

GENDER AND THE ENVIRONMENT: PLANNING FOR A BETTER FUTURE

NEEDS ASSESSMENT, JUNE 2000 Committee for Gender and Environment Planning

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1. BACKGROUND.

- 1.1. In 1998, WIDTECH, National Environment Management Authority (NEMA), and USAID/Kampala collaborated in holding a one week workshop on Gender and the Environment: Planning for a Better Future. A planning committee was established which included representatives from each of these agencies as well as the trainer from Makerere University.
- 1.2. Participants were the District Environment Officers (DEO), Gender/Community Development Officers (DGO or DCDO), and representatives from local NGOs from six districts--Arua, Kabale, Kasese, Mbale, Mbarara, and Tororo. Three addition, female DEOs came from Busia, Masaka, and Masindi. Participants also came from NEMA, USAID, and Kampala based NGOs.
- 1.3. The workshop was based on a *gender integrated environmental impact assessment and planning framework* which was modified to fit the district planning format. In addition, participants had one day of advocacy training and a morning of PRA exercises. On the last day, participants from each district prepared an action plan.
- 1.4. As a consequence of the workshop, the planning committee reconstituted itself as the Gender and Environment Committee. It expanded to include a representative of the Global Environment Facility/ Small Grants Programme which has offered a space for an office to be used as a center for providing technical assistance on integrating gender and environment planning to districts and NGOs. The committee prepared a proposal to the WIDTECH small grant program to undertake a needs assessment of the original participants and key people from three new districts—Bushenyi, Jinja, and Lira.

2. NEEDS ASSESSMENT METHODOLOGY

2.1. Districts included in the needs assessment:

The needs assessment was conducted between February and June, 2000 by Emmy Beraho and Harriet Iga from NEMA (Arua, Busia, Kasese, Mbale, Tororo, and Bushenyi and Jinja), Nightingale Nantamu from USAID/Kampala (Lira), May Sengendo from Makerere (Kabale and Masindi). Masaka and Mbarara have not yet been surveyed. Of the twenty one district level participants attending the 1998 workshop, 16 were contacted and responded to the survey. In some cases, District planners, chief administrative officers and representatives of NGOs in the district were also interviewed.

2.2 Data collection tools used:

Three checklists were formulated. One of the checklist was used for each individual trained in April 1998. This checklist asked questions in two areas: (a) outcomes of the training and its application by participants and (b) an assessment of the action plans developed at the workshop and achievements.

The second checklist included guidelines for focus group discussions that were held with district officers in strategic power positions within the local council system at different level of the District administration, technical officer at district level, and NGO representatives. The focus group discussions were conducted to find out (a) achievements, (b) capacity built in the district, (c) activities undertaken in the action plan.

A third checklist provided guiding questions that were used for individual interviews and focus group discussions with respondents from the new districts.

The checklists required respondents to suggest capacity building needs for the district in particular those which relate to (a) training in gender and environment, (b) information based needs, (c) research needs (d) key issues that need to be built into a monitoring tool. Below are the findings from the interviews. Resources did not permit any attempt to verify what was stated by those interviewed.

3.0 FINDINGS: STRONG INCORPORATION OF GENDER INTO ENVIRONMENT PLANNING.

- 3.1. Many of those interviewed clearly got the point of being able to assess in general terms the costs and benefits to different people for specific activities to improve the environment.. Asking "who benefits" and "who pays or losese" are essential questions of gender analysis.
- 3.2 In effect, through the G& E training, many of the DEOs have become trainers and monitors *of gender as well as environment*. The main emphasis of their work is to
 - 3.2.1 establish and train district and local level environment councils (DECs and LECs).
 - 3.2.2 increase public awareness of environmental issues,
 - 3.2.3 work with communities to identify environmental problems,
 - 3.2.4 and monitor the implementation of environment action plans that are included in the District Environment Action Plan (DEAP).
- 3.3 Workshop generated District Action Plans. Seven action plans were reviewed. Most districts had accomplished 70 to 90% of what they had planned.
- 3.4 Inclusion gender in district environment policies and planning.
 - 3.4.1 Four districts established a DEC and LECs and provided them with gender and environment training—Busia, Kasese, Mbale, and Tororo.
 - 3.4.2 Six districts have made attention to gender explicit in either their Distict Environment Management Policy (DEMP) and/or the DEAP. These are the districts' key documents for the principles, strategies, and action plans with respect to the environment. As a result of the G& E workshop, the

