered a myriad of topics from harassment to lack of

facilities on field. It also suggested several recommendations like creating a course just for women professionals.

SESSION IV

PANEL DISCUSSION

WATER AND GENDER: GOVERNANCE AND INSTITUTIONAL CHALLENGES IN NORTH EASTERN STATES SESSION CHAIR: DARRYL DAY, CHAIRMAN ICEWARM

PANELISTS - MS. PATRICIA MUKHIM, EDITOR SHILLONG TIMES, MR. MRINAL GOHAIN, REGIONAL DIRECTOR ACTION AID, MR. ARUP RAJKHOWA, SENIOR CONSULTANT RGVN AND MR. PRADYUT BHATTACHARJEE, EXECUTIVE DIRECTOR, SESTA

This session focused on local issues and solutions that the panellists have experienced.

Ms. Mukhim elaborated on the increasing water scarcity problems in Meghalaya arisen due to mismanagement of resources and lack of a state water policy. Not enough initiative by the government even after GIZ created a water policy template was highlighted. Further, mentioned about lack of space for septic tanks which led to increased faecal coliform pollution in water sources. Coal mining in Khasi Hills was another major problem that was highlighted. Ms. Mukhim gave insights to increasing patriarchal nature of matrilineal societies in Meghalaya which is aggravating socio-economic conditions of women. Since 76% of Meghalaya population is landless, women no longer control land resources which in turn implies a loss of control of water sources. There are increasing cases of woman abandonment and shift of economic and political power to men. Though traditions like adopting the mother name is still followed, the role of women in decision making is significantly reducing. Ms. Mukhim urged that there is need for a better participatory approach to planning which looks at power dynamics and create a strong water policy for the state.

Mr Gohain highlighted the changing landscape of North East generally and Assam in particular. There has been a shift from subsistence agriculture to a high commercialised agriculture. This has been supported by increased developmental schemes that promote rapid infrastructure development. The relationship between the people and the land has changed based on the new structure of economy and economic returns. Land use and land cover shows that the earlier pristine forest of North east have been replaced by tea garden and paddy fields. These changes have caused loss of biodiversity and created a fragile ecosystem in one of the world's biodiversity hotspot. Moreover, with lack of women perspective, the patriarchal society has increased the risk of tribal women in the region. An example of loss of livelihood of poor tribal women vendors with formalising labour markets was given to showcase the above risk.

Mr. Bhattacharjee focused on importance of understanding women role in rural livelihoods. Through examples of cases studied in SESTA, he highlighted the need to recognise and remove the differences in gendered wages. He also promoted women collectives for strengthening financial independence of rural women. Another solution that he focused on was increasing investment in women skill building centres so as to engage more women in the work force. Lastly, he requested that there is need for all actors to recognise women as farmers for better agricultural and water management.

Mr. Rajkhowa presented a case study on usage of solar power to provide safe drinking water for rural communities in Assam. RGVN's Rural Drinking Water Solution had a Water Treatment Plant comprising of Aeration, Treatment, Filtration & Overhead Storage and Drinking Water Collection

Kiosks for ease of supply. In this study women empowerment was achieved through creating a bank account that was solely managed by a women's group for collecting user contributions and secondly daily operations and periodic clean-up of the solar water distribution and supply system was undertaken by the women-folk of the village.

INSTITUTIONS AND GENDER IN WATER RESOURCE MANAGEMENT, DR VISHAL NARAIN, MANAGEMENT DEVELOPMENT INSTITUTE, GURGAON

The first session focused on understanding concepts of equity, equality and institutions. It tried to explain the role of institutions in shaping access and the value of a gender perspective in water resource management. Finally, the session examined the factors that can lead to a transformation of gender relations. The discussion revealed that equality is about sameness while equity is about fairness. There is no bench mark for equity as it is a value laden concept while equality is often measurable. Equity is more difficult to acquire as it depends on different ways, perceptions and values of stakeholders. Equity as a whole is a broader concept of justice and gender is one of the smaller dimensions of equity in social sciences. Other dimensions that are often looked at separately or together are class, caste and religion.

The next point of discussion was understanding institutions and resource access. Institutions are regularized patterns of interaction through which the society organizes itself. They are sets of norms, rules and conventions. Law, property rights and social relationships are all forms of institution. These institutions can be written or unwritten and may or may not be explicit. Institutions are different from organizations which are groups of people bound by some common objective. North (1990) categorized four types of organizations namely Political, Social, Economic and Religious. Through examples the presentation revealed the importance of institutions for resource access. For example, the wood fuel crisis in Africa showed how institutional scarcity might be more important than physical scarcity. Hence, property rights, gender relations, systems of land tenure, markets and rights shape access to resources like water. Understanding such factors like gender relations are important for understanding and planning solutions. Having a gendered perspective helps understand that men and women access resource differently. Gender is a social construction that is located in time and space. For example, Drew's study on rice transplantation showed how gender was located in space wherein in some countries transplanting was a man's role and women's role in another. Further, gender also intersects with other axes of social differentiation to shape access to water and gender relations are not static. Two examples were discussed. In Sultanpur case study daily migration of men for employment to urban centre changed gender role. Originally upper caste women of Sultanpur did not go collect water and had to wear the veil. However, when men started working in urban centres they didn't have time to collect water. This forced the women to start collecting water and even break the earlier rules of wearing the veil and staying indoors. Another example was the Budhera village where acquisition of common property resources led to changing gender role. Grazing is considered a man's work but when grazing land were acquired by the government the cattle were stall fed. This work of fodder collection and stall feeding became responsibility of women increasing their workload.

