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USAID TRANSFORM WASH ACTIVITY

GENDER, YOUTH AND PRIVATE SECTOR ENGAGEMENT ACTION PLAN

MAY 2022

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COVER PHOTO: Chiùre Water Supply System. Courtesy of AIAS, IP.

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ACRONYMS

AFORAMO	<i>Associação dos Fornecedores de Água de Moçambique</i>
AIAS	<i>Administração de Infra-estruturas de Água e Saneamento (Water and Sanitation Infrastructures Administration)</i>
ANJE	<i>Associação Nacional de Jovens Empresários</i>
APME	<i>Associação de Pequenas e Médias Empresas</i>
AURA	<i>Autoridade Reguladora de Água (Water Regulatory Authority)</i>
CDCS	<i>Country Development and Cooperation Strategy</i>
CTA	<i>Confederação de Associações Económicas de Moçambique</i>
DNAAS	<i>Direcção Nacional de Abastecimento de Água e Saneamento (National Directorate for Water Supply and Sanitation)</i>
DPOP	<i>Direcção Provincial de Obras Públicas (Provincial Directorate of Public Works)</i>
FEMME	<i>Federação Moçambicana da Mulher Empresária</i>
FIPAG	<i>Fundo de Investimento e Património do Abastecimento de Água (Water Supply Asset and Investment Fund)</i>
FPA	<i>Fornecedor Privado de Água (Private Water Provider)</i>
GAIM	<i>Gender Analysis and Integration Matrix</i>
GESI	<i>Gender Equality and Social Inclusion</i>
GIYI	<i>Gender Integration and Youth Inclusion</i>
GUC	<i>Grants Under Contract</i>
ICT	<i>Information and Communication Technology</i>
IDA	<i>Inclusive Development Analysis</i>
KII	<i>Key Informant Interview</i>
MHH	<i>Menstrual health and hygiene</i>
MOPHRH	<i>Ministry of Public Works, Housing and Water Resources</i>
OCAT	<i>Organizational Capacity Assessment Tool</i>
PLAMA	<i>Plataforma Moçambicana de Água</i>
PO	<i>Private Operator</i>
PRONASAR	<i>Programa Nacional de Abastecimento de Água e Saneamento Rural (National Rural Water Supply and Sanitation Program)</i>
PWD	<i>Person(s) with Disabilities</i>
PYD	<i>Positive Youth Development</i>
SBC	<i>Social and behavior change</i>
SCIP	<i>USAID/Mozambique Strengthening Communities through Integrated Programming Project</i>
SDPI	<i>Serviço Distrital de Planeamento e Infra-estruturas (District Services for Planning and Infrastructure)</i>
SINAS	<i>National Water and Sanitation Information System</i>
SME	<i>Small and medium-size enterprises</i>
TVET	<i>Technical, Vocational and Educational Training</i>
WASH	<i>Water, Sanitation, and Hygiene</i>
WASHPaLS	<i>Water, Sanitation, and Hygiene Partnerships for Learning and Sustainability</i>
WRM	<i>Water Resource Management</i>
WSUP	<i>Water & Sanitation for the Urban Poor</i>
UNICEF	<i>United Nations Children's Fund</i>
USAID	<i>United States Agency for International Development</i>

I.0 INTRODUCTION

The USAID Transform WASH Activity aims to support the development of the Mozambican water, sanitation, and hygiene (WASH) sector at national and sub-national levels by supporting the Government of Mozambique (GRM) with improved WASH governance, access to WASH services, behavior change and gender equality in small towns, rural growth centers and peri-urban settlements. The program supports USAID/Mozambique’s WASH Project Appraisal Document (M-WASH PAD) main goal of achieving “improved well-being of communities, especially women and girls” through:

- Strengthening policy implementation and institutional capacity to deliver WASH services;
- Increasing and sustaining availability of water infrastructure and services;
- Improving access to financing and business environments for the private sector in the WASH service delivery chain;
- Accelerating the uptake and maintenance of key water and hygiene behaviors among households and institutions; and
- Increasing women’s leadership within the sector, and enhanced decision-making power within the household, for WASH products and services.

The above results will be accomplished through the Activity’s four main components: 1) Policy implementation and institutional capacity of the GRM to deliver WASH services strengthened; 2) Government and private water providers technical, financial, and management capacity strengthened; 3) Access to water and sanitation financing and business environment for the private sector improved; and 4) Uptake and maintenance of key water and hygiene behaviors among households and institutions accelerated. USAID Transform WASH will geographically cover three provinces, Cabo Delgado, Nampula (both drought ridden), and Zambezia, and will also provide capacity building to key subsector central level institutions. The program summary is provided in Table I, below.

TABLE 1: TRANSFORM WASH PROGRAM SUMMARY

Geographic coverage	Small towns and rural growth centers to be defined in Cabo-Delgado, Nampula and Zambezia provinces, Mozambique
Primary GRM national counterparts	AIAS, DNAAS, AURA, and FIPAG
Program overall goal	Increase the use and sustainable management of safe water and sanitation services in small towns, rural growth centers and peri-urban areas
Duration	5 years
Starting date	March 2, 2022
Total budget	USD18,620,679
Project Implementation Consortium	Tetra Tech (prime) with WaterAid, CARE and Iris Group

Per contract Section F.5.6, this Gender, Youth, and Private Sector Engagement Action Plan shows how Transform WASH will support gender integration and women’s empowerment as per gender policies and strategies of the United States and the Government and of the Republic of Mozambique; youth and private sector involvement in WASH business development and decision-making process, including support to the removal of existent challenges. Development of the Gender and Youth portion of this plan was led by Iris Group.

2.0 GENDER AND YOUTH ACTION PLAN

The Gender and Youth Action Plan for Transform WASH seeks to systematize attention to gender integration and youth inclusion (GIYI) across the project and provide a framework to hold the project accountable for its commitments to do so. It presents the findings of a rapid GIYI assessment, drawing heavily on extant analyses (e.g., USAID Gender Assessment for the Country Development and Cooperation Strategy [CDCS] and Formative Research on Gender and Hygiene), uses the six USAID domains for inclusive development analysis, and maps recommendations to the project's four components for easy access by the Transform WASH technical component teams. Key terms related to youth and gender, which we reference throughout this document, can be found in Annex C: Key Terms: Youth and Gender. Transform WASH objectives and work plan activities will be developed in alignment with USAID's Gender Equality and Female Empowerment and Youth in Development (2022 update) policies.

The Transform WASH Gender & Youth Specialist, in concert with subcontractor Iris Group, will work with component leads during the first months of Year 1, in particular, to refine the recommendations in this Action Plan into detailed actions in the Year 1 Work Plan and future work plans as project activities are further specified with stakeholders and will periodically review the strategy and update the proposed actions in work plans to reflect the evolution of project activities over time.

2.1 METHODOLOGY

2.1.1 ANALYTIC APPROACH

The Transform WASH gender and youth assessment is anchored in USAID's Inclusive Development Analysis (IDA) approach (see text box). The IDA presents a set of six domains to detect areas that lead to marginalization of particular groups.

The approach employed under this assessment was to:

- Apply the IDA's domains to identify key gender and youth analysis questions for each of the Project's technical components
- Answer the gender and youth analysis questions with data from a desk review and key informant interviews (KIIs)
- Analyze how these answers present a particular gap, barrier, or opportunity for project activities
- Recommend specific project responses to close gaps, reduce barriers, or leverage opportunities. We map recommendations against the project framework and organize them based on six domains specified by USAID as part of the Inclusive Development Analysis Matrix (see Annex A: Inclusive Development Analysis Matrix). The selection and prioritization of recommendations includes consideration of whether solutions are feasible, whether they fall within the manageable interest of the project, the costs and benefits, etc.

Inclusive Development Analysis is an analytic tool that helps to map the context in which marginalized people exist by:

- 1) Identifying, understanding, and explaining gaps that exist between persons of marginalized groups and the general population and to consider differential impacts of policies and programs;
- 2) Identifying structural barriers and processes that exclude certain people from participating fully in society and development programs;
- 3) Examining differences in access to assets, resources, opportunities, and services; and
- 4) Leading to specific recommendations on how to include marginalized groups in development programs and designing these programs to reduce deprivations and to empower marginalized groups.

Source: *Suggested Approaches for Integrating Inclusive Development Across the Program Cycle and in Mission Operations* (USAID, 2018)

2.1.2 ASSESSMENT METHODOLOGY

To frame the data collection and analysis, the specific objectives of the GIYI assessment were to:

1. Identify gaps, barriers, and opportunities for youth, women, and other potential excluded groups to participate meaningfully in the design of project activities and to maximize their benefit from these project activities
2. Identify constraints and opportunities to promoting gender equality, youth leadership and social equity across all project activities
3. Map findings from field research and global best practices to Transform WASH programmatic activities across the four technical components

As part of the desk review conducted in April 2022, the team reviewed reports, white papers, and peer-reviewed literature focusing on gender and youth issues relating to WASH. The team also included evaluation reports and other documents from past USAID-funded WASH projects in Mozambique such as USAID's WASH Finance (WASH-FIN) and Water for Africa Through Leadership and Institutional Support (WALIS) programs. In parallel, the team also gleaned insights from previous gender assessments such as the gender assessment for the CDCS conducted in 2019 and the Formative Research on Gender and Hygiene completed as part of the USAID Water, Sanitation, and Hygiene Partnerships for Learning and Sustainability (WASHPaLS) project as well as inputs from a gender assessment completed by USAID in 2019. Given that the WASHPaLS Formative Research report provided extensive findings and recommendations related to Transform WASH Component 4 (behavior change), this assessment focused more on Components 1-3.

Building on the desk review findings, the team developed a KII guide for use with representatives of WASH implementing partners, non-governmental organizations, and donors based in Maputo. The team carried out ten KIIs with members of the following organizations: DNAAS, Rede HOPEM, *Fórum Mulher*, *Associação Nacional de Jovens Empresários de Moçambique (ANJE)*, *Associação Coalizão da Juventude Moçambicana*, WaterAid, CARE, UNICEF, and the Transform WASH technical leads.

The following document highlights findings from the GIYI assessment and links these findings to the T-WASH technical components and work plan activities, proposing a gender-integrated and youth-inclusive action plan for the project.

2.1.3 LIMITATIONS

The team conducted KIIs virtually, which was an effective way to elicit information from various stakeholders, yet more difficult to establish initial relationships with the stakeholders. However, the team was able to contact a diverse initial set of stakeholders among organizations working in WASH, gender, and youth issues. Given that target geographies have not yet been selected (this will take place in the coming months), this exercise was conducted at the national level. The team will liaise with stakeholders at the provincial and local levels during the project's first year, as part of the broader localization effort. Transform WASH technical leads will also vet and prioritize the recommendations as part of Year 1 and 2 work planning.

2.2 BACKGROUND ON GENDER, YOUTH, AND WASH IN MOZAMBIQUE

2.2.1 GENDER INEQUALITIES IN WASH

Gender inequality in Mozambique is acute. In 2018, the country ranked 138 out of 160 countries on the UNDP Gender Equality Index and had a score of 0.904 on the Gender Development Index (a ratio of the female to male Human Development Index), which places it in the next to lowest category of gender equality (UNDP, 2018). According to the Mozambique Gender Assessment for CDCS (2019),

“traditional gender norms play out in households and at the community level that position men as the head of the household and institute gendered hierarchies for who can speak in decision-making” (USAID, 2019). The vast majority of Mozambican women (90%) work in agriculture, mostly as subsistence farmers or on family-owned plots (JICA, 2015). Almost half of the country’s young women were married before they turned 18, including 14 percent married before age 15 (Haneef & Tembe, 2019). Intimate partner violence affects at least one of every 5 women in her lifetime (UN Women, 2019).

Gender inequalities are also reflected in governance institutions, particularly at local and regional levels. Although women do occupy positions of power in the national institutions (e.g., 39.6% of the seats in parliament are held by women), men dominate as politicians, spiritual leaders, business leaders and school heads (USAID, 2019). In WASH institutions such as rural water committees, although quotas mandate committees are comprised equally of women and men, women tend not to serve in leadership positions nor participate meaningfully in decision-making (USAID Water Communications and Knowledge Management [CKM] Team, 2020). Women are also not able to fully participate in business opportunities relating to water and sanitation. Gender norms and gendered roles and responsibilities make it challenging for women to find work outside their homes and to elicit support from their husbands and families when they do so (USAID, 2019). Gender gaps in knowledge also affect communities which struggle with how to manage and store water, which water can be used for drinking, and awareness about health benefits of daily water consumption (USAID Mozambique, Personal communication, May 2022).

Gender inequality and social norms – particularly those norms that guide household decision making – heavily influence daily WASH-related interactions and behaviors. Women are typically the sole parent responsible for most household responsibilities, including water collection and childcare (USAID/Mozambique, 2019). According to USAID’s gender assessment, “Women and girls are often responsible for water collection and spend a significant portion of their day fetching water for their household” (USAID/Mozambique, 2019). Men (with or without skills) are responsible for the construction of the sanitation facilities for the family and structural maintenance. A lot of these men don’t build sturdy sanitation facilities which pose health and physical danger risk if they have to repair an existing sanitation facility (USAID Mozambique, Personal communication, May 2022).