DEAPs and DEMPs are including specific principles or guidelines sections on gender. In essence these add gender to environment as issues that the DEOs will be responsible for monitoring, and where appropriate, training and/or guiding project development. Gender is generally treated as a separate chapter, but is discussed quite strongly. Gender could be better integrated into the descriptions of planning and monitoring and evaluation. The districts are Arua, Busia, Kasese, Masindi, Mbale, and Tororo. In Kabale, gender and environment issues have been fully integrated into the CARE Annual Operating Plan.

3.4.3 In three districts, Busia, Kasese, and Masindi district officer participants have advocated successfully for budget for the environment at the district or local level.

3.4.4 In five districts, NGOs have actively engaged in training their constituents and in integrating gender into their environmental projects. The districts are Arua, the church; Kabale, CARE; Kasese, a new network of NGOs now headed by the former DGO; Mbale, the Mt. Elgon Conservation District; and Tororo, the Bukedi diocese, and Environment Protection and Economic Development Project (EPED) in Masindi.

3.4.5 Another general finding is that where there are strong donor supported projects, either NGOs or projects for local governments, incorporation of gender is enhanced. This is largely because of the greater resources in terms of funding and personnel. This is the case for CARE in Kabale, KADEFO (an umbrella of NGOs) in Kasese, Mt. Elgon Conservation area in Mbale, and EPED in Masindi.

3.5 Training provided

3.5.1 Training of trainers was conducted for a variety of facilitators in Arua, Busia, Kasese, Masindi, Mbale.

3.5.2 DECs and LECs were trained as noted in 3.3.1.

3.5.3 A training manual was developed in Masindi.

3.6 In addition to raising awareness and integrating gender into the district documents, some districts undertook specific environment actions which included a gender component and work proactively with women's groups to improve their access to resources for environmentally related work, See Annex 1.

3.7 'New' districts: Bushenyi, Jinja, and Lira.

3.7.1 These three districts have been included because of their current programs with NEMA, GEF, or USAID.

3.7.2 The Committee for Gender and Environment Planning recognized that new participants might be handicapped by having had little previous preparation in gender analysis. DEOs and some planners have had some training in EIA. To redress this lack, potential participants were encouraged to attend a four week program on gender and development at Makerere University. Five of the ten possible participants are doing this, supported in part by their districts and by donations from the Committee and their supporters.

3.7.3 The following District Environment Officers and Gender/community development officers participated in part of the course: Gender Training for Development Practice in Africa. The course was conducted by the Department of Women and Gender Studies. Participants designed follow-up activities that they will be reporting on during the workshop on 21-24/5 August 2000.

Name	Position and district	Activity for follow-up
Musiime Winnifred (Female)	Gender officer, Masindi district	Formulation of guidelines for integration of gender into District environment plans (<i>training and practical planning activities</i>)
Mugenyi Cyril (male)	Environment officer, Bushenyi	Implications of gender division of labour in diary farming and resource use at house hold level (<i>a research activity combined with action planning for household and community level</i>)
Rutahwaire Joseph (male)	Gender and community development officer, Bushenyi	-same as above-
Sudi Bamulesewa (male)	Environment Officer, Jinja District	Environment planning and local council planning system: using gender analysis to form a linkage (<i>participatory planning, advocacy</i>)
Kim Bwayo (male)	Community Development Officer, Jinja District	Land co-ownership and conflict resolution strategies (<i>a research activity for obtaining gender disaggregated data to be used in district planning</i>)