Based on these concepts the participants were divided into groups and they discussed the relationship between and the importance Gender equity and Gender Equality. Further ideas on how the organization can be made more gender sensitive like increasing awareness programs, creating a safe working space for women, focusing on education were also discussed.

WATER RIGHTS AND LEGAL PLURALISM, DR VISHAL NARAIN, MANAGEMENT DEVELOPMENT INSTITUTE, GURGAON

The last session mainly focused on understanding Tragedy of the Commons, property right regimes and Legal Pluralism. Tragedy of commons was first discussed by Hardin. He used the example of a grazing land to describe a situation in open access resource where individual acting independently according to their own self-interest behave contrary to the common good of all users and lead to destruction or depletion of a common resource. In such conditions the demand overwhelms supply and the resource becomes unavailable to some or all. These commons followed open access property regimes. Similarly there are 4 property regimes for natural resources namely State Property, Common Property, Private Property and Open access. In India water fall under all the property regimes. All surface rives are considered the propert of the governemtn are hence state property. A large number of ponds and similar surface resources often community mamanged or have open access rights. Lastly groundwater in India becomes a private property owing to it attached nature to land. This means that the individual who owns the land owns the groundwater beneath the land. Such private right often lead to increased inequity in the system by excluding a large proportion of the population who are landless. Hence, do not have access to water. Examples from field were discussed to understand the changing rights systems in different parts of India. Groundwater markets and their increased impacts on inequity was also discussed through examples from Gujarat highlighted in books including *Tubewell Capitalism*, Navroz Dubhash and *Dark Zone*, Anjal Prakash. The next topic discussed was legal pluralism. Legal pluralism is a conceptual lens and deals with the social significance of law. It says that there is a divergence between what people should do from a state law perspective and what they actually do. These differences are captured using two concepts namely concretization of rights and materialization of rights. Under such a system more than one form of right governs a water resource. The example of Dipor bill in Assam was discussed to illustrate legal pluralism. Dipor bill is a Ramsar wetland site where fishing is strictly prohibited under state law. *Magh Bihu* is an important cultural festival in the same area which is celebrated with community fishing. Hence, only on the day of the festival even though state law prohibits fishing, community fishing is allowed due to customary traditions. This situation captures the heart of legal pluralism. Hence, under legal pluralism different bases of rights co-exist, In most case state law co-exists with customary rights and practices with the latter often take precedence over the former.

Programme Evaluation

Participants were invited to evaluate the programme in the last session of the MDP. The feedback was structured (annexure V) which have both qualitative and quantitative questions. Detailed analysis of responses is also given in the annexure. Significant number of participants (87%) found it good to excellent and 78% felt that knowledge advancement is 'to a great extent'. Though 25% participants found the duration as short, but overall there is 30% increase in their knowledgebase on the theme. Suggestions related to increasing during to accommodate field trips were given.

Annexure I: Programme Schedule

MANAGEMENT DEVELOPMENT PROGRAMME ON

GENDER, EQUITY AND WATER MANAGEMENT

Date: 14-15 March 2018

Venue: Conference Hall, Assam Administrative Staff College, Guwahati

Organizers: TERI School of Advanced Studies & ICEWaRM

PROGRAMME

DAY 1

WEDNESDAY

14 MARCH 2018

REGISTRATION

9:00-9:30

9:30-10:30

WELCOME ADDRESS BY

PROF. ARUN KANSAL, DEAN(RESEARCH AND RELATIONSHIPS), TERI SAS, NEW DELHI

KEYNOTE ADDRESS

THE HON KARLENE MAYWALD, STRATEGIC ADVISER, WATER OPPORTUNITIES & CHAIR, ICEWaRM

INAUGURAL ADDRESS BY **Shri V. B. PYARELAL**, IAS, Additional Chief Secretary to the Government of Assam, Finance Department

VOTE OF THANKS BY **MR. DARRYL DAY**, MANAGING DIRECTOR, ICEWaRM, AUSTRALIA

10:30-10:45

TEA BREAK (GROUP PHOTO)

10:45-13:00

SESSION 1

“**MAINSTREAMING GENDER IN WATER POLICY AND PLANNING**”,

DR. POLLY VAUQUINE, ASSOCIATE PROFESSOR, GUWAHATI UNIVERSITY WOMEN DEVELOPMENT CELL

13:00-14:00

LUNCH

14:00-15:00

SESSION 2

CASE STUDY, **PROF. ARUN KANSAL**, HOD, DEPT. OF REGIONAL WATER STUDIES, TERI SCHOOL OF ADVANCED STUDIES, NEW DELHI

15:00-15:30

TEA BREAK

15:30-17:00

SESSION 3

“**SOLAR-POWERED DRINKING WATER SUPPLY SYSTEMS IN RURAL COMMUNITIES**”,

MR. ARUP RAJKHOWA, SENIOR CONSULTANT RGVN

PANEL DISCUSSION “**WATER AND GENDER: GOVERNANCE AND INSTITUTIONAL CHALLENGES IN NORTH EASTERN STATES**”