In Mozambique’s rural areas, 88% of households rely on adult women as their primary water gatherers (Graham et al., 2016). Inadequate sanitation causes psychosocial stress, especially for women (Shiras et al., 2018; Shiras & Dreibelbis, 2018). This stress is lessened by shared sanitation facilities, which afford greater privacy; however women are tasked with maintaining and cleaning toilets – tasks which can cause stress (Shiras et al., 2018). Formative research on gender and hygiene conducted in 2021 showed that women experience greater social pressure to own a latrine and not openly defecate and yet they are not able to make final decisions regarding sanitation-related purchases within their household (USAID, 2021). As a result, women and girls in Mozambique are disproportionately affected by inadequate access to water and sanitation with consequences across their life course (UNICEF, 2018).

Disability also has important intersections with gender, age and WASH. Overall, people with disabilities (PWD)¹ are less likely to have access to basic water or sanitation (UN, 2018). This is often compounded for women by social expectations/norms, as women bear the burden of water fetching for the home, regardless of whether they have disabilities or not, and are also more likely to be caretakers for others with disabilities (White, 2016). In Mozambique, children with disabilities often do not attend school if WASH facilities are inaccessible or inadequate (UNICEF, 2018).

¹ We recognize that many disabled leaders prefer identity first language, and we will follow guidance on language by Mozambican disability activists. In this document, we are using the term persons with disabilities (PWD) to mirror language currently used by USAID in English.

2.2.2 CONSIDERATIONS FOR YOUTH RELATING TO WASH

In Mozambique, the National Youth Policy designates youth as those between the ages of 15 and 35 years (Mozambique Factsheet, 2014). As nearly half of the population of Mozambique is under the age of 35 years, youth comprise a significant portion of the population (World Population Prospects, 2019).

Many young Mozambicans struggle with transitioning from adolescence into adulthood and pursuing their aspirations, and gender, class, location, education level, and access to resources shape their experiences with waiting for adulthood (Honwana & Shenga, 2020). The Government of Mozambique aims to substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment (Republic of Mozambique, 2020), which would strengthen the ability of young Mozambicans to provide WASH services. However, barriers to employment, limited educational attainment and training, and lack of access to financial and social capital prevent youth from entering the WASH sector as entrepreneurs, employees, and service providers. Unemployment rates amongst youth are low – only 6.7% in 2020 (Mozambique: Youth Unemployment Rate from 1999 to 2019, 2021) – however most young women and men work on household farms or in small wage positions (Jobanputra & Sellers, 2020) and over 80% are underemployed (United Nations Capital Development Fund, 2015). Further, unemployment rates are higher in urban areas and higher among women compared to men (United Nations Capital Development Fund, 2015). Many youth lack the training and education to participate in skilled labor; in 2018, 35% of young people were enrolled in secondary school and only 7% of these later enrolled in tertiary education (Jobanputra & Sellers, 2020). Educational attainment is even lower amongst young women with only 11% in secondary school and less than 1% in tertiary school (USAID youth project). Additionally, access to capital poses a challenge for youth seeking entrepreneurship opportunities: financial service providers are unlikely to offer loans to young people who are considered a risky demographic (United Nations Capital Development Fund, 2015). Youth also lack knowledge of available financial products and services (United Nations Capital Development Fund, 2015). There is a missed opportunity, however, given youth’s access to information technology that facilitates learning alongside their comfort level with digital platforms to seek employment or advertise their businesses (USAID Mozambique, Personal communication, May 2022).

A qualitative study of nearly 500 youth in rural, peri-urban and urban areas across Northern, Central and Southern Provinces in Mozambique identified concerns relating to economic opportunities for youth, which also impact the prospects for youth hoping to enter the WASH sector. Youth who participated in focus group discussions noted the following needs: better access to higher education and scholarships, better school or tertiary education facilities, access to employment opportunities, land and housing, transport to reduce school distances, loans to implement economic initiatives, professional training for self-employment and entrepreneurship, and access to justice (Shenga & Howe, 2016). Participating youth prioritized three buckets of actions to promote economic opportunities for youth: greater employment opportunities, expanded skills training, and better governance (i.e. designing and implementing policies that treat youth equitably, developing better mechanisms to understand and respond to youth concerns, etc.) (Shenga & Howe, 2016). These actions would also impact the WASH sector, which can capitalize “on youth energy to bring about change in the WASH sector” (WaterAid Mozambique, n.d.). In particular, young Mozambicans have tremendous potential to pursue opportunities in water and waste management, especially related to municipal health, sanitation, and recycling efforts (Jobanputra et al., 2021).

The same study also identified that most youth are disenchanted and thus disengaged with national politics and governance structures (Shenga & Howe, 2016). Actors in Mozambique’s WASH sector noted that “it is difficult [for youth] to innovate in [the WASH] sector because water institutions are so centralised, conservative and oriented towards operations” (Mvulirwenande & Wehn, 2020). Similar patterns have been identified in the private water providers market (USAID Mozambique, Personal communication, May 2022).

In one study, youth shared that deficiencies in the provision of basic systems, mechanisms, and infrastructure hindered young people's ability to develop and thrive and young Mozambicans expressed that their public institutions need to provide necessary support systems to improve conditions for youth (Honwana & Shenga, 2020). Youth recommended that governing institutions expand outreach to engage and incentivize youth to participate in youth associations, listen and respond to the unique needs of youth, and support more business training and opportunities for youth, amongst other suggestions (Shenga & Howe, 2016).

2.3 FINDINGS

The following findings emerge from a review of existing literature and interviews with key informants, including project stakeholders (see Annex B: KII Guide). This section also draws heavily from the USAID Final Report on Formative Research on Gender and Hygiene in Mozambique. Findings are subdivided by six domains from USAID's Inclusive Development Analysis Matrix, which are linked with corresponding recommendations in Annex A: Inclusive Development Analysis Matrix.

2.3.1 LAWS, POLICIES, REGULATIONS, AND INSTITUTIONAL PRACTICES

The Government of Mozambique has a national youth policy – the most recent version of which was approved in 2013 – which aimed to advance technical and vocational education, foster employment and entrepreneurship, promote housing for youth, develop cultural and sporting infrastructure, increase awareness about sexual and reproductive health and HIV/AIDS, and strengthen moral and civic education (Ministério da Juventude e Desportos, 2012). The Secretariat of State for Youth and Labor, under the Ministry for Youth and Sports, established the Fund for Supporting Youth Initiatives at national and district level to support young people who excel in innovation and entrepreneurship but this fund is not well known and often experiences shortages (Honwana & Shenga, 2020). The National Directorate for Water Supply and Sanitation (DNAAS) is interested in institutionalizing gender equity throughout their efforts. Key informants noted that DNAAS has an internal gender policy that was developed through conversations with the Ministry of Public Works, Housing and Water Resources (MOPHRH) (M. de Abreu, personal communication, April 2022). These discussions have generated interest in making the gender policy more general in order to span across multiple sectors. Another key informant confirmed that the strategy's scope shifted from addressing water and sanitation to a more multisectoral general strategy by the Ministry of Public Works, Housing and Water Resources of which WASH was only one part (WaterAid, personal communication, April 2022).

Key informants added that several partners support DNAAS' working group on the sector gender policy² (its development will be supported by the World Bank and will cover both WASH and Water Resources Management), though the group needs support with building internal capacity to address gender-related issues and effectively integrate gender across its operations (M. de Abreu, personal communication, April 2022). One key informant observed that although gender is seen as a cross-cutting issue that all actors need to address, it does not feature prominently in action-oriented discussions (A. Razulo, personal communication, April 2022). DNAAS, AIAS, and AURA, which already have a few gender-related provisions in place, could, therefore, build on existing sectoral efforts to integrate gender into WASH. Moreover, FIPAG engaged in a participatory process and institutional evaluation to develop a gender policy in 2011, which was accompanied by a strategy and action plan (IRC, 2016). As part of the process, gender focal points led and conducted branch-level gender assessments and received trainings about the role of gender in WASH. It should be highlighted that among the most relevant central level partner government departments for Transform WASH, AURA does not have a gender focal point.

² Iris Group was not able to access DNAAS's gender strategy and documents about the implementation of FIPAG's gender policy but hope to do so in the process of doing further consultations with local and regional stakeholders.

At the project level, the SNV-implemented Capacity Enhancement for Decentralised Services (CEDeS) in WASH program (2015-2020), its current Transforming Access to WASH and Nutrition Services (T-WASH) and the USAID Transform WASH project all include elements of governance. SNV's current T-WASH program focuses on four outcomes: "(1) Increased community participation and contribution for improved WASH and nutrition services in target rural communities, (2) Provincial and district government eliciting and responding to demand for improved WASH and nutrition services, (3) government supporting the effective decentralisation of WASH service delivery, improving sector performance, accountability, learning and knowledge development, and (4) compliant investment of the Infrastructure Funds, including increased Value for Money with a sustained increase in the provision and use of rural WASH services" (SNV, n.d.-b).

2.3.2 CULTURAL NORMS AND BELIEFS

USAID's Final Report on Formative Research on Gender and Hygiene in Mozambique revealed several findings relating to cultural norms, beliefs, and attitudes; these findings are summarized in the following paragraphs and are available in greater detail in the full report.

The formative research found that there was widespread awareness of ideal sanitation and hygiene behaviors in focus communities in Mozambique (USAID, 2021). Cultural norms and beliefs intersected with gender and social norms to drive WASH-related behaviors, practices, and attitudes. Women reported that they faced social pressure to own latrines and not practice open defecation. They also named markedly more wide-ranging benefits to building and using latrines than men did. In almost all communities, most participants reported knowing the reasons for latrine construction and use and how and why to dispose of child feces safely. Often, gendered roles and responsibilities at the household level placed the onus for disposing of infant and child feces on women. Having limited access to water and affordable soap reinforced traditional ways of handwashing (e.g., using a communal bowl and recycling water for handwashing), which were not ideal for hand hygiene. Women were active participants in the decision-making process around latrine construction and relied on community support to advocate for latrine construction, yet it was ultimately men who decided whether or not to construct a latrine.

Cultural, gender, and social norms impact women and girls' experiences with menstrual health and hygiene (MHH), as well as other aspects of sanitation (e.g. washing and drying women's underwear). In Mozambique, women indicate strong social norms related to menstruation and menstrual blood, often resulting in harmful taboos and stigmatization. Menstruation has to be managed privately, as it is a taboo topic that cannot even be discussed between mothers and daughters until girls are old enough to participate in initiation rites (USAID, 2021). Menstruating women experience several restrictions in terms of daily activities. Overall, cultural norms, gender norms, and power dynamics heavily influence household decision-making and responsibilities regarding latrine construction, child feces disposal, and connections to water systems. Several initiatives use social and behavior change (SBC) approaches and existing best practices to engaging men as caregivers, equitable partners and agents of change to shift unequitable gender norms and shift attitudes and behavior to reduce gendered stigma within WASH systems.

2.3.3 ROLES, RESPONSIBILITIES, AND TIME USE

At the household level, women are considered responsible for WASH conditions in the household, due to which they may feel a greater sense of shame in not having adequate WASH facilities like latrines at home (USAID, 2021). For instance, women and girls are often responsible for fetching water, sometimes at great distances, and they face risks to their safety when traveling far from their households to procure water (Graham et al., 2016; Shaphren & Cuadra, 2019). Additionally, it is primarily the responsibility of mothers to deal with child feces disposal, including washing diapers, removing feces, and introducing children to latrine use. Though women are active participants in making decisions around household-level WASH, men ultimately make decisions around resource-intensive processes like latrine

construction. Some household WASH behaviors, like cleaning and maintaining the latrine, are the responsibility of all family members, including men. Some observers have noted the psychosocial benefits of water collection in rural areas and the unintended consequences of introducing timesaving technologies (USAID Mozambique, Personal communication, May 2022).

Gender norms and gendered roles and responsibilities also make it challenging for women to find work outside their homes and to elicit support from their husbands and families when they do so, including in the WASH sector (USAID, 2019). Women's lack of access to land, credit, training, appropriate tools, and other resources limits the extent to which they can pursue economic opportunities (UNICEF, 2015). Many women in Mozambique perform unpaid labor within the household, such as providing child care, gathering firewood and water, and more, or they tend to work in the informal sector where they also might not be remunerated (USAID, 2019). The USAID/Mozambique Strengthening Communities through Integrated Programming (SCIP) Project addressed women's participation in service delivery mechanisms; for example, a microcredit project supported women in building viable income-generating activities. However, the provision of microcredit to women only created resentment amongst existing businesses in the same communities who received no external support and saw this approach as undermining their own work (USAID Mozambique, 2014). A key informant noted the importance of evaluating women's participation across the whole sanitation value chain and WASH sector, including plumbers, construction companies, service providers, bleach sellers, etc. (W. Chafinya, personal communication, April 2022). The government, for instance, integrates women into sanitation work as employees.

Stakeholders often utilize school-based approaches to address young Mozambicans' WASH-related roles and responsibilities. For example, CARE's 2014-2020 WASH strategy aimed to reduce gender-based violence through school-based gender transformative WASH interventions, which focused on changing gendered social norms and working with men and boys to do so. The strategy also addressed MHH as an entry point to improve WASH-related outcomes for adolescent girls. It noted that school-based WASH clubs were "designed to inform girls and boys about their bodies, promote behavioral change on sanitation and empower adolescents to denounce and report acts of gender-based violence" (CARE Mozambique, 2015). A key informant added that UNICEF supports youth in forming sanitation and hygiene committees within schools as well (C.I. Muianga, personal communication, April 2022). In addition to school-based approaches, some programs leverage youth-driven technological approaches. For example, WaterAid's Rural Program capitalizes on youth skills in using Information and Communication Technologies (ICT) to share hygiene and sanitation messages, as well as to advocate for WASH rights. The Program engaged youth at district and provincial levels, capitalizing on their social networks and helping them contribute WASH-related issues to the youth agenda (WaterAid Mozambique, n.d.).