4.0 FINDINGS: INSTITUTIONAL AND POLICY RELATED ISSUES THAT HAVE IMPLICATIONS FOR GENDER AND ENVIRONMENT WORK

- 4.1 What has come out quite clearly in the analysis of the needs assessment reports and reading the Arua District Environment Management Policy (DEMP) and the Mbale District Environment Action Plan (DEAP) is that the DEO has little responsibility for actual project planning. He or she does it principally in the context of NEMA/World Bank microcredit program. The DEO responsibility is principally to conduct Environment Impact Analyses (EIAs) on a range of district development projects; identify key environmental issues through DEC's, LEC's, or community participation exercises; and to monitor and audit all district projects for their environmental impact, positive and negative.
- 4.2 The strategies for integrating Gender into environment planning are key concerns that can be advocated for to be included in the official EIA document that is used as a guideline for NEMA.

- 4.3 The existence of the National Gender policy, the Decentralisation policy, the Environment statute and the recently established process of formulation of the DEAPS and DEMPS, provide policy frameworks whose links are still a challenge to District staff during planning and implementation of activities. Provision of strategies to link such policies through efforts to integrate gender into environment planning are timely actions that can help to address such challenges.
- 5.0 FINDINGS: WHAT IS NEEDED NOW
- 5.1 Needs and challenges were identified by participants and by the interviewers as they talked with participants in each district.
- 5.2 Explicitly mentioned by the original participants were monitoring and evaluation (11 times), advocacy (11), group dynamics to help communities in joint decision-making without male dominance (5), gender policy development and analysis (5), practical examples using workplans (4), review of EIAP framework (4), and developing and maintaining networks.
- 5.3 The five people interviewed in the new districts indicated the following preferences for training: advocacy (4), monitoring and evaluation (2), gender analysis (2), and land management particularly access and control, since it influenced by and influences gender relationships (2).
- 5.4 As a result of the G& E workshop, the DEAPs and DEMPs include sections on gender which in essence add gender to environment as issues that the DEOs will be responsible for monitoring, and where appropriate, training and/or guiding project development.
- 5.5 Interviewers saw challenges such as
- 5.5.1 Practical application of applying gender analysis as part of environment planning including the analysis of data generated by gender focused PRA methods. Distinguishing between including women and the use of gender analysis.
 - 5.5.2 Establishment of a supportive working environment for gender and environment planning activities. In several districts, training has been held and district planning teams have been put in place. Elsewhere support of district officers is more problematic.
 - 5.5.3 Methods and tools that can be used at the community level for advocating the importance of gender and environment planning. This also includes a review and strengthening of current training being conducted at the district and sub-district levels.
 - 5.5.4 Methods and tools for community based and DEO monitoring and evaluation of gender and environment action plans and more generally the state of the environment.
 - 5.5.5 Strengthened leadership skills particularly in mobilization and addressing group dynamics.

PLANS FOR SECOND GENDER AND ENVIRONMENT PLANNING WORKSHOP

6. Plans for August Training

6.1 Participants.

Districts	Names of old and **new participants	Financing of participant /comment
Mbale	Paul Musamali (DEO) Imelda Lwanga (NGO) Auma (CDO)	Pay for Self financing Pay for
Mbarara	Musingwire (DEO)	Pay for
	Jolly (G/CDO)	? what has she done since training?
Tororo	Esiepet (DEO)	Pay for
	Etiang (NGO)	Pay for
	Eunice (CDO)	? find out who will actually attend?
Bushenyi	**Cyril Mugenyi (DEO)	Pay for
	**Joseph Rutahwaire (GDO)	Pay for
Jinja	**Sudi Bamulesewa (DEO)	Pay for
	**Kim Bwayo (GDO)	Pay for
Arua	Alex Chamai (NGO/Church)	Pay for
	Joe Alitua (CDO)	Pay for <i>Joe is about to retire. Committee members have to find out whether it would be better for the District to invest in **DEO, Planner or the new CDO?</i>
Busia	Rebecca (DEO)	Pay for
	**planner	Pay for
Kabale	Sabiiti	Pay for
	Gender officer or the Planner?	
Kasese	Asa Kule (DEO)	Pay for
	Nassozi (NGO)	Pay for
	Aggrey Kubagenda (NGO-CARE)	Self financing
Masaka	Rose (DEO)	committee to find out progress made so far???
	Sekayiba (ACDO)	???
Masindi	Doreen (DEO)	Pay for
	Benson (planner)	Pay for
	Winnie (GDO)	Self financing
GEF participants	Paul Nteza (capacity)	Self financing