SESSION CHAIR:

MS. PATRICIA MUKHI, EDITOR SHILLONG TIMES

MR. MRINAL GOHAIN, REGIONAL DIRECTOR ACTION AID

MR. ARUP RAJKHOWA, SENIOR CONSULTANT RGVN

MR. PRADYUT BHATTACHARJEE, EXECUTIVE DIRECTOR, SESTA

Day 2

09:30-10:00	“SCREENING OF FILM”
10:00-11:00	SESSION 5 - “INSTITUTIONS AND GENDER IN WATER RESOURCE MANAGEMENT”, DR VISHAL NARAIN, MANAGEMENT DEVELOPMENT INSTITUTE, GURGAON CONCEPTUAL GROUNDWORK FOR THE SUBJECT OF WATER INSTITUTIONS CONCEPTUALIZING GENDER; DISTINGUISHING 'GENDER' FROM 'WOMEN' AND 'SEX' RATIONALE FOR A GENDER PERSPECTIVE IN WATER RESOURCE MANAGEMENT
11:00-11:15	TEA BREAK
11:15-12:45	EXPERIENCES WITH MAKING THE WATER SECTOR GENDER SENSITIVE CASE DISCUSSION OF THE PAPER 'SHIFTING THE FOCUS FROM WOMEN TO GENDER RELATIONS: ASSESSING THE IMPACTS OF DRINKING WATER SUPPLY INTERVENTIONS IN THE MORNI-SHIWALIK HILLS', FACILITATOR –DR. VISHAL NARAIN
12:45-13:30	LUNCH
13:30-15:00	SESSION 6 – “WATER RIGHTS AND LEGAL PLURALISM”, DR VISHAL NARAIN, MANAGEMENT DEVELOPMENT INSTITUTE, GURGAON RATIONALE FOR A WATER RIGHTS STRUCTURE: THE TRAGEDY OF THE COMMONS PROPERTY RIGHT REGIMES IN WATER
15:00-15:30	TEA BREAK
15:30-17:00	CONCEPT OF LEGAL PLURALISM AND ITS RELEVANCE FOR WATER RIGHTS CASE DISCUSSION - MEDIATING SCARCITY BY DESIGN: WATER RIGHTS AND LEGAL PLURALISM IN PROTECTIVE IRRIGATION, FACILITATORS –DR. VISHAL NARAIN DISTRIBUTION OF CERTIFICATES
17:00-17:15	MS. RANJANA SAIKIA, TERI SAS, NEW DELHI, MR. DARRYL DAY, MANAGING DIRECTOR, ICEWaRM, AUSTRALIA

Annexure II

Gender, Equity and Water Management

Management Development Programme

(Teri School of Advanced Studies/International Central of Excellence for Water Resources Management)

Address by

Hon Karlene Maywald, Chair ICE WaRM

Guwahati, Assam, India 14 March 2018

Countries all around the world face enormous challenges to meet the insatiable water demands of rapidly growing populations, industry growth and most importantly fulfilling the increased demand for food. Couple this with our obligation to ensure that we do not leave catastrophic unsustainable environmental debt to the next generation and it is clear to all that we have a lot of work to do!!

It goes without saying that we must embrace innovation, we must embrace new collaborations, we must look to create new opportunities between the public and private sectors and above all we must become smarter, more agile, and more informed in how we make decisions.

How can we do this if 50% of the population is not actively engaged in the process?

The purpose of this course is to explore the need for gender equity, why it is important and how to create a more inclusive approach. But it is also critically important to understand that good decision making must be built on a multidisciplinary evidence approach; that is science-based evidence coupled with an understanding of the capability within communities to embrace change.

To make this happen two components of traditional thinking need to change.

1. How to include women and empower them to have influence in decision making

Women's voices are *unheard, under-represented and undervalued* even though they play a central part in the provision, management and safeguarding of water.

There are many historic, cultural and societal belief systems across the world that have inhibited equitable participation for women in management and decision-making processes, and these must be addressed if we are to achieve a better balance.

To advance women's participation in water and river management it is crucial to bridge the existing knowledge-governance gap and requires a paradigm shift.

More often the role of women in the rural sector is expanding from domestic and unproductive to productive particularly in agricultural pursuits, as the men of the family seek alternative employment to supplement family incomes

2. How to develop a multidisciplinary approach

The knowledge-governance gap is not just confined to women's participation.

The traditional silo'd approach to decision making by governments also inhibits the development of innovative localised solutions.

Effective evidence-based decision making resulting in sound infrastructure investment and policy implementation, requires a multidisciplinary, multi-agency approach, which includes consideration of traditional knowledge and practises developed through experiential learning.

Traditional engineering solutions alone are not likely to meet the needs of the future. Behavioural Science, environment science and engineering expertise will need to come together if we are to implement lasting solutions that suit the local needs of communities.