2.3.4 PATTERNS OF POWER AND DECISION-MAKING

According to the Mozambique Gender Assessment for the CDCS, "traditional gender norms play out in households and at the community level that position men as the head of the household and institute gendered hierarchies for who can speak in decision-making" (USAID/Mozambique, 2019). Additionally, young Mozambicans are often excluded from formal decision-making processes; key informants shared that youth in Mozambique often lack a voice at the community level and are not included in decisions over how resources are distributed throughout the community (C.I. Muianga, personal communication, April 2022). Community meetings tend to be dominated by adults, while youth are excluded, though it can be difficult to discern youth from adults because individuals who marry at a young age are treated as adults. The CDCS expresses interest in creating opportunities for youth in Mozambique to engage in their households and communities in positive ways (USAID Mozambique, n.d.).

Key informants emphasized the importance of institutions like DNAAS building capacity for inclusive development of critical public WASH facilities and hiring more women and youth as staff, as it would

better integrate gender and youth considerations in formal decision-making processes (M. de Abreu, personal communication, April 2022). Even within District Services for Planning and Infrastructure (SDPI) and Provincial Directorate of Public Works (DPOP), not many technicians identified as women (C.I. Muianga, personal communication, April 2022). Many young Mozambicans lack access to financial capital, especially in provincial and rural communities; loans are from commercial banks and microfinance groups tend to be expensive and cost prohibitive. Key informants noted that women and young Mozambicans' lack of full participation within the WASH sector can be linked to a lack of opportunities, training, and education, as well as challenges relating to the distance to field sites, transportation, and having to work in remote areas (C.I. Muianga, personal communication, April 2022). These institutional barriers restrict women and youth from pursuing entrepreneurship opportunities in the WASH sector. One informant added that women often struggle to express their WASH needs to decision-makers, in part due to cultural restrictions that discourage them from speaking out (N. Deus, personal communication, April 2022). Entities like Fórum Mulher, a network of more than 40 organizations, aim to address these challenges by conducting trainings to support women's participation in community level decision-making processes. Even if women participate in formal WASH decision-making processes, they may not engage as leaders; a SCIP evaluation found that although women continued to play active roles in both water and community health committees, they did not play leadership roles (USAID Water CKM Team, 2020).

Several efforts in Mozambique address gender and youth-related decision-making in the WASH sector:

- A key informant shared that upon learning that access to water was an issue for many women, the Niassa Provincial Assembly produced a film with testimonies from women on the issues they faced and consequently increased the number of boreholes in their communities, working with the local government to make better water access a priority in its budget plan (N. Deus, personal communication, April 2022). Since then, women felt empowered to campaign for access to water in other domains, like in health care facilities. Another key informant noted that the Secretaria de Estado da Juventude e Emprego had a few projects underway that focused creating jobs and fostering financial independence for youth (WaterAid, personal communication, April 2022).
- As part of its sanitation in small towns project, UNICEF convened a multi-sectoral sanitation working group to develop Sanitation Master Plans for five towns in the Nampula Province. The plans provided guidance on: the organization of town sanitation services within local government; promotion and regulation of household and institutional sanitation; the sanitation chain; and solid waste management, and they incorporate equity considerations during design development (UNICEF, 2015).
- According to a KII, UNICEF's One Million Initiative included two key gender-related activities. The first was to ensure a gender balance in the composition of field teams, though this was challenging to implement because it was hard for women to live alone while working in districts away from their homes and leave their families behind. The second action was to mandate quotas for women to serve on water and maintenance committees, including requiring women to serve in leadership positions. All members of these committees were trained in technical aspects and in the mandate of the committees. Having women serve in the committees was found to be effective because they effectively managed funds and maintained water points.
- WaterAid Mozambique participated in the launch of the Youth Forum on Water, Sanitation and Hygiene in 2017, which includes 14 youth associations that jointly defended youth rights to WASH (*Advocacia para direitos à ASH*, n.d.).
- SCIP established women's groups to sell spare parts for repairs, though an evaluation after the program ended revealed that these groups no longer existed (USAID Water CKM Team, 2020).

- In a drought-affected area in Inhambane, Mozambique, local communities created a water committee that was comprised mainly of women because they tend to be the ones responsible for household water collection. The committee met regularly to identify problems and develop solutions (CARE, 2016).
- CARE implemented a mentorship program in which older women trained by CARE and its implementing partners on gender, community mobilization, and HIV provided support to younger women, thereby addressing the hopelessness that many younger women experienced in communities affected by droughts (CARE, 2016).
- A key informant shared that National Rural Water Supply and Sanitation Program's (PRONASAR) monitoring and evaluation approach and framework, which did not initially measure women's perceptions, later developed a tool to collect information on how to evaluate women's involvement in the main decision-making process with water committees (A. Razulo, personal communication, April 2022).

A few key informants also identified the importance of leveraging gender and youth-focused organizations to strengthen decision-making in the WASH sector. Forum Mulher was interested in integrating WASH into its work, which focuses on (i) violence against women, (ii) sexual and reproductive rights, (iii) economic autonomy, and (iv) leadership and political participation (N. Deus, personal communication, April 2022). Additionally, Coalizão has an economic empowerment component to its Dreams program, where young women are taught how to create self-employment and are entitled to a package of 3000 Meticaís for creating self-employment if they complete the requisite number of sessions (Coalizão, personal communication, April 2022). Relatedly, one informant recommended working with small or medium-size enterprise (SME) associations and women's entrepreneurship/ business associations at the provincial level (W. Chafinya, personal communication, April 2022).

2.3.5 ACCESS TO AND CONTROL OVER ASSETS AND RESOURCES

Women-led and women-owned businesses face challenges in accessing markets and financial capital to support their growth because many of them are informal and women may lack business skills, training, and access to collateral that financial institutions require (Women Entrepreneurs Finance Initiative, 2021). Most SMEs are informal and about half of them are owned by women. Moreover, women owners represent only 25% of formal SMEs. Women and youth, according to a key informant, also face challenges related to financial literacy (W. Chafinya, personal communication, April 2022). Women headed households even face unique barriers with constructing household WASH infrastructure like latrines (Carolini, 2012).

Stakeholders recognize that young Mozambicans are energetic, creative, and always engaged in economic activities, even if informally. However, youth face systemic barriers that limit their access to and control over assets and resources. Lenders are more likely to provide financial capital to a youth association, though many commercial banks – even those who implement donor funded programs - are not interested in financing WASH efforts that are led by youth. Many young Mozambicans cannot provide a house or other assets as collateral, which they need to finance entrepreneurship and innovation initiatives.

Several efforts in Mozambique address gender and youth-related access to and control over WASH-related assets and resources:

- A We-Fi project aimed to increase women-owned and women-run SMEs' access to markets, finance, and networks, and create linkages between these SMEs, corporations, and investors. It trained women entrepreneurs to acquire business skills and become more innovative and

competitive in business sectors that were traditionally dominated by men, such as the WASH sector (Women Entrepreneurs Finance Initiative, 2021).

- A SIDA-funded and TechnoServe-implemented WIN program (2018-2022) aimed to identify opportunities and barriers for women and find business partners to break down those barriers (Technoserve Moçambique, n.d.). The project increased participants' access to management tools and information, financial services, quality & convenient products, and equipment. It used media, such as telenovelas, to educate and inspire women (TechnoServe, 2022).
- An IFC and World Bank initiative trained 50 women entrepreneurs on business management skills to increase their productivity and access to finance, including topics like budgeting, controlling cost, business planning, caring for the customer, selling skills, and marketing strategy (*IFC Helps Train Women Entrepreneurs with Mozambique's Banco Comercial e de Investimentos*, 2011). A key informant also shared that an initiative leveraged a staff advisor to train loan officers and improve/ tailor templates to younger audiences (W. Chafinya, personal communication, April 2022). This included a component where the project worked with SME departments within banks.
- SCIP created youth farmer clubs to provide children and young adults – including young women, men, orphans, and children with unique vulnerabilities - with spaces to play safely, learn life skills, and learn new farming skills, which many youth applied after graduating (USAID Mozambique, 2014).
- SNV's program on value chain and youth development in Cabo Delgado aimed to create employment for 5,000 young people in the horticulture and soy industries (SNV, n.d.-c).
- UNIDO led an Entrepreneurship Curriculum Programme which built participants' skills and also identified business opportunities and resources to link young Mozambicans with successful entrepreneurs and entrepreneurship initiatives (UNIDO, 2016).
- The National Association of Young Entrepreneurs in Mozambique created an app called "E-CONTA" that gave users an overview of the cashflow they needed for their new companies and created "HUB Link" as a platform to connect entrepreneurs (Yes, We Care, n.d.).
- SNV's OYE project in Rwanda, Tanzania, and Mozambique aimed to improve the livelihoods of rural, out-of-school youth (aged 18-24 years) through skills training that met their aspirations as well as the needs of local agriculture, renewable energy, and WASH businesses. At least 40% of the target youth were young women. The project included activities like: skills and capacity development; linking youth to market opportunities for employment and enterprise development; and selecting opportunities in growth sectors that have concrete potential for employment creation. Youth organizations, vocational training centers, local government, and business associations collaborated as partners to identify, screen, and select youth (SNV, n.d.-a).
- In coordination with local government authorities, UNICEF's Small Town Sanitation Program convened a participatory workshop to design sanitation hardware for children living with disabilities (UNICEF, 2015).

2.3.6 PERSONAL SAFETY AND SECURITY

In urban areas, inadequate sanitation offered by traditional facilities leads to psychosocial stress, especially for women who are often afraid to use toilets at night when they may be at risk of physical or sexual assault (Shiras et al., 2018; Shiras & Dreibelbis, 2018). Shared sanitation facilities offer some reprieve from sanitation-related stressors like greater privacy and less embarrassment for those using shared latrines, but women still experience stress associated with disgust due to challenges in maintaining and cleaning shared toilets (Shiras et al., 2018).

Additionally, natural disasters and emergencies exacerbate gender and youth-related WASH vulnerabilities. Following Cyclone Idai, women in Sofala expressed a need for better lighting in transit

and accommodation centers to promote safety and access to safe latrines as well as provisions for adequate MHH (Haneef & Tembe, 2019). In the aftermath of Cyclone Idai, women and girls faced greater risk of gender-based violence and harmful practices such as transactional sex and early marriage due to severe resource constraints (CARE, 2019). Reports from Human Rights Watch following Cyclone Idai suggested that women who lacked money and wanted to be included in aid distribution lists were forced to trade sex for food with local leaders (Mozambique, 2019). Reportedly, women were excluded from the aid distribution lists because the lists only included households headed by men (Mozambique, 2019). In other parts of Mozambique, where droughts also created extreme conditions, women and girls faced similar risks and engaged in maladaptive coping techniques such as dropping out of school to assist their mothers in fetching water – a task that took three times as long in drought conditions (CARE, 2016). In drought-stricken areas, community youth (usually young men/boys and girls) are charged with digging under dried up rivers or tree trunks. These caves are not secure and often go several meters deep. (USAID Mozambique, Personal communication, May 2022).

A rapid gender analysis of conditions in Sofala following Cyclone Idai revealed the following realities relating to gender- and WASH-related outcomes (Haneef & Tembe, 2019):

- Instead of engaging in productive activities, both men and women spent much of their day waiting for humanitarian assistance.
- The roles and responsibilities of elderly women have also changed from agricultural activities to cleaning accommodation centers or the land around their homes.
- Similar patterns of household decision-making were reported following the cyclone with men being the key decision makers. Both women and men reported feelings of dependency and a lack of control, however, following the cyclone.
- In parallel, a greater proportion of men than women reported being involved in community decisions – both before and after the cyclone.
- Women requested products to take care of their babies and for MHH.
- Information flows changed from relying on the use of mobile phones or radios to word-of-mouth post-cyclone, leading to women feeling a greater sense of being uninformed.
- Women did not know where to voice concerns or resolve issues/problems. Nor did they feel that leaders or officials listened to or followed up on their concerns.
- At accommodation and transit centers, latrines were used as places to bathe by both women and men; although women were dissatisfied with the location and condition of the latrines. Latrines were located in poorly lit areas and did not afford safety, privacy, or dignity.

Although these conditions are specific to post-cyclone settings, women and girls experience gender-related risks to their personal safety and security under normal circumstances.

2.4 RECOMMENDATIONS FOR GENDER AND YOUTH ACTION PLAN

The gender and youth action plan (summarized in Table 2, details below) emerged from the analysis of key findings from the desk review, the KIIs, and consultation with project technical experts. The plan is supported by Iris Group’s knowledge of global best practice and evidence of what works in gender integration and youth inclusion in the WASH sector. The full analysis can be found in Annex A: Inclusive Development Analysis Matrix.