(2)	building officer)	
	Byarugaba (organisational strengthening)	Self financing
Rose Sebatindira	GEF/SGP	Self financing
Nightngale Nantamu)	(USAID	Self financing
May Sengendo	(Women& Gender Studies dpt.)	Pay for
Jane Kisakye	GMU	Self financing
Emmy Beraho	NEMA	Self financing/ pay for?
Harriet Iga	NEMA	Self financing/pay for?

Notes:

- Mary Kyokushaba from Mbarara-ACORD had been listed as a self financing participant. However, when Emmy Beraho met Mary recently, she said that she had never practiced anything since training. Committee suggests to withdraw Mary from the list of participants.
- Number of participants so far 20 participants from the “old” group and 15 from the new group. Out of the 35 participants available, 5 will pay for their participation. NEMA staff will find out about the payments.

6.2 Programme

- 6.2.1 Concepts and analytical skills: Gender and EIA, etc.
- 6.2.2 Review of gender analysis
- 6.2.3 Policy formulation
- 6.2.4 Environmental economics, especially cost benefit analysis.
- 6.2.5 Methods & Tools
 - 6.2.5.1 Practical tools for Monitoring & Evaluation projects for both gender and environment
 - 6.2.5.2 PRA with gender and environment, possibly impact flows
 - 6.2.5.3 Advocacy (need to find out more clearly what people want beyond last time, or is it just more practice?)
 - 6.2.5.4 Institutional dynamics, including group dynamics at the community level (also as part of PRA tools).
 - 6.2.5.5 Training of trainers: review of current practice and strengthening where needed.
 - 6.2.5.6 As much as possible, we shall draw on the good experiences of many of the participants to share their skills.

6.3 Trainers: May Sengendo, David Gambill, Hilary Sims Feldstein, Algresia Akwi?

DISTRICT ACTIONS: ENVIRONMENTAL PROBLEMS ADDRESSED; WORK WITH WOMEN'S GROUPS

DISTRICT	SPECIFIC ENVIRONMENT PROBLEMS ADDRESSED	WORK WITH WOMEN'S GROUPS
ARUA	<ul style="list-style-type: none"> ○ Promotion of fuel selling stores, to reduce use of firewood. ○ Community nurseries ○ Tree planting at HH level ○ Tree nurseries for youth 	<ul style="list-style-type: none"> ○ Facilitated participation of women's groups in activities of water and environment sanitation programmes ○ Through Women's Environment program promoted home improvement, nursery establishment, & <i>identified pieces of land for communal tree planting.</i> ○ Women's water committees as part of community self-help efforts ○ <i>Greater involvement of men in women-initiated projects</i>
BUSIA	<ul style="list-style-type: none"> ○ Deliberate consideration of gender issues while planning environment activities ○ Deliberate consideration or inclusion in environment management institutions 	
KABALE	<ul style="list-style-type: none"> ○ Baseline survey with community groups 	
KASESE	<ul style="list-style-type: none"> ○ Gender mainstreamed into microprojects ○ EIA framework applied in monitoring Kasese cobalt plant (& gender?) 	<ul style="list-style-type: none"> ○ Assisted women's groups to advocate district leadership to access services.
MBALE	<ul style="list-style-type: none"> ○ Initiated home and village improvement campaigns 	<ul style="list-style-type: none"> ○ <i>Assisted women to access plots in forest reserves under the community collaborative management.</i> ○ Advocated for women's and children's rights ○ Women now in decision-making roles in community institutions.
MASINDI	<ul style="list-style-type: none"> ○ Restoring agricultural land through murrum filling of the gaps. 	

TORORO	<ul style="list-style-type: none">○ Worked to stop the dumping of garbage in one subcounty and the dumping of wastes from Kenya in the river.○ Encouraged tree planting as a source of income.	
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