Over the past 25 years, countries across the world have recognised that embracing change in both of these areas is essential to meet the challenges of water security for the future.

When I first become involved in the water sector over 20 years ago, I was very much a lone voice in sea of men. Slowly this is changing as more and more women are empowered to be a critical part of developing solutions from the local level, right to the top. Women can provide a very different dimension to the thinking and will look at problems from perspectives that may not be apparent to men. Capturing the balance is the key to success.

Water gives life, it underpins economies, it sustains environments, it generates wealth, it enriches lifestyles. It is incumbent upon us as leaders to embrace a broader perspective, to challenge traditional thinking, to pave the way for innovative new collaborations across disciplines and genders. Only then can we meet the challenges of now and the future.

Annexure III

SPEAKER PROFILE

Karlene Maywald, Strategic Advisor, Water Opportunities and Chair, ICEWaRM

Karlene Maywald is the Strategic Advisor, International Water Opportunities with the South Australian Government, and the Managing Director of Maywald Consultants Pty Ltd, providing water policy and government relations advisory services. Until May 2015 Karlene was the Chair of the National Water Commission. Karlene was the representative for the seat of Chaffey in the South Australian House of Assembly from October 1997 until March 2010. During her tenure, from 2004 until 2010, she was South Australia's Minister for Water Security and the River Murray during one of the worst drought periods in living memory. She has a proven, long-standing track record in water management and is passionate about water reform in Australia. Ms Maywald has served on numerous national ministerial councils including the Murray Darling Basin Ministerial Council, the Natural Resource Management Ministerial Council, the Primary Industries Ministerial Council and the Regional Development Ministerial Council. Karlene is a board member of the South Australian Water Corporation, together with related SA Water Board Committees.

Darryl Day, Managing Director, ICEWaRM,

Darryl Day joined ICE WaRM as Managing Director in September 2016. Darryl has more than 35-years of experience in the water and energy sectors. Darryl is a Life Member of the Australian Water Association and was the National President of the Association from 2005 to 2007. In 2015 Darryl was appointed as a Fellow of the International Water Association, a Fellow of Engineers Australia and awarded the Professional Engineer of the Year for Engineers Australia – Northern Division. Previously, Darryl was Executive Director Water Directorate, Department of Land Resource Management with the Northern Territory Government and General Manager with the Power and Water Corporation. Darryl Chairs the International Water Association (IWA) – Australian National Committee and has been the Co-Chair of the Programme Committee for the Singapore International Water Week – Water Convention since 2009. Darryl is the Chair of the Industry Advisory Board of the School of Engineering and Information Technology of Charles Darwin University.

Shri V. B. Pyarelal, IAS, Additional Chief Secretary to the Government of Assam, Finance Department

Shri V.B. Pyarelal is a serving IAS officer who is currently the Additional Chief Secretary to the Government of Assam, Finance Department. He has held multiple portfolios through his career.

Polly Vauqueline, Associate Professor, Gauhati University

Polly Vauqueline is the Head of the Department of Women Studies, Gauhati University She is also the Executive Member, Gauhati University Teacher Association and members of State Resource Group to Gender Resource Center (GRC) of Assam Mahila Samata Society and sub-committee of experts constituted by Assam State Commission for women. She has done research on gender geography, gender based violence, gender and climate change, Ecofeminism, women and reproductive health and gender and Happiness Index. She was awarded the Gender, Place and Culture Award, Year: 2009, Awarding Organisation: Gender, Place and Culture, A Journal of Feminist Geography, by Routledge,

Taylor & Francis Group and the State Merit Scholarship, Year: 1995 & 1996, Awarding Organisation: Government of Assam.

Arun Kansal, HoD, Department of Regional Water Studies, TERI School of Advanced Studies

Dr. Arun Kansal, is the Dean (Research and Relationships) TERI School of Advanced studies, India and HoD of the Coca-Cola Department of Regional Water Studies. He has a PhD in Environmental Engineering from Indian Institute of Technology, Delhi and has over 20 years of research/consultancy/teaching experience in the areas of water resource management, waste management with a focus on resource recovery and recycling, urban environment, and energy-environment - climate linkages. He has also served as a Lead Author for IPCC 5th Assessment Report WGIII.

Mr. Mrinal Gohain, Regional Director Action Aid

Mr. Mrinal Gohain is the Regional Director of Action Aid.

Mr. Arup Rajkhowa, Senior Consultant RGVN

Mr. Arup Rajkhowa is a senior consultant with RGVN.

Mr. Pradyut Bhattacharjee, Executive Director, SESTA

Mr. Pradyut Bhattacharjee is the Executive Director of SESTA

Patricia Mukhim, Editor, The Shillong Times

Patricia Mukhim is currently Editor, The Shillong Times. She has been a gender activist prior to her career in journalism. Mukhim is former member, National Security Advisory Board and of the Indian Institute of Mass Communication. She has done substantial field studies on issues of land ownership in Meghalaya and whether women only own or actually control how land is used. She has written extensively on the diminishing returns of militancy. Mukhim writes regularly for several newspapers and news web portals. She is a recipient of several awards in journalism and the Padmashri in 2000.