For ease of consideration and prioritization, the recommendations are mapped to the Transform WASH technical components. Note that Components 1 and 2 are combined below because the

recommendations touch on both components. The adopted gender, youth, and inclusion actions will be embedded in annual workplans going forward and mapped explicitly to indicators and expected results.

Following the identification of participating communities in small towns and rural growth centers of Cabo-Delgado, Nampula and Zambezia provinces, as the Project engages in a localization phase, the GYS will consult with provincial partners as well as women- and youth-led organizations to refine recommended actions under the Gender and Youth action plans. The GYS will also reach out to several PWD organizations to vet proposed actions and solicit their input.

TABLE 2: GENDER AND YOUTH ACTION PLAN SUMMARY

Component	Key Plan Elements
<p>C1: POLICY IMPLEMENTATION AND INSTITUTIONAL CAPACITY OF GRM & C2: GRM AND PS WATER PROVIDERS CAPACITY</p>	<ol style="list-style-type: none"> 1. Strengthen the enabling policy environment for gender equality and youth engagement across key governmental partner agencies like DNAAS, AIAS, AURA, and FIPAG. 2. Engage government partners at all levels to commit to increase the percentage of women with water management responsibility at community, local, national, formal, and informal levels (measured as part of WASH survey). 3. Assess and build on the GIYI technical capacity of key governmental partners like DNAAS, AIAS, and AURA. 4. Strengthen service providers' responsiveness and accountability at all levels towards women's and youth WASH-related needs and interests.
<p>C3: WASH FINANCING, BUSINESS ENVIRONMENT FOR PS</p>	<ol style="list-style-type: none"> 1. Strengthen the enabling environment for women and youth entrepreneur's business development, including lender appetite for funding women and youth-led enterprises. 2. Determine the capacity of women small business owners (or prospective business owners) in the targeted geographies and tailor capacity building activities to improve their readiness to access WASH financing and grow their businesses.
<p>C4: KEY WATER AND HYGIENE BEHAVIORS</p>	<ol style="list-style-type: none"> 1. Understand gendered and age-related facilitators and drivers of community investment in water services. 2. Across the Component 4 activities, promote critical reflection of the unique hygiene-related needs of women and youth and address gender- and age-related power dynamics and norms. 3. Address harmful gender norms that inhibit equity and inclusion of women in WASH-related decision-making within the household and at the community level.
<p>CROSS CUTTING</p>	<ul style="list-style-type: none"> • Youth 1: Attract and prepare youth to engage along the WASH value chain by organizing WASH business opportunity events • Youth 2: Advocate with government and private sector partners to expand employment opportunities for youth in the WASH sector • Data Use: Ensure that Transform WASH project team including internal partners share a common technical GIYI framework to undertake the design, implementation, monitoring, and evaluation of gender- and youth-integrated activities throughout the project's duration. • GIYI Technical Capacity: Ensure that Transform WASH project team including internal partners share a common technical GIYI framework to undertake the design, implementation, monitoring, and evaluation of gender- and youth-integrated activities throughout the project's duration.

2.4.1 COMPONENT 1: POLICY IMPLEMENTATION AND INSTITUTIONAL CAPACITY OF THE GOVERNMENT OF MOZAMBIQUE TO DELIVER WASH SERVICES STRENGTHENED, AND COMPONENT 2: GOVERNMENT AND PRIVATE WATER PROVIDERS TECHNICAL, FINANCIAL, AND MANAGEMENT CAPACITY STRENGTHENED

Programmatic Recommendation 1:

Strengthen the enabling policy environment for gender equality and youth engagement across key governmental partner agencies like DNAAS, AIAS, AURA, and FIPAG.

- Inventory and document the existence and status of agency gender policies, strategies, mandates and assess them against their policy stage (formulation, approval and adoption, implementation, and roll-out to provincial and district level).
- Consult with the MOPHRH working group to understand the status of the Ministry-wide gender equality policy to determine its status, the obstacles that prevent it from moving forward, and opportunities to support its advancement.
- Based on findings of above inventory and consultations, prepare to pivot supporting the sector-wide gender equality policy development process.
- Determine where and how Transform WASH can support gender policy operationalization by providing support to DNAAS, AIAS, AURA, and FIPAG.

Programmatic Recommendation 2:

Engage government partners at all levels to commit to increase the percentage of women with water management responsibility at community, local, national, formal, and informal levels (measured as part of WASH survey).

- At the partner capacity assessment phase, collect baseline information on gender and age range of employees.
- Present the business case for gender equality in WASH agencies and utilities to agency leadership and management teams; consult with them to generate promising strategies for advancing women's leadership and participation in the sector.
- Showcase the Electricidade de Mozambique case under USAID's [Engendering Industries](#) program as an example of a utility in a sector that is traditionally dominated by men and that has made strides towards gender parity, women's professional advancement, and women's economic opportunity.
- Address barriers for women employees & entrepreneurs in training and sector recruitment

Programmatic Recommendation 3:

Assess and build on the GIYI technical capacity of key governmental partners like DNAAS, AIAS, and AURA.

- Embed questions on GIYI technical capacity into the initial partner capacity self-assessment (OCAT) tool to determine the depth and breadth of GIYI capacity across the agencies' technical and performance monitoring teams.
- Analyze OCAT findings to identify GIYI capacity gaps.
- Partner with Component 1 team to propose GIYI capacity strengthening measures that can be embedded in each agency's broader capacity development plan, which may include training, technical assistance, and coaching.

Programmatic Recommendation 4:

Strengthen service providers' responsiveness and accountability at all levels towards women's and youth WASH-related needs and interests.

- Explore the usability and utility of National Water and Sanitation Information System (SINAS) data, as well as baseline data to understand gaps in access and coverage for youth, women, and other historically marginalized groups
- Increase women's and youth's leadership roles as part of increasing community capacity for social mobilization and monitoring services such as system functionality.
- Ensure that any community-led service provider accountability mechanisms established by Transform WASH require representative participation/leadership by women and consider equitable guidelines to ensure equitable participation (e.g., seating arrangements, meeting times, childcare if needed, norms around speaking, etc.)

2.4.2 COMPONENT 3: ACCESS TO WATER AND SANITATION FINANCING AND BUSINESS ENVIRONMENT FOR THE PRIVATE SECTOR IMPROVED

Programmatic Recommendation 1:

Strengthen the enabling environment for women and youth entrepreneur's business development, including lender appetite for funding women and youth-led enterprises.

- Make the business case to finance institutions for lending to women and youth-led SMEs, developing incentives for reluctant institutions or seeking out alternative lending mechanisms if necessary.
- Support financial institutions to develop financial products and processes to better meet the needs of women and youth, such as loan application and procurement documentation, obtaining more favorable financing terms (reduced interest rates, reduced collateral requirements, longer loan terms, etc.)
- Ensure other innovative financing mechanisms pursued by the project include and potentially incentivize access for women and youth led SMEs, including providing technical support to AIAS and PRONASAR on inclusive procurement and contracts.
- Investigate the current DFC guarantee with ABSA that provides SME loans. While it is focused on the agriculture value chain, there may be flexibility for a percentage of the guarantee for other sectors, especially given the link between clean water and safe agriculture products. In addition, the activity could pursue WASH specific guarantee-type facilities if it is possible and manageable to do so.
- Support AIAS, DNASS, Provincial Governments and Districts to improve procurement practices to promote development of women-owned and women-led businesses.
- Implement a Grants Under Contract (GUC) program targeting women and youth entrepreneurs. Investigate whether there is a Challenge Fund-type program to support entrepreneurs.

Programmatic Recommendation 2:

Determine the capacity of women small business owners (or prospective business owners) in the targeted geographies and tailor capacity building activities to improve their readiness to access WASH financing and grow their businesses.

- Understand and assess unique strengths, capacity needs and barriers for women and youth-owned SMEs especially related to access to finance; develop specific capacity building content to meet these needs (in tandem with above recommendations to create an enabling environment for finance)

- Deliberately target and oversample women and youth-led SMEs in capacity building efforts; Identify members of past or existing women's groups and/or current women business owners as an entry point to build capacity amongst women as entrepreneurs in the water sector.
- Support women-led enterprises with market intelligence, business model and planning tools, technical and financial planning coaching, strengthening creditworthiness, industry events, and GUC. (Note: The Activity intends to support 25 large and/or small-scale water-related, women-led enterprises)
- Seek out a cohort of existing Private Water Provider (FPAs) and Private Operators (POs) both within and beyond the target districts as well as businesses in WASH-adjacent fields and promising entrepreneurs, especially women and youth, that demonstrate a growth trajectory and readiness to formalize.

2.4.3 COMPONENT 4: UPTAKE AND MAINTENANCE OF KEY WATER AND HYGIENE BEHAVIORS AMONG HOUSEHOLDS AND INSTITUTIONS ACCELERATED

Programmatic Recommendation 1:

Understand gendered and age-related facilitators and drivers of community investment in water services.

- Use best practices in gender-integrated and youth-led research to center women and youth when conducting rapid participatory analysis.
- Include women and youth voices in initial assessments and consultations conducted
- Include gender and youth organizations as part of SBC working group with input from the Gender and Youth Specialist.

Programmatic Recommendation 2:

Across the Component 4 activities, promote critical reflection of the unique hygiene-related needs of women and youth and address gender- and age-related power dynamics and norms.

- Develop tools and messages that help SBC staff conduct critical reflections of MHM, household roles and household WASH purchases and the power dynamics and gender and social norms that affect these.
- Develop tools and messages to advocate with traditional leaders, government stakeholders, men, and women to identify behaviors to address harmful social pressures limiting women's and girls' (and youth) access to and control over resources and assets
- Use what we know about people's prioritization of safety issues, pride/shame around not having a latrine, having to ask to use a neighbor's latrine, and not having one for guests, particularly for women (who are more likely to be home more and be responsible for household sanitation and hygiene), to help motivate construction and use of latrines. Any strategies around this should use positive framing to emphasize pride, safety, and privacy rather than shame, danger, and indignity to avoid further stigmatization, especially for women.
- Engage youth to serve in sanitation promotion as activists
- Employ strategies to engage men in child feces disposal and other caregiving responsibilities

Programmatic Recommendation 3:

Address harmful gender norms that inhibit equity and inclusion of women in WASH-related decision-making within the household and at the community level.

- Conduct gender-sensitive, socially-inclusive, participatory assessments (e.g., Social Action Analysis and Social Norms Analysis Plot) to diagnose and address harmful gender norms that inhibit desired WASH behaviors and gender equality
- Engage men to understand the value of women’s full participation in latrine construction decisions (e.g., benefits for the entire family, consideration of guest, children, safety, etc.) Introduce couple communication and negotiation to advocate allocation of household resources for latrine construction.
- Use training and SBC to reduce stigma for women who wish to learn about latrine construction and purchase materials and contract labor.
- Include elements in sanitation programs, such as community-led total sanitation, that promote and support households headed by women or comprised of elderly people who are less likely to construct latrines in the absence of a “strong man.” This approach should be coupled with financial assistance and development of local construction options like masons and neighbors.
- Support male champions through trainings, sharing forums, and use of ideation approach to congratulate households where men and women support each other so men and women both recognize the increased involvement of men and the benefit of their involvement.
- Conduct community sensitization campaign together with women-led community-based organizations and youth activists to understand and access WASH service provision, where related decisions are made, etc.

2.4.4 CROSS CUTTING RECOMMENDATIONS

Programmatic Recommendation 1: Youth

Attract and prepare youth to engage along the WASH value chain by organizing WASH business opportunity events

- Under GUC, consider piloting a “Youth WASH Business Incubator” model in one of the three selected provinces. Partner with Coalizão and/or ANJE to adapt their proven approaches (e.g., ANJE’s business start-up kit for youth entrepreneurs)
- Identify promising opportunities for young entrepreneurs along the WASH value chain
- Recruit prospective entrepreneurs in participating communities, applying a gender equity target to engage young female entrepreneurs
- Conduct a workshop for the selected participants to understand the WASH market and finance landscape, develop an initial business plan, consider inviting representatives of financial institutions, like loan officers, to a session where youth pitch their plans for feedback.
- Evaluate the success of the business incubator model for possible replication in the other two provinces.

Programmatic Recommendation 2: Youth

Advocate with government and private sector partners to expand employment opportunities for youth in the WASH sector

- Encourage partners at national and provincial levels to see youth as promising candidates for early career vacancies among their staffing needs. Detect and challenge adult-held stereotypes that may exist about youth potential.
- Challenge partners to create and fund internships or apprenticeships as a professional development opportunity for youth. Include a target for recruitment of young women for these openings to help

correct the underrepresentation of women in the WASH sector. Engage with technical schools and universities either as a source of candidates or possible partners to support the learning opportunity. (Note: Youth internships/apprenticeships could be a focus of a GUC).

Programmatic Recommendation 3: Data Use

Design inclusive data collection systems and tools to collect and use gender- and youth- sensitive data to identify and understand disparities in WASH services, WASH governance and financing, including but not limited to: WASH survey, capacity assessments like the self-applied OCAT, project monitoring, evaluation, and learning mechanisms (e.g., Performance Indicator Reference Sheets), SINAS, and analyses of past SBC interventions in the target provinces/ geographies.