Dr. Vishal Narain, School of Public Policy and Governance at the Management Development Institute, Gurgaon

Dr. Vishal Narain is Professor at the School of Public Policy and Governance at the Management Development Institute, Gurgaon, India. He holds a PhD from Wageningen University, the Netherlands. His research and teaching interests are in inter-disciplinary analyses of water policy and institutions, integrated water resource management, and periurban issues. His current research focuses on the gendered impact of drinking water supply interventions, the impact of rural-urban transformations and urbanization processes on gender relations, and the gender-based division of labour. Dr. Narain received the SR Sen Prize for the best book on agricultural economics and rural development from the Indian Society for Agricultural Economics and was lead author for UNEP's Global Environment Outlook-4.

Annexure IV – List of Participants

Sr. no.	Name	Designation	Organization	email id
1	Pravakar Chakraborty	Media Expert	NNP, PHED	me.cbe.nnp@gmail.com
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Annexure V Feedback

FEEDBACK FORM

MANAGEMENT DEVELOPMENT PROGRAMME ON GENDER, EQUITY AND WATER MANAGEMENT

DURATION: 14 – 15 March, 2018

PARTICIPANT'S NAME:

DESIGNATION:

DEPARTMENT:

Tick the appropriate box

1. Overall, how would you rate this programme	Poor <input type="checkbox"/> Satisfactory <input type="checkbox"/> Good <input type="checkbox"/> Excellent <input type="checkbox"/>																																								
2. Rate your knowledge and skill level on the topic	Before the course <table style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <tr> <td style="border: 1px solid black; width: 20px; text-align: center;">1</td> <td style="border: 1px solid black; width: 20px; text-align: center;">2</td> <td style="border: 1px solid black; width: 20px; text-align: center;">3</td> <td style="border: 1px solid black; width: 20px; text-align: center;">4</td> <td style="border: 1px solid black; width: 20px; text-align: center;">5</td> <td style="border: 1px solid black; width: 20px; text-align: center;">6</td> <td style="border: 1px solid black; width: 20px; text-align: center;">7</td> <td style="border: 1px solid black; width: 20px; text-align: center;">8</td> <td style="border: 1px solid black; width: 20px; text-align: center;">9</td> <td style="border: 1px solid black; width: 20px; text-align: center;">10</td> </tr> <tr> <td colspan="5" style="text-align: center;">Low</td> <td colspan="5" style="text-align: center;">High</td> </tr> </table> After the course <table style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <tr> <td style="border: 1px solid black; width: 20px; text-align: center;">1</td> <td style="border: 1px solid black; width: 20px; text-align: center;">2</td> <td style="border: 1px solid black; width: 20px; text-align: center;">3</td> <td style="border: 1px solid black; width: 20px; text-align: center;">4</td> <td style="border: 1px solid black; width: 20px; text-align: center;">5</td> <td style="border: 1px solid black; width: 20px; text-align: center;">6</td> <td style="border: 1px solid black; width: 20px; text-align: center;">7</td> <td style="border: 1px solid black; width: 20px; text-align: center;">8</td> <td style="border: 1px solid black; width: 20px; text-align: center;">9</td> <td style="border: 1px solid black; width: 20px; text-align: center;">10</td> </tr> <tr> <td colspan="5" style="text-align: center;">Low</td> <td colspan="5" style="text-align: center;">High</td> </tr> </table>	1	2	3	4	5	6	7	8	9	10	Low					High					1	2	3	4	5	6	7	8	9	10	Low					High				
1	2	3	4	5	6	7	8	9	10																																
Low					High																																				
1	2	3	4	5	6	7	8	9	10																																
Low					High																																				
3. Rating of Instructor																																									
a) Presentations	Poor <input type="checkbox"/> Satisfactory <input type="checkbox"/> Good <input type="checkbox"/> Excellent <input type="checkbox"/>																																								
b) Knowledge & command over subject	Poor <input type="checkbox"/> Satisfactory <input type="checkbox"/> Good <input type="checkbox"/> Excellent <input type="checkbox"/>																																								
c) Use of training aids	Poor <input type="checkbox"/> Satisfactory <input type="checkbox"/> Good <input type="checkbox"/> Excellent <input type="checkbox"/>																																								
d) Open exchange of ideas, participation & group interaction	Poor <input type="checkbox"/> Satisfactory <input type="checkbox"/> Good <input type="checkbox"/> Excellent <input type="checkbox"/>																																								
4. Evaluation of the course																																									
a) Did you gain new knowledge?	Not at all <input type="checkbox"/> Some Extent <input type="checkbox"/> Great Extent <input type="checkbox"/> Fully <input type="checkbox"/>																																								
b) Practical coverage of the subject?	Not at all <input type="checkbox"/> Some Extent <input type="checkbox"/> Great Extent <input type="checkbox"/> Fully <input type="checkbox"/>																																								
c) Will you be able to put learning into practice?	Not at all <input type="checkbox"/> Some Extent <input type="checkbox"/> Great Extent <input type="checkbox"/> Fully <input type="checkbox"/>																																								
d) The programme was in conformity with the needs identified	Not at all <input type="checkbox"/> Some Extent <input type="checkbox"/> Great Extent <input type="checkbox"/> Fully <input type="checkbox"/>																																								
e) Was the environment of provided during the programme suitable for learning?	Not at all <input type="checkbox"/> Some Extent <input type="checkbox"/> Great Extent <input type="checkbox"/> Fully <input type="checkbox"/>																																								
5. a) The duration of program was adequate?	Short <input type="checkbox"/> Long <input type="checkbox"/> Enough <input type="checkbox"/>																																								