Programmatic Recommendation 4: GIYI Technical Capacity

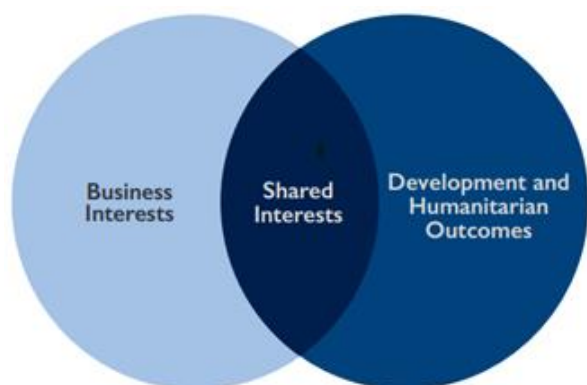
Ensure that Transform WASH project team including internal partners share a common technical GIYI framework to undertake the design, implementation, monitoring, and evaluation of gender- and youth-integrated activities throughout the project's duration.

- Conduct GIYI training for Transform WASH staff and internal partners to level-set skills, knowledge, commitment across the project. In consultation with project leadership, content likely to include;
 - Common understanding of GIYI concepts and policy framework (Government of Mozambique, USAID programming requirements, etc.)
 - How to apply the Gender Integration Continuum to assess an activity/approach and move towards gender-transformative programming.
 - Overview of gender analysis, including what it is, how to do it, and where to do it.
 - Review of the GIYI elements of the Transform WASH Monitoring, Evaluation, and Learning Plan and clarification of roles on tracking progress.

3.0 PRIVATE SECTOR ENGAGEMENT ACTION PLAN

3.1 PRIVATE SECTOR STAKEHOLDER IDENTIFICATION AND VALUE CHAIN

The USAID Private Sector Engagement (PSE) Policy defines PSE as a strategic approach to planning and programming through which USAID consults, strategizes, aligns, collaborates, and implements with the private sector for greater scale, sustainability, and effectiveness of development or humanitarian outcomes³. The Transform WASH Program will engage with different private sector players, hence the need for a systematic engagement process aligned with the USAID PSE Policy. The Transform WASH Private Sector Engagement Action Plan is an implementation tool which identifies key private sector stakeholders and defines engagement approaches to maximize shared interests and values and leveraging resources as shown in diagram 1 below⁴.



The Transform WASH Private Sector Engagement Action Plan is an implementation tool which identifies key stakeholders and defines engagement approaches to maximize shared values and leveraging resources. This plan reviews the whole WASH value chain and identifies key stakeholders which are mapped according to their interest and capacity. Table 3 lists potential key stakeholders identified for the Transform WASH project value chain and their expected relevancy to the project. The list is not conclusive and other stakeholders may be identified during baseline analysis (BA) field visits and the course of project implementation. The roles of each stakeholder outlined in Table 3 may change during the project implementation

cycle. The role to be played by both women and youth entrepreneurs and their participation will be span the entire WASH services value chain.

TABLE 3: LIST OF POTENTIAL PRIVATE SECTOR STAKEHOLDERS

Private Sector Stakeholders	Relevant Role to the Activity
Operators of Piped Water Supply (AIAS Operators plus PRONASAR Operators)	<ul style="list-style-type: none"> AIAS operators are responsible for management of water supply systems delivered by the government in District capital towns, under a lease agreement PRONASAR operators manage piped water systems delivered by the government in subdistrict towns or rural growth centers, under lease contracts
FPA (Private Water Providers)	Private individuals or companies who deliver and operate water supply systems serving consumers
Commercial Banks and Microfinancing Institutions	Potential providers of financing products, e.g., commercial financing for water supply systems development or improvements, including under blended financing arrangements
Technical and Vocation Education and Training Institutions (TVET)	Training and capacity building of existing or prospective water operators or FPAs

³ https://www.usaid.gov/sites/default/files/documents/1865/usaid_psepolicy_final.pdf

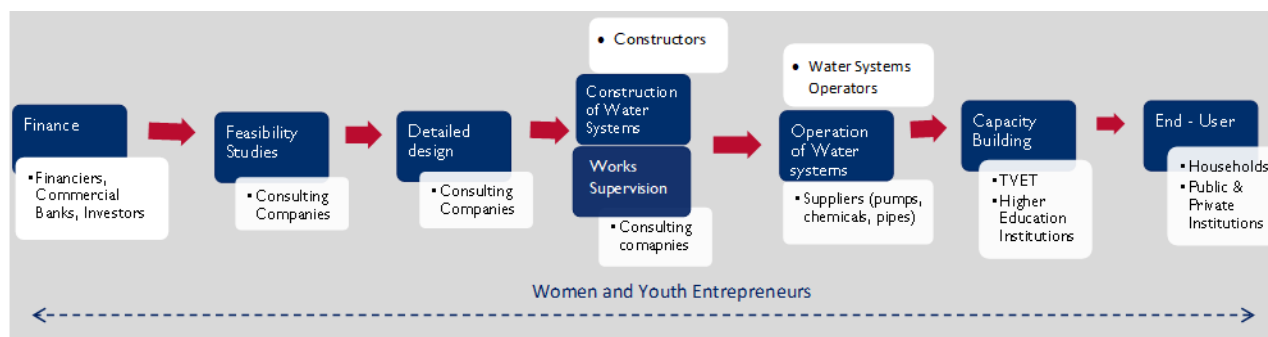
⁴ https://www.usaid.gov/sites/default/files/documents/1865/usaid_psepolicy_final.pdf

Private Sector Stakeholders	Relevant Role to the Activity
Universities and other Higher Education Institutions	Design and delivery of capacity building on technical improvement processes as well as designing and delivery of capacity building on business management processes
Technical Consulting companies	<ul style="list-style-type: none"> ● Feasibility studies and detailed designs for water supply systems developments ● Supervision of construction works ● Preparation of strategic and management documents and tools ● Studies and implementation of social and behavioral change strategies
Training and capacity building companies (training, technical assistance)	<ul style="list-style-type: none"> ● Training and technical assistance for water operators in business management skills such as accounting and financing, business ethics and compliance, health, safety and environment etc.
Constructors and artisans	<ul style="list-style-type: none"> ● Construction of water supply systems ● Construction of sanitation systems ● Construction of domestic infrastructure (septic tanks and latrines)
Private sector business associations, e.g., CTA/CEP, Federação Moçambicana Mulher Empresária (FEMME), Associação Nacional de Jovens Empresários (ANJE), Associação das Pequenas e Medias Empresas (APME), Federação Moçambicana de Empreiteiros	Private Sector mobilization, especially women and youth entrepreneurs
Investors, developers, and operators	Financing, construction, and operation of water supply systems in PPP contracts
Suppliers of water systems equipment and consumables	<ul style="list-style-type: none"> ● Water supply equipment – e.g. solar energy, pumps, chlorine dispensers, pipes, tanks, fittings, meters, valves ● Water treatment consumables e.g. disinfectants (chlorine), coagulants (aluminum sulphate)
Mega Projects	Potential partners under the “Social Responsibility” umbrella in financing the development of water supply and sanitation systems
Private sector professional associations e.g. PLAMA, Plataforma Moçambicana da Água, AFORAMO, Associação de Fornecedores de Águas de Moçambique	For mobilization of the private sector to invest in the water sector
International financing institutions	<ul style="list-style-type: none"> ● Potential financing the construction and operationalization of water supply systems, under blended financing arrangements
Women Entrepreneurs	<ul style="list-style-type: none"> ● Potential piped water supply systems operators ● Potential suppliers of water supply systems equipment and consumables (for instance pumps and chemicals)
Youth Entrepreneurs	<ul style="list-style-type: none"> ● Piped water supply systems operators ● Suppliers of water supply systems equipment and consumables

Private Sector Stakeholders	Relevant Role to the Activity
End users (consumers)	Users of piped water (households and businesses)

The WASH value chain consists of the stakeholders in Table 1 above and others which may be identified later. Figure 1 illustrates the value chain stakeholders and the stage at it is expected that their roles will be most relevant.

FIGURE 1: WASH VALUE CHAIN STAKEHOLDERS



3.2 PRIVATE SECTOR STAKEHOLDER MAPPING AND ANALYSIS

Stakeholder mapping and analysis is crucial to measure the levels of interest and capacity of identified potential stakeholders. Figure 2 illustrates a tentative Mozambique WASH private sector mapping and where they sit in terms of interest and capacity. From Figure 2, it is possible to assume the following that:

1. Stakeholders with high interest and high capacity are:

- Technical Consulting Firms
- Investors, developers, and operators
- Mega Projects
- Training, and capacity building firms

Due to their high capacity and high interest, proposed engagement strategy will be to encourage these stakeholders to engage in water and sanitation as well as promoting market development.

2. Stakeholders with high interest but low capacity include the following:

- Piped water supply systems operators
- Constructors and artisans
- Suppliers of WASH equipment and consumables
- Private sector professional associations
- Consumers

The engagement approach with these stakeholders, except for TVET institutions is through training and capacity building as well as markets development and access to finance promotion so that they could enhance their technical and operation capabilities.

3. Stakeholders with medium interest but low capacity include the following:

- Private sector business associations
- Women and youth entrepreneurs

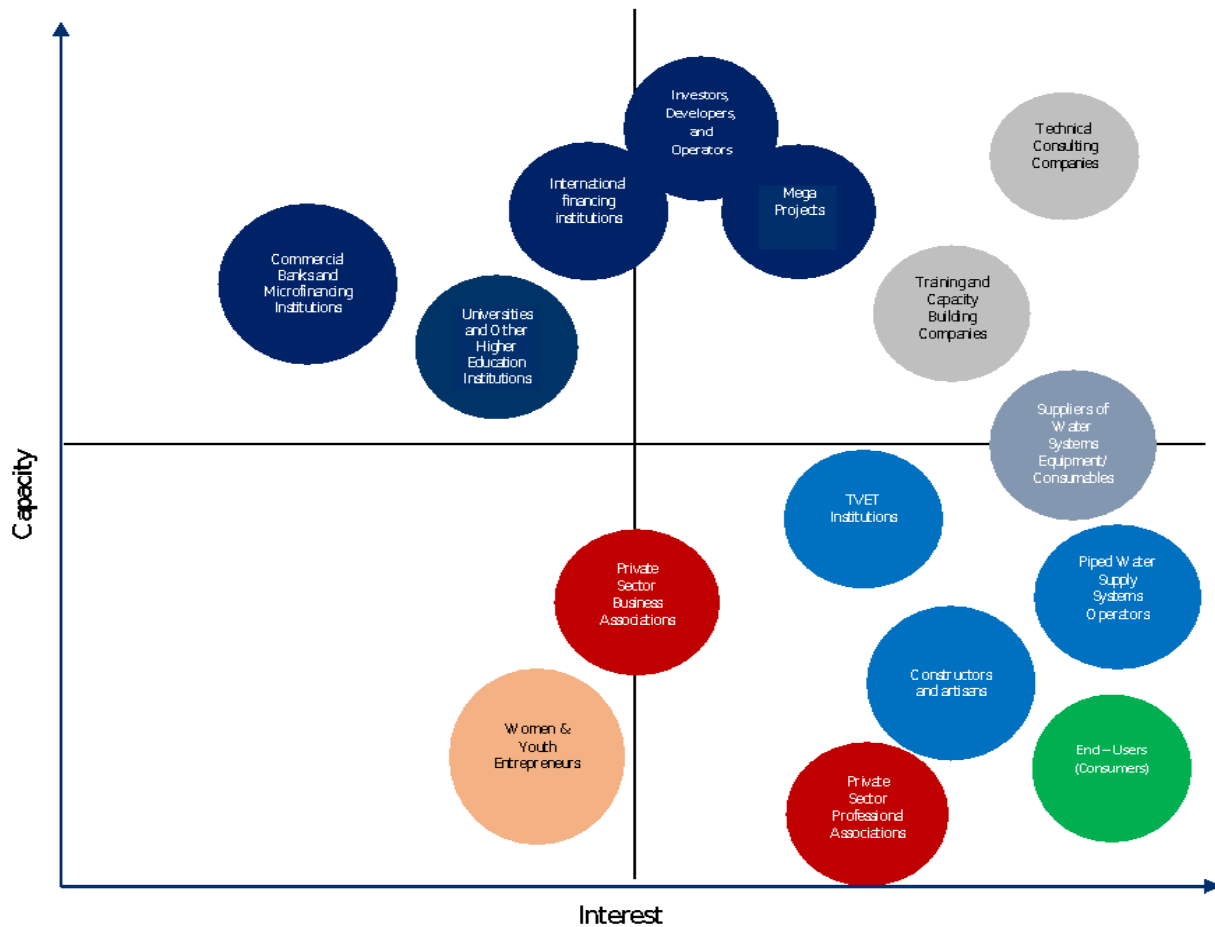
The proposed engagement strategy is encouraging business associations to mobilize their members which include women and youth to invest WASH.

4. Stakeholders with low interest but high capacity include the following:

- Commercial Banks
- Microfinance Institutions
- International Financing Institutions
- Universities and other Institutions of Higher Learning

The strategy is to encourage them to invest in WASH and to design processes and systems which favor water supply systems operators, and suppliers of equipment and consumables.

FIGURE 2: MAPPING OF POTENTIAL PRIVATE SECTOR STAKEHOLDERS



3.3 STRENGTHS AND WEAKNESSES OF POTENTIAL STAKEHOLDERS

Table 4 shows perceived strengths and weaknesses of each stakeholder at this stage. It is important to note that actual strengths and weaknesses will be identified and verified during BA field visits, discussions with relevant stakeholders and Project implementation.

TABLE 4: STAKEHOLDER ANALYSIS (PERCEIVED STRENGTHS AND WEAKNESSES)

Stakeholder	Strengths	Weaknesses
<ul style="list-style-type: none"> ● AIAS Operators ● PRONASAR operators 	<ul style="list-style-type: none"> ● Experience in operating towns' water supply systems ● Already established network of suppliers of water supply system equipment and consumables ● Knowledge of contractual obligations with AIAS and DNAAS, Provincial Governments and District Governments 	<ul style="list-style-type: none"> ● Limited technical know-how ● Limited business management skills ● Limitation to access to finance
FPA (Private Water Providers)	<ul style="list-style-type: none"> ● Business entrepreneurs ● Risk takers ● Experience in constructing and managing water supply systems ● Already established network of suppliers of water supply system equipment and consumables ● Organized in business association 	<ul style="list-style-type: none"> ● Limited technical know-how ● Limited business management skills ● Limitation to access to finance ● Mostly operating in southern and central regions of Mozambique
Local Commercial Banks and Microfinancing Institutions	<ul style="list-style-type: none"> ● Most of them have branches in all provincial capitals and in some districts ● Have financial resources to finance the sector ● Some already have departments dealing with the private sector, especially small and medium companies 	<ul style="list-style-type: none"> ● High interest rates ● Risk averse ● Lack of appetite in the water supply system, especially in rural areas ● Strategic decisions taken at Maputo level
Technical and Vocation Education and Training Institutions (TVET)	<ul style="list-style-type: none"> ● Existing Infrastructures ● Tested training curricula ● Existing human resources ● Presence in provincial capitals and in some districts 	<ul style="list-style-type: none"> ● Well-equipped workshops in some institutions. ● Lack of specific WASH training curricula in some institutions ● Not available in most districts
Universities and other Higher Education Institutions	<ul style="list-style-type: none"> ● Experience in developing and delivering trainings ● Availability of resources (human and sometimes financial) 	<ul style="list-style-type: none"> ● Generic courses not tailored to WASH ● Lack of connection with the industry ● No present in many districts
Technical Consulting companies	<ul style="list-style-type: none"> ● Have the technical expertise and know-how in WASH projects 	<ul style="list-style-type: none"> ● Lack of local knowledge

Stakeholder	Strengths	Weaknesses
	<ul style="list-style-type: none"> ● Some of them are very experienced ● Have the resources (local and international) ● Financial leverage 	
Training and capacity building companies (training, technical assistance)	<ul style="list-style-type: none"> ● Have the technical expertise and know-how in WASH projects ● Some of them are very experienced ● Have the resources (local and international) ● Financial leverage 	<ul style="list-style-type: none"> ● Lack of local knowledge
Contractors	<ul style="list-style-type: none"> ● Mostly local or local registered contractors with local experience and knowledge ● Some are located at provincial and district levels ● Knowledge of water supply systems 	<ul style="list-style-type: none"> ● Lack of financial resources ● Limited technical know-how ● Limited capacity ● Lack of or limited business management skills ● Limited HSE skills
Artisans	<ul style="list-style-type: none"> ● Knowledge of point sources water systems ● Knowledge of domestic sanitation infrastructures 	<ul style="list-style-type: none"> ● Limited technical capacity ● Limited financial resources ● Sometimes, informal business ● Sometimes with other professional commitments
Private Sector Business Associations, e.g., CTA/CEP, FEMME, ANJE, APME, Federação Moçambicana de Empreiteiros	<ul style="list-style-type: none"> ● Large pool of companies of all sizes and sectors to engage with 	<ul style="list-style-type: none"> ● They are not inclusive as they have specific target groups ● Only CTA has representation at national, provincial and district levels. Others have low territorial coverage
Investors, developers, and operators	<ul style="list-style-type: none"> ● Financial capacity to invest ● Proven experience in water supply systems operation and management ● Can get involved in several ways. Investing only; investing and developing; or Investing, developing, and operating 	<ul style="list-style-type: none"> ● Most likely to invest in larger water supply systems or clusters of systems ● Mostly likely to invest in long-term engagements, such as concession contracts
Suppliers of water systems equipment and consumables	<ul style="list-style-type: none"> ● Operate at provincial and district levels ● Already established businesses ● Established network of suppliers ● Understanding of the water supply value chain 	<ul style="list-style-type: none"> ● Likely to focus on the most profitable components of equipment and supplies ● Rely mostly on imported goods

Stakeholder	Strengths	Weaknesses
Mega Projects such as Coca - Cola, TOTAL, Cervejas de Moçambique and others.	<ul style="list-style-type: none"> ● Have resources to invest in social sectors, including in WASH ● They operate mostly at provincial and district levels, hence their closeness to beneficiaries 	<ul style="list-style-type: none"> ● Lack of strategic intent as some implement CSR just to comply with Government requirements ● They tend to support communities in their proximity and will be unwilling to go beyond their areas of influence ● Do not have capacity and interest for long-term engagement; for instance they can support investment in infrastructure development, but not system operation
Private sector professional associations such as: <ul style="list-style-type: none"> ● PLAMA (Plataforma Moçambicana de Água) ● AFORAMO 	<ul style="list-style-type: none"> ● Established professional bodies ● Large network of members 	<ul style="list-style-type: none"> ● Lack of capacity ● Without representations at provincial and district level
International financing institutions	<ul style="list-style-type: none"> ● They have financial resources ● Ability to mobilize funds 	<ul style="list-style-type: none"> ● May have their own agenda which may not necessary be aligned with the Government agenda
Women Entrepreneurs	<ul style="list-style-type: none"> ● Responsible and accountable ● Natural mobilizer 	<ul style="list-style-type: none"> ● Lack of technical know-how ● Limited access to finance ● Cultural issues may inhibit entrepreneurship ● Not well established in WASH
Youth Entrepreneurs	<ul style="list-style-type: none"> ● Energy to accomplish something ● Large pool of talent ● Have great ideas 	<ul style="list-style-type: none"> ● Lack of technical know-how ● Limited access to finance
End - users (consumers)	<ul style="list-style-type: none"> ● Increasing numbers of households and businesses 	<ul style="list-style-type: none"> ● Low purchasing power ● Cultural issues

3.4 STAKEHOLDER ENGAGEMENT PLAN

Considering the provisional identification, mapping and identification of strengths and weaknesses above, an initial stakeholders engagement action is presented in Table 4, which was developed based on Transform WASH's current understanding and experience in implementing similar projects. The information therein is subject to change and adaptation depending on the information to be collected during BA field visits and during project implementation. The following assumptions were taken into consideration:

1. The table list of the main private sector stakeholders is not conclusive, and the final list of identified stakeholders will be confirmed during the BA field visits.
2. The roles of each stakeholder are indicative and actual roles will be determined during BA exercise.
3. The engagement actions are suggestive and were compiled based on our past knowledge in similar assignments; thus, subject of adjustment where and when found necessary.
4. Engagement methods and target group may vary depending on the nature of each specific stakeholder or group of stakeholders to be confirmed during BA exercise and project implementation.
5. Detailed field visits and discussions with key stakeholders will be conducted during BA to guide the final version of the action plan.

TABLE 5: PRIVATE SECTOR ENGAGEMENT ACTION PLAN

PS Stakeholder	Role related to Transform WASH	Engagement action	Engagement method	Target Group
<ul style="list-style-type: none"> AIAS Operators PRONASAR Operators 	Operate AIAS and PRONASAR water supply systems and provide piped water to consumers	To be provided capacity building in: <ul style="list-style-type: none"> Technical management of water supply systems Financial management Business development and improvement Service performance reporting Involvement in sector institutional development discussions Involvement in financing mobilization opportunities discussions 	<ul style="list-style-type: none"> Classroom and on-job trainings Workshops Direct contacts 	<ul style="list-style-type: none"> AIAS Operators PRONASAR Operators Women and Youth Entrepreneurs
FPA (Private Water Providers)	Delivery and operate private water supply systems	Incentivize to invest in development and operation of water supply system in Cabo Delgado, Nampula and Zambezia provinces. Provide capacity building in: <ul style="list-style-type: none"> Technical management of water supply systems Financial management Business development and improvement Incentivize them to invest in efficiency improvement 	<ul style="list-style-type: none"> Classroom and on-job trainings Workshops Direct contacts 	<ul style="list-style-type: none"> FPA (Private Water Providers) Women and Youth Entrepreneurs
Commercial Banks and Microfinancing Institutions	<ul style="list-style-type: none"> Development of specific and accessible financial products for water sector Provision accessible and affordable financing products to water supply systems operators 	<ul style="list-style-type: none"> Introduction to water supply business opportunities Incentivize to invest in water supply systems Sign MoUs with financial institutions to formalize partnerships 	<ul style="list-style-type: none"> Workshops Meetings 	<ul style="list-style-type: none"> Commercial Banks Microfinance institutions
Technical and Vocation Education and Training Institutions (TVET)	<ul style="list-style-type: none"> Provide technical and vocational training to water system operators Capacity building of water operators and prospect business 	<ul style="list-style-type: none"> Market development support Incentivize to train water supply system operators 	<ul style="list-style-type: none"> Workshops Meetings Specific tenders 	Technical and Vocation Education and Training Institutions (TVET)
Universities and other Higher Education Institutions	Designing and capacity building on technical improvement processes and designing and capacity building on financial management processes	<ul style="list-style-type: none"> Incentivize to develop systems and process for WASH 	<ul style="list-style-type: none"> Workshops Meetings Specific tenders 	<ul style="list-style-type: none"> Universities Technical colleges/Institutions Universities Other Institutions of higher education

PS Stakeholder	Role related to Transform WASH	Engagement action	Engagement method	Target Group
Technical Consulting companies	<ul style="list-style-type: none"> Feasibility study and executive project Supervision of works Support institutional, strategy and management studies Support studies and implementation of social and behavioral change strategies 	<ul style="list-style-type: none"> Market development support Incentivize to provide technical assistance to water supply systems operators 	<ul style="list-style-type: none"> Workshops Meetings Procurement process 	<ul style="list-style-type: none"> Consulting companies
Training and capacity building companies (training, technical assistance)	Provide training and technical assistance to water supply systems in business management, Ethics and compliance, Health, Safety and Environment, accounting, and financial management	<ul style="list-style-type: none"> Market development support Incentivize to specialize in technical assistance to water supply systems operators 	<ul style="list-style-type: none"> Workshops Meetings Procurement process 	<ul style="list-style-type: none"> Training and capacity building institutions
Constructors	<ul style="list-style-type: none"> Construction of water supply systems Construction of sanitation systems Construction of domestic infrastructure (septic tanks and latrines) 	<ul style="list-style-type: none"> Training and capacity building workshops Coaching 	<ul style="list-style-type: none"> Workshops 	<ul style="list-style-type: none"> Constructors Artisans Women and Youth Entrepreneurs
Artisans	<ul style="list-style-type: none"> Construction of domestic sanitation systems Minor maintenance of water systems components 	<ul style="list-style-type: none"> Training and capacity building workshops Coaching 	<ul style="list-style-type: none"> Classroom and on-job trainings Workshops Direct contacts 	<ul style="list-style-type: none"> Artisans Individual woman and youth
Private sector business associations e.g., CTA/CEP, FEMME, ANJE, APME, Federação Moçambicana de Empreiteiros	Mobilization of the private sector to invest in WASH	<ul style="list-style-type: none"> Target meetings Workshops 	<ul style="list-style-type: none"> Workshops 	<ul style="list-style-type: none"> CTA/CEP FEMME ANJE APME Others
Investors, developers, and operators	Financing, construction, and operation of water supply systems in PPP contracts	<ul style="list-style-type: none"> Target meetings Workshops 	<ul style="list-style-type: none"> Direct engagement meetings Business opportunities workshops 	<ul style="list-style-type: none"> Investors, Developers, and Operators

PS Stakeholder	Role related to Transform WASH	Engagement action	Engagement method	Target Group
Suppliers of water systems equipment and consumables	<ul style="list-style-type: none"> Supply water supply equipment - solar Energy, pumps, chlorine Dispensers, pipes, tanks, fittings (meters, valves, manometers, and others), Supply if Water treatment consumables (Chlorine, Aluminum Sulphate) 	<ul style="list-style-type: none"> Awareness sessions 	<ul style="list-style-type: none"> Workshops 	<ul style="list-style-type: none"> Suppliers of water systems equipment and consumables Women and Youth Entrepreneurs
Mega Projects such as Coca - Cola, TOTAL, Cervejas de Moçambique and others	Cost sharing and resources leveraging	<ul style="list-style-type: none"> Encourage to invest more in WASH Establish partnerships for water supply systems 	<ul style="list-style-type: none"> Direct engagement meetings Workshops 	<ul style="list-style-type: none"> Oil and gas companies Mining companies Agricultural and Agribusiness companies
Private sector professional associations e.g. PLAMA, AFORAMO	Incentivize the private sector to invest in the water sector	Incentivize to invest in water supply systems	<ul style="list-style-type: none"> Workshops Direct engagement meetings 	<ul style="list-style-type: none"> PLAMA AFORAMO
International financing institutions	Financing in the water supply system	Incentivize to invest in water supply systems	<ul style="list-style-type: none"> Direct engagement meetings 	<ul style="list-style-type: none"> International Financing Institutions
Women Entrepreneurs	Piped water supply systems operators	Promote women entrepreneurship and encourage women to invest in WASH	<ul style="list-style-type: none"> Directed workshops and training to women 	<ul style="list-style-type: none"> Women entrepreneurs
Youth Entrepreneurs	Suppliers of water supply systems equipment and consumables	Promote Youth entrepreneurship and encourage youth to invest in WASH	<ul style="list-style-type: none"> Workshops directed to Youth 	<ul style="list-style-type: none"> Youth entrepreneurs
End – users (consumers)	Pay for water consumption	Incentivize to pay for water consumption and correct use of sanitation infrastructure	<ul style="list-style-type: none"> Workshops Direct engagement 	<ul style="list-style-type: none"> Households Businesses