b) If not enough, then please suggest	<hr/>
6. Any more topics you are interested in (relevant for your job profile)	<hr/> <hr/>
7. Strong points (check mark)	<p>Understanding gender and water linkages</p> <hr/> <p>Mainstreaming gender in Water Policy & Planning</p> <hr/> <p>Water Rights & Legal Pluralism</p> <hr/> <p>Water Institutions</p>
8. Weak points	<hr/> <hr/> <hr/>
9. How would you utilize knowledge gained in your organization?	<hr/> <hr/> <hr/> <hr/>
10. Other comments / recommendations on training programme, if any	<hr/> <hr/> <hr/> <hr/>

SIGNATURE:

DATE:

Thank you for taking the time to provide your feedback.

Responses
Quantitative Feedback

Feedback form no.	Overall rating	Knowledge		Rating of instructor				Course evaluation					Duration	Strong points			
		Before	After	Presentation	Knowledge	Trainig aids	Exchange of idea	Knowledge gain	Practical coverage	Practice	Meeting needs	Suitability of learning environment		Gender and water lnkages	Mainstreaming gender in policy	Water rights and legal pluralism	Water institutions
1	Good	7	7	Good	Good	Good	Good	Great Extent	Great Extent	Great Extent	Great Extent	Great Extent	Enough	X			
2	Good	5	7	Good	Good	Satisfactory	Good	Great Extent	Some Extent	Great Extent	Great Extent	Great Extent	Short	X			X
3	Excellent	5	8	Good	Good	Good	Good	Great Extent	Great Extent	Some Extent	Some Extent	Great Extent	Short				
4	Excellent	2	7	Good	Good	Good	Good	Great Extent	Great Extent	Some Extent	Some Extent	Great Extent	Enough	X			
5	Excellent	4	7	Excellent	Excellent	Good	Excellent	Great Extent	Great Extent	Great Extent	Great Extent	Fully	Enough	X	X		X
6	Satisfactory	2	6	Good	Excellent	Satisfactory	Satisfactory	Great Extent	Great Extent	Great Extent	Great Extent	Some Extent	Short	X		X	
7	Excellent			Excellent	Good	Good	Good	Some Extent	Great Extent	Some Extent	Some Extent	Some Extent	Enough		X		
8	Good	5	6	Good	Good	Good	Good	Some Extent	Some Extent	Some Extent	Some Extent	Great Extent	Enough	X			
9	Satisfactory	4	8	Excellent	Excellent	Excellent	Good	Great Extent	Some Extent	Great Extent	Some Extent	Fully	Enough	X			
10	Excellent	7	10	Excellent	Excellent	Excellent	Excellent	Great Extent	Great Extent	Fully	Fully	Fully	Enough	X	X	X	X
11	Excellent	6	9	Excellent	Excellent	Good	Excellent	Great Extent	Great Extent	Great Extent	Great Extent	Great Extent	Short	X	X	X	
12	Good	3	7	Excellent	Excellent	Excellent	Good	Great Extent	Great Extent	Some Extent	Great Extent	Fully	Enough	X		X	
13	Good	5	8	Good	Good	Satisfactory	Satisfactory	Great Extent	Some Extent	Great Extent	Great Extent	Great Extent	Enough	X			
14	Good	4	8	Good	Good	Good	Good	Great Extent	Some Extent	Great Extent	Some Extent	Some Extent	Enough	X			X
15	Good	3	7	Good	Excellent	Satisfactory	Good	Some Extent	Great Extent	Some Extent	Great Extent	Fully	Enough				
16	Good	5	7	Excellent	Excellent	Excellent	Good	Some Extent	Some Extent	Some Extent	Great Extent	Great Extent	Enough				
17	Excellent	5	9	Good	Excellent	Excellent	Good	Great Extent	Great Extent	Fully	Great Extent	Fully	Enough	X		X	
18	Good	5	8	Excellent	Excellent	Good	Good	Great Extent	Great Extent	Great Extent	Great Extent	Fully	Short	X	X		
19	Good	3	8	Good	Good	Good	Good	Great Extent	Some Extent	Some Extent	Great Extent	Great Extent	Enough	X			
20	Excellent	6	9	Excellent	Excellent	Excellent	Excellent	Great Extent	Great Extent	Great Extent	Great Extent	Great Extent	Enough	X	X	X	X
21	Poor	7	7	Good	Good	Good	Satisfactory	Great Extent	Some Extent	Some Extent	Some Extent	Great Extent	Enough				
22	Good	3	5	Good	Good	Good	Good	Some Extent	Great Extent	Great Extent	Great Extent	Some Extent	Enough				
23	Good	3	9	Good	Good	Good	Good	Great Extent	Great Extent	Great Extent	Some Extent	Some Extent	Short				X