ANNEX A: INCLUSIVE DEVELOPMENT ANALYSIS MATRIX

This matrix is an adapted version of USAID’s Inclusive Development Analysis Matrix (Cotton et al., 2018). Findings and recommendations are divided by domain. Below are instructions on how to read this table:

- **Key findings** asks “What are the key issues, barriers, or inequalities in this domain that could influence Transform WASH’s outcomes? What identity group(s) are affected by the issue/barrier/inequality? (tag by Gender or Youth)”
- **Gaps** asks “What information do you still need in order to get the full picture of the inclusion challenges in this particular domain and how these challenges may impact USAID’s development outcomes (e.g. at the CDCS or Project level)?”
- **Recommendation** asks “How can the identified barrier/inequality and/or opportunity be addressed through Transform WASH interventions?”
- **Tag** identifies the component(s) to which each recommendation corresponds and whether the recommendation and/or findings address gender and youth.
 - **C1:** Policy Implementation and Institutional Capacity of the Government of Mozambique to Deliver WASH Services Strengthened
 - **C2:** Government and Private Water Providers Technical, Financial, and Management Capacity Strengthened
 - **C3:** Access to Water and Sanitation Financing and Business Environment for the Private Sector Improved
 - **C4:** Uptake and Maintenance of Key Water and Hygiene Behaviors among Households and Institutions Accelerated
 - **G:** The recommendation and findings address gender
 - **Y:** The recommendation and findings address youth
 - **GY:** The recommendation and findings address both gender and youth

TABLE A-1: INCLUSIVE DEVELOPMENT ANALYSIS MATRIX

KEY FINDINGS	GAPS	RECOMMENDATIONS	TAG
<p>The Government of Mozambique has a national youth policy – the most recent version of which was approved in 2013 – which aimed to advance technical and vocational education, foster employment and entrepreneurship, promote housing for youth, develop cultural and sporting infrastructure, increase awareness about sexual and reproductive health and HIV/AIDS, and strengthen moral and civic education (Ministério da Juventude e Desportos, 2012). The Secretariat of State for Youth and Labor (also referred to as Ministry for Youth and Sports) established the Fund for Supporting Youth Initiatives at national and district level to support young people who excel in innovation and entrepreneurship but this fund is not well known and often experiences shortages (Honwana & Shenga, 2020).</p> <p>Key informants noted that DNAAS has an internal gender policy that was developed through conversations with the Ministry of Water, Public Works, and Infrastructure (MOPHRH) (M. de Abreu, personal communication, April 2022).</p> <p>Key informants added that several partners support the Ministry’s working group on the gender policy, though the group needs support with building internal capacity to address gender-related issues and effectively integrate gender across its operations (M. de Abreu, personal communication, April 2022).</p> <p>DNAAS, AIAS, and AURA, which already have a few gender-related provisions in place, could, therefore, build on existing sectoral efforts to integrate gender into WASH. Moreover, FIPAG engaged in a participatory process and institutional evaluation to develop a gender policy in 2011, which included was accompanied by a strategy and action plan (IRC, 2016). As part of the process, gender focal points led and conducted branch-level gender assessments and received trainings about the role of gender in WASH.</p>	<p>Clear picture of the status of MOPHRH’s efforts on policy development, the other actors supporting this, and the degree of political will to take them forward.</p> <p>To date, draft DNAAS policy has not been made available (especially given the pivot to a Ministry-wide approach)</p> <p>What other partners, consultants, etc. are supporting this policy development? Who sits on the working group?</p> <p>We understand the AIAS and AURA have provisions in place but have not been provided with any evidence to date</p>	<p>Strengthen the enabling policy environment for gender equality and youth engagement across key governmental partner agencies like DNAAS, AIAS, AURA, and FIPAG.</p>	<p>CI C2 GY</p>
<p>Key informants added that several partners support DNAAS’ working group on the gender policy, though the group needs support with building internal capacity to address gender-related issues and effectively integrate gender across its operations (M. de Abreu, personal communication, April 2022).</p>	<p>Would be useful to gather background on efforts to date to embed GIYI capacity in government partners.</p>	<p>Assess and build on the GIYI technical capacity of key governmental partners like DNAAS, AIAS, and AURA.</p>	<p>CI C2 GY</p>

KEY FINDINGS	GAPS	RECOMMENDATIONS	TAG
<p>DNAAS, AIAS, and AURA, which already have a few gender-related provisions in place, could, therefore, build on existing sectoral efforts to integrate gender into WASH.</p> <p>Key informants emphasized the importance of institutions like DNAAS building capacity for inclusive development of critical public WASH facilities (e.g., female-friendly toilets) and hiring more women and youth as staff, as it would better integrate gender and youth considerations in formal decision-making processes (M. de Areu, personal communication, April 2022). Even within District Services for Planning and Infrastructure (SDPI) and Provincial Directorate of Public Works, Housing and Water Resources (DPOHRH), not many technicians identified as women (C.I. Muianga, personal communication, April 2022).</p> <p>Additionally, natural disasters and emergencies exacerbate gender and youth-related WASH vulnerabilities, which is often the responsibility of national actors to address. Following Cyclone Idai, women in Sofala expressed a need for better lighting in transit and accommodation centers to promote safety and access to safe latrines as well as provisions for adequate MHH (Haneef & Tembe, 2019). In the aftermath of Cyclone Idai, women and girls faced greater risk of gender-based violence and harmful practices such as transactional sex and early marriage due to severe resource constraints (CARE, 2019). Reports from Human Rights Watch following Cyclone Idai suggested that women who lacked money and wanted to be included in aid distribution lists were forced to trade sex for food with local leaders (Mozambique, 2019). Reportedly, women were excluded from the aid distribution lists because the lists only included households headed by men (Mozambique, 2019). In other parts of Mozambique, where droughts also created extreme conditions, women and girls faced similar risks and engaged in maladaptive coping techniques such as dropping out of school to assist their mothers in fetching water – a task that took three times as long in drought conditions (CARE, 2016). GIYI technical capacity should address gender- and youth-related vulnerabilities during emergencies.</p>	<p>Past training and technical assistance activities?</p> <p>Determine the degree to which DNAAS and other partners have a responsibility for service provision in emergency & post-disaster situations. Is their team trained up on GESI-informed responses?</p>		
<p>Additionally, young Mozambicans are often excluded from formal decision-making processes; key informants shared that youth in Mozambique often lack a voice at the community level and are not included in decisions over how resources are distributed throughout the community (C.I. Muianga, personal communication, April 2022). Community meetings tend to be</p>	<p>What are the existing attitudes held by T-WASH service provision</p>	<p>Strengthen service providers' responsiveness and accountability at all levels towards women's and youth WASH-related needs and interests.</p>	<p>CI C2 GY</p>

KEY FINDINGS	GAPS	RECOMMENDATIONS	TAG
<p>dominated by adults, while youth are excluded, though it can be difficult to discern youth from adults because individuals who marry at a young age are treated as adults. The CDCS expresses interest in creating opportunities for youth in Mozambique to engage in their households and communities in positive ways (USAID Mozambique, n.d.).</p> <p>A key informant shared that upon learning that access to water was an issue for many women, the Niassa Provincial Assembly produced a film with testimonies from women on the issues they faced and consequently increased the number of boreholes in their communities, working with the local government to make better water access a priority in its budget plan (N. Deus, personal communication, April 2022). Since then, women felt empowered to campaign for access to water in other domains, like in health care facilities.</p> <p>A key informant shared that National Rural Water Supply and Sanitation Program's (PRONASAR) monitoring and evaluation approach and framework, which did not initially measure women's perceptions, later developed a tool to collect information on how to evaluate women's involvement in the main decision-making process with water committees (A. Razulo, personal communication, April 2022).</p> <p>In coordination with local government authorities, UNICEF's Small Town Sanitation Program convened a participatory workshop to design sanitation hardware for children living with disabilities (UNICEF, 2015).</p> <p>In urban areas, inadequate sanitation offered by traditional facilities leads to psychosocial stress, especially for women who are often afraid to use toilets at night when they may be at risk of physical or sexual assault (Shiras et al., 2018; Shiras & Dreibelbis, 2018). Shared sanitation facilities offer some reprieve from sanitation-related stressors like greater privacy and less embarrassment for those using shared latrines, but women still experience stress associated with disgust due to challenges in maintaining and cleaning shared toilets (Shiras et al., 2018).</p>	<p>partners about the value of youth input?</p>		
<p>A key informant shared that National Rural Water Supply and Sanitation Program's (PRONASAR) monitoring and evaluation approach and framework, which did not initially measure women's perceptions, later developed a tool to collect information on how to evaluate women's</p>	<p>We do not know whether there is the capacity to disaggregate SINAS data by sex or age. Also unlikely that there is any data on</p>	<p>Design inclusive data collection systems and tools to collect and use gender- and youth- sensitive data to identify and understand disparities in WASH services, WASH governance and financing, including but not limited to: WASH survey, capacity</p>	<p>XC GY</p>

KEY FINDINGS	GAPS	RECOMMENDATIONS	TAG
<p>involvement in the main decision-making process with water committees (A. Razulo, personal communication, April 2022).</p>	<p>intra-household access, usage, etc.</p>	<p>assessments like the self-applied OCAT, project monitoring, evaluation, and learning mechanisms (e.g., Performance Indicator Reference Sheets), SINAS, and analyses of past SBC interventions in the target provinces/ geographies.</p>	
<p>The formative research found that there was widespread awareness of ideal sanitation and hygiene behaviors in focus communities in Mozambique (USAID, 2021). Cultural norms and beliefs intersected with gender and social norms to drive WASH-related behaviors, practices, and attitudes. Women reported that they faced social pressure to own latrines and not practice open defecation. They also named markedly more wide-ranging benefits to building and using latrines than men did. In almost all communities, most participants reported knowing the reasons for latrine construction and use and how and why to dispose of child feces safely.</p> <p>Cultural, gender, and social norms impact women and girls' experiences with MHH as well. In Mozambique, women indicate strong social norms related to menstruation and menstrual blood, often resulting in harmful taboos and stigmatization. Menstruation has to be managed privately, as it is a taboo topic that cannot even be discussed between mothers and daughters until girls are old enough to participate in initiation rites (USAID, 2021). Menstruating women experience several restrictions in terms of daily activities.</p> <p>At the household level, women are considered responsible for WASH conditions in the household, due to which they may feel a greater sense of shame in not having adequate WASH facilities like latrines at home (USAID, 2021). For instance, women and girls are often responsible for fetching water, sometimes at great distances, and they face risks to their safety when traveling far from their households to procure water (Graham et al., 2016; Shaphren & Cuadra, 2019).</p> <p>In addition to school-based approaches, some programs leverage youth-driven technological approaches. For example, WaterAid's Rural Program capitalizes on youth skills in using Information and Communication Technologies (ICT) to share hygiene and sanitation messages, as well as to advocate for WASH rights. The Program engaged youth at district and provincial levels, capitalizing on their social networks and helping them</p>		<p>Across the Component 4 activities, promote critical reflection of the unique hygiene-related needs of women and youth and address gender- and age-related power dynamics and norms.</p>	<p>C4 GY</p>

KEY FINDINGS	GAPS	RECOMMENDATIONS	TAG
<p>contribute WASH-related issues to the youth agenda (WaterAid Mozambique, n.d.).</p> <p>WaterAid Mozambique participated in the launch of the Youth Forum on Water, Sanitation and Hygiene in 2017, which includes 14 youth associations that jointly defended youth rights to WASH (<i>Advocacia para direitos à ASH</i>, n.d.).</p>			
<p>Often, gendered roles and responsibilities at the household level placed the onus for disposing of infant and child feces on women. Women were active participants in the decision-making process around latrine construction and relied on community support to advocate for latrine construction, yet it was ultimately men who decided whether or not to construct a latrine.</p> <p>Overall, cultural norms, gender norms, and power dynamics heavily influence household decision-making and responsibilities regarding latrine construction, child feces disposal, and connections to water systems. Several initiatives use social and behavior change (SBC) approaches and existing best practices to engaging men as caregivers, equitable partners and agents of change to shift unequitable gender norms and shift attitudes and behavior to reduce gendered stigma within WASH systems.</p> <p>According to the Mozambique Gender Assessment for the CDCS, “traditional gender norms play out in households and at the community level that position men as the head of the household and institute gendered hierarchies for who can speak in decision-making” (USAID/Mozambique, 2019).</p> <p>One informant added that women often struggle to express their WASH needs to decision-makers, in part due to cultural restrictions that discourage them from speaking out (N. Deus, personal communication, April 2022).</p> <p>Entities like Fórum Mulher, a network of more than 40 organizations, aim to address these challenges by conducting trainings to support women’s participation in community level decision-making processes. Even if women participate in formal WASH decision-making processes, they may not engage as leaders; a SCIP evaluation found that although women continued to play active roles in both water and community health committees, they did not play leadership roles (USAID Water CKM Team, 2020).</p>		<p>Address harmful gender norms that inhibit equity and inclusion of women in WASH-related decision-making within the household and at the community level.</p>	<p>C4 G</p>