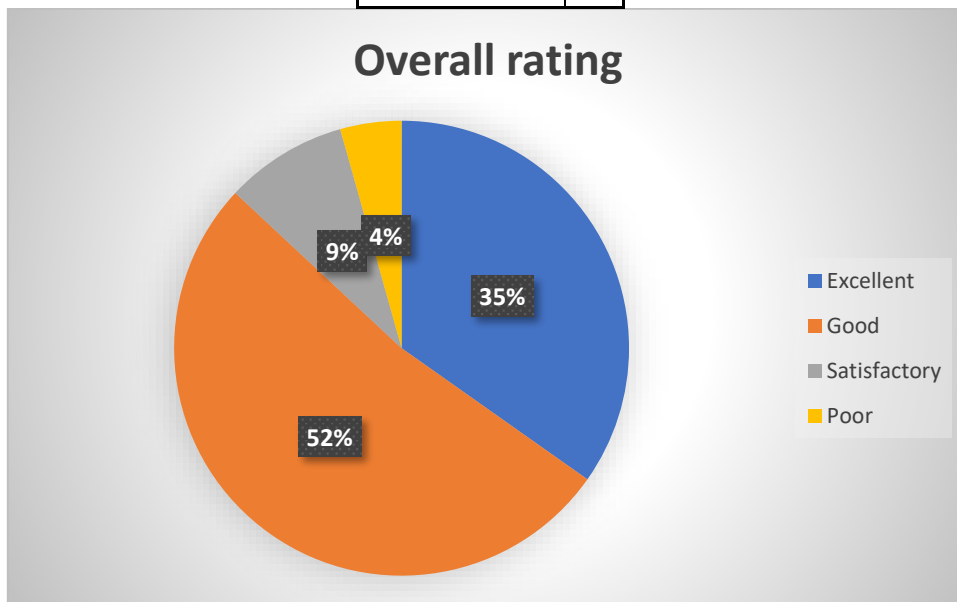
Qualitative

Feedback_MDP Event_7th-8th November, 2016				
Feedback form no.	Any Other intrested topics?	Weak points	How to utilize knowledge gained in the programme	Any other comments or suggestions?
1	Focus on women and children development	No	Through group discussions	More development programmes on other topics
2	In context to North-East and Assam the water and gender issues should be linked with water related hazards like floods, flash floods, droughts etc.	Water rights, gender and water policy is notelaborated in details or I could not understand	Since I am working as a researcher in GESI the knowledge I gained could help me a lot	Should have invited more RP which would have made the sessions more interesting
3			Would share knowledge with our build investigator working in Assam on gender and water	
4	I am a supervisor of intigrated child development project since 2012	Water rights & legal pluralism	I will utilize my knowledge in my field level in gender discrimination society	
5		Water rights and legal pluralism	By organising awarness programme as well as sensualisation programme among the people	
6			I would try to give a rolistic approach to the current programme that I am working on	
7			From the knowledge gained in this training would help me to utilise the gender issues equity as and when required	
8	More coverage on challenge oriented activities		Both planning guidelines, frameworks, implimentations	
9	Transboundary river water sharing	Selection of participants, all line depatments and stakeholders participation would have been better	Awareness programme	Form a group of participants and organise (whatsapp group) for interactions
10			Valuable experience, will try to incorporate more gender friendly policies practices	
11	Solution to legal pluralism should have been elaborated		As a very strong group is coming from my department, we will pressurise for more participation of women, particularly in lower level	
12	A field visit to a place where gender equity is therewould have helped to great extent		Like we are already using it so this will work as added knowledge	one filed level visit like that to Meghalaya whwer women are given more power, that would help learning better

13	Gender mainstreaming	Could have given more emphasis on mainstreaming	will use the knowledge in all the training programme on gender issues	A very nice training programme which will be very helpful in our gender training programme. Looking forward for many more nice training programme.
14	Gender mainstreaming in sanitation, designing a framework for the district on water management		Would share Knowledge with our field investigation working in 6 districts of Assam on gender and water linkages and water rights this will provide them a letter understanding of the issues related with water managements	A field level exposure would help us more to understand the subject
15			Apply knowledge gained regarding gender and when necessary	This type of programme may be extended in the state frequently
16			Gender & equity may be thought of during planning process of water infrastructure	Well structured
17			Knowledge achieved in the training programme will be shared with the supervisors of the department through organising programme in the vilages and district level	It is a good programme
18	Working with department since 2001		As I belong to social welfare department my work is to create awareness among the pooe section of people. In my field I can create awareness about gender equity as well as water management	
19			According to the need and requirement of the matter in time	

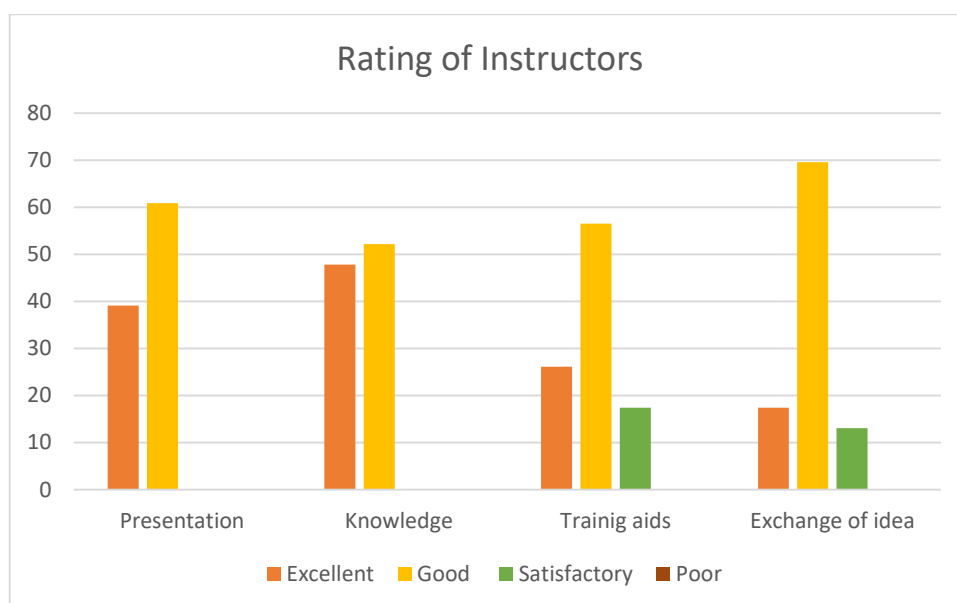
Overall Rating

Overall rating	
Excellent	8
Good	12
Satisfactory	2
Poor	1
Total	23



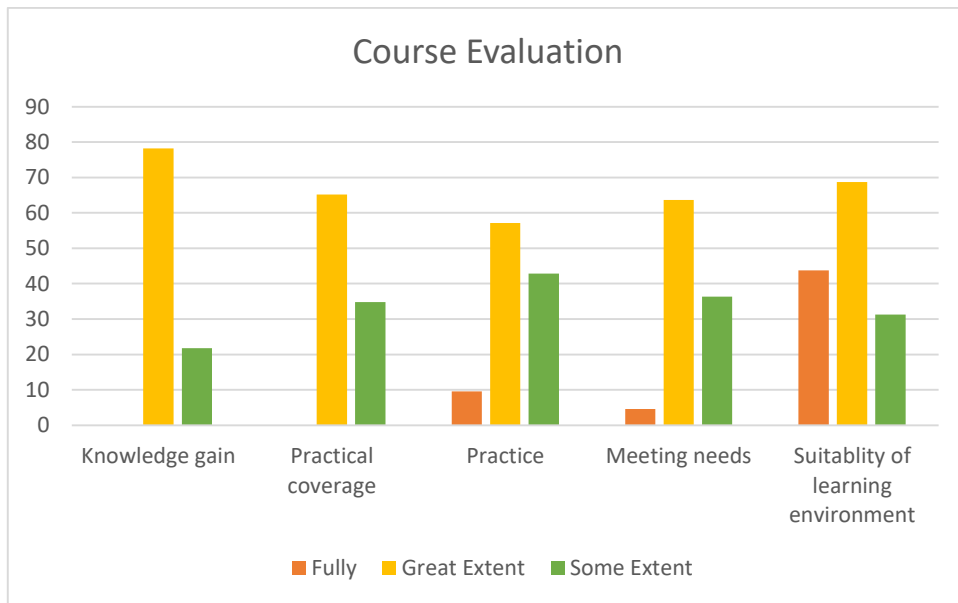
Rating of instructor

	Rating of instructors			
	Presentation	Knowledge	Training aids	Exchange of idea
Excellent	39.13043478	47.826087	26.08696	17.3913
Good	60.86956522	52.173913	56.52174	69.56522
Satisfactory	0	0	17.3913	13.04348
Poor	0	0	0	0
Total	100	100	100	100



Course evaluation

Course evaluation					
	Knowledge gain	Practical coverage	Practice	Meeting needs	Suitability of learning environment
Fully	0	0	9.52381	4.545455	43.75
Great Extent	78.26086957	65.21739	57.14286	63.63636	68.75
Some Extent	21.73913043	34.78261	42.85714	36.36364	31.25
Total	100	100	100	100	100



Duration

Duration	
Enough	17
Short	6
Total	23

Strong points

Strong points			
	Responses	Total	Percentage
Gender and water linkages	16	23	69.5652174
Mainstreaming gender in policy	6	23	26.0869565
Water rights and legal pluralism	6	23	26.0869565
Water institutions	6	23	26.0869565

Level of Knowledge

Level of knoweldge		Percentage Increase
Before	After	
7	7	0
5	7	20
5	8	30
2	7	50
4	7	30
2	6	40
0	0	0
5	6	10
4	8	40
7	10	30
6	9	30
3	7	40
5	8	30
4	8	40
3	7	40
5	7	20
5	9	40
5	8	30
3	8	50
6	9	30
7	7	0
3	5	20
3	9	60
	Mean	29.56521739
	Median	30
	Mode	30

Mode	
0	3
10	1
20	3
30	7
40	6
50	2
60	1
70	0
80	0
90	0
100	0

Normal distribution

ⁱ After Dr Suparana Katyaini September 2017