KEY FINDINGS	GAPS	RECOMMENDATIONS	TAG
<p>Though women are active participants in making decisions around household-level WASH, men ultimately make decisions around resource-intensive processes like latrine construction.</p> <p>A few key informants also identified the importance of leveraging gender and youth-focused organizations to strengthen decision-making in the WASH sector. Forum Mulher was interested in integrating WASH into its work, which focuses on (i) violence against women, (ii) sexual and reproductive rights, (iii) economic autonomy, and (iv) leadership and political participation (N. Deus, personal communication, April 2022).</p>		<p>Understand gendered and age-related facilitators and drivers of community investment in water services.</p>	<p>C4 GY</p>
<p>Gender norms and gendered roles and responsibilities also make it challenging for women to find work outside their homes and to elicit support from their husbands and families when they do so, including in the WASH sector (USAID, 2019). Women’s lack of access to land, credit, training, appropriate tools, and other resources limits the extent to which they can pursue economic opportunities (UNICEF, 2015).</p> <p>Many women in Mozambique perform unpaid labor within the household, such as providing child care, gathering firewood and water, and more, or they tend to work in the informal sector where they also might not be remunerated (USAID, 2019).</p> <p>According to a KII, UNICEF’s One Million Initiative included two key gender-related activities. The first was to ensure a gender balance in the composition of field teams, though this was challenging to implement because it was hard for women to live alone while working in districts away from their homes and leave their families behind. The second action was to mandate quotas for women to serve on water and maintenance committees, including requiring women to serve in leadership positions. All members of these committees were trained in technical aspects and in the mandate of the committees. Having women serve in the committees was found to be effective because they effectively managed funds and maintained water points.</p> <p>In a drought-affected area in Inhambane, Mozambique, local communities created a water committee that was comprised mainly of women because they tend to be the ones responsible for household water collection. The committee met regularly to identify problems and develop solutions (CARE, 2016).</p>	<p>We need baseline information from community to national level about the % of women currently represented among government partner employee rolls, as well as governance bodies.</p>	<p>Engage government partners at all levels to commit to increase the percentage of women with water management responsibility at community, local, national, formal, and informal levels (measured as part of WASH survey).</p>	<p>C1 C2 G</p>

KEY FINDINGS	GAPS	RECOMMENDATIONS	TAG
<p>A key informant noted the importance of evaluating women’s participation across the whole sanitation value chain and WASH sector, including plumbers, construction companies, service providers, bleach sellers, etc. (W. Chafinya, personal communication, April 2022). The government, for instance, integrates women into sanitation work as employees.</p> <p>Many young Mozambicans lack access to financial capital, especially in provincial and rural communities; loans are from commercial banks and microfinance groups tend to be expensive and cost-prohibitive. Key informants noted that women and young Mozambicans’ lack of full participation within the WASH sector can be linked to a lack of opportunities, training, and education, as well as challenges relating to the distance to field sites, transportation, and having to working in remote areas (C.I. Muianga, personal communication, April 2022). These institutional barriers restrict women and youth from pursuing entrepreneurship opportunities in the WASH sector.</p> <p>Relatedly, one informant recommended working with small or medium-size enterprise (SME) associations and women’s entrepreneurship/ business associations at the provincial level (W. Chafinya, personal communication, April 2022).</p> <p>Stakeholders recognize that young Mozambicans are energetic, creative, and always engaged in economic activities, even if informally. However, youth face systemic barriers that limit their access to and control over assets and resources. Lenders are more likely to provide financial capital to a youth association, though many commercial banks – even those who implement donor funded programs - are not interested in financing WASH efforts that are led by youth. Many young Mozambicans cannot provide a house or other assets as collateral, which they need to finance entrepreneurship and innovation initiatives.</p> <p>A SIDA-funded and TechnoServe-implemented WIN program (2018-2022) aimed to identify opportunities and barriers for women and find business partners to break down those barriers (Technoserve Moçambique, n.d.). The project increased participants’ access to management tools and information, financial services, quality & convenient products, and equipment. It used media, such as telenovelas, to educate and inspire women (TechnoServe, 2022).</p>	<p>Useful to have more data about occupational segregation in these various trades (possibly consult trade associations to get numbers)</p> <p>What are the key SME associations and women’s business associations in each of the three participating provinces?</p>	<p>Strengthen the enabling environment for women and youth entrepreneur’s business development, including lender appetite for funding women and youth-led enterprises.</p>	<p>C3 GY</p>

KEY FINDINGS	GAPS	RECOMMENDATIONS	TAG
<p>A key informant also shared that an initiative leveraged a staff advisor to train loan officers and improve/ tailor templates to younger audiences (W. Chafinya, personal communication, April 2022). This included a component where the project worked with SME departments within banks.</p>			
<p>The USAID/Mozambique Strengthening Communities through Integrated Programming (SCIP) Project addressed women’s participation in service delivery mechanisms; or example, a microcredit project supported women in building viable income-generating activities. However, the provision of microcredit to women only resulted in an unintended consequence: it created resentment amongst existing businesses in the same communities who received no external support and saw this approach as undermining their own work (USAID Mozambique, 2014).</p> <p>Additionally, Coalizão has an economic empowerment component to its DREAMS program, where young women are taught how to create self-employment and are entitled to a package of 3000 Meticais for creating self-employment if they complete the requisite number of sessions (Coalizão, personal communication, April 2022).</p> <p>Women-led and women-owned businesses face challenges in accessing markets and financial capital to support their growth because many of them are informal and women may lack business skills, training, and access to collateral that financial institutions require (Women Entrepreneurs Finance Initiative, 2021). Most SMEs are informal and about half of them are owned by women. Moreover, women owners represent only 25% of formal SMEs. Women and youth, according to a key informant, also face challenges related to financial literacy (W. Chafinya, personal communication, April 2022). Women headed households even face unique barriers with constructing household WASH infrastructure like latrines (Carolini, 2012).</p> <p>A We-Fi project aimed to increase women-owned and women-run SMEs’ access to markets, finance, and networks, and create linkages between these SMEs, corporations, and investors. It trained women entrepreneurs to acquire business skills and become more innovative and competitive in business sectors that were traditionally dominated by men, such as the WASH sector (Women Entrepreneurs Finance Initiative, 2021).</p>	<p>Gather more information from young, prospective entrepreneurs to better understand social expectations that channel them into dictated business directions (e.g. young men to agriculture and tech, young women to seamstress and culinary)</p>	<p>Determine the capacity of women and youth small business owners (or prospective business owners) in the targeted geographies and tailor capacity building activities to improve their readiness to access WASH financing and grow their businesses.</p>	<p>C3 GY</p>

KEY FINDINGS	GAPS	RECOMMENDATIONS	TAG
<p>An IFC and World Bank initiative trained 50 women entrepreneurs on business management skills to increase their productivity and access to finance, including topics like budgeting, controlling cost, business planning, caring for the customer, selling skills, and marketing strategy (<i>IFC Helps Train Women Entrepreneurs with Mozambique's Banco Comercial e de Investimentos</i>, 2011).</p> <p>UNIDO led an Entrepreneurship Curriculum Programme which built participants' skills and also identified business opportunities and resources to link young Mozambicans with successful entrepreneurs and entrepreneurship initiatives (UNIDO, 2016).</p> <p>The National Association of Young Entrepreneurs in Mozambique created an app called "E-CONTA" that gave users an overview of the cashflow they needed for their new companies and created "HUB Link" as a platform to connect entrepreneurs (Yes, We Care, n.d.).</p>			
<p>SNV's OYE project in Rwanda, Tanzania, and Mozambique aimed to improve the livelihoods of rural, out-of-school youth (aged 18-24 years) through skills training that met their aspirations as well as the needs of local agriculture, renewable energy, and WASH businesses. At least 40% of the target youth were young women. The project included activities like: skills and capacity development; linking youth to market opportunities for employment and enterprise development; and selecting opportunities in growth sectors that have concrete potential for employment creation. Youth organizations, vocational training centers, local government, and business associations collaborated as partners to identify, screen, and select youth (SNV, n.d.-a).</p>		<p>Attract and prepare youth to engage along the WASH value chain by organizing WASH business opportunity events</p>	<p>XC Y</p>
<p>Key informants emphasized the importance of institutions like DNAAS building capacity for inclusive development of critical public WASH facilities and hiring more women and youth as staff, as it would better integrate gender and youth considerations in formal decision-making processes (M. de Areu, personal communication, April 2022). Even within District Services for Planning and Infrastructure (SDPI) and Provincial Directorate of Public Works, Housing and Water Resources (DPOHRH), not many technicians identified as women (C.I. Muianga, personal communication, April 2022).</p> <p>Another key informant noted that the Secretaria de Estado da Juventude e Emprego had a few projects underway that focused creating jobs and</p>	<p>(Team was unable to reach SNV during rapid assessment – schedule follow up to understand this project's design and results)</p>	<p>Advocate with government and private sector partners to expand employment opportunities for youth in the WASH sector.</p>	<p>XC Y</p>

KEY FINDINGS	GAPS	RECOMMENDATIONS	TAG
<p>fostering financial independence for youth (WaterAid, personal communication, April 2022).</p> <p>SNV's program on value chain and youth development in Cabo Delgado aimed to create employment for 5,000 young people in the horticulture and soy industries (SNV, n.d.-c).</p>			
<p>Additionally, natural disasters and emergencies exacerbate gender and youth-related WASH vulnerabilities. Following Cyclone Idai, women in Sofala expressed a need for better lighting in transit and accommodation centers to promote safety and access to safe latrines as well as provisions for adequate MHH (Haneef & Tembe, 2019). In the aftermath of Cyclone Idai, women and girls faced greater risk of gender-based violence and harmful practices such as transactional sex and early marriage due to severe resource constraints (CARE, 2019). Reports from Human Rights Watch following Cyclone Idai suggested that women who lacked money and wanted to be included in aid distribution lists were forced to trade sex for food with local leaders (Mozambique, 2019). Reportedly, women were excluded from the aid distribution lists because the lists only included households headed by men (Mozambique, 2019). In other parts of Mozambique, where droughts also created extreme conditions, women and girls faced similar risks and engaged in maladaptive coping techniques such as dropping out of school to assist their mothers in fetching water – a task that took three times as long in drought conditions (CARE, 2016). A rapid gender analysis of conditions in Sofala following Cyclone Idai revealed the following realities relating to gender- and WASH-related outcomes (Haneef & Tembe, 2019):</p> <ul style="list-style-type: none"> ● Instead of engaging in productive activities, both men and women spent much of their day waiting for humanitarian assistance. ● The roles and responsibilities of elderly women have also changed from agricultural activities to cleaning accommodation centers or the land around their homes. ● Similar patterns of household decision-making were reported following the cyclone with men being the key decision makers. Both women and men reported feelings of dependency and a lack of control, however, following the cyclone. ● In parallel, a greater proportion of men than women reported being involved in community decisions – both before and after the cyclone. 		<p><i>While none of our high-level recommendations specifically address personal safety and security, we recommend that the project commit to best practices around Do No Harm and safeguarding while implementing activities and conducting business.</i></p>	<p>XC GY</p>

KEY FINDINGS	GAPS	RECOMMENDATIONS	TAG
<ul style="list-style-type: none"> ● Women requested products to take care of their babies and for MHH. ● Information flows changed from relying on the use of mobile phones or radios to word-of-mouth post-cyclone, leading to women feeling a greater sense of being uninformed. ● Women did not know where to voice concerns or resolve issues/problems. Nor did they feel that leaders or officials listened to or followed up on their concerns. ● At accommodation and transit centers, latrines were used as places to bathe by both women and men; although women were dissatisfied with the location and condition of the latrines. Latrines were located in poorly lit areas and did not afford safety, privacy, or dignity. <p>Although these conditions are specific to post-cyclone settings, women and girls experience gender-related risks to their personal safety and security under normal circumstances.</p>			
		<p>Ensure that T-WASH project team including internal partners share a common technical GIYI framework to undertake the design, implementation, monitoring, and evaluation of gender- and youth-integrated activities throughout the project's duration.</p>	<p>XC GY</p>

ANNEX B: KEY INFORMANT INTERVIEW (KII) GUIDES

These KII guides served as a foundation and starting place for conversations with various stakeholders. The assessment team added tailored questions and probes for each informant and used strategic facilitation techniques to extract more information.

TABLE B-1: LIST OF KEY INFORMANTS

Name	Title and Organization
Ana Ndove	National Coordinator for the Rapariga BIZ program, Associação Coalizão da Juventude Moçambicana
Ancha Rajá	Secretary General, Associação Nacional de Jovens Empresarios de Moçambique (ANJE)
António Jorge	Field Coordinator, Associação Coalizão da Juventude Moçambicana
Augusto Razulo	WASH Governance Specialist, Transform WASH
Carlota Isac Muianga	WASH Officer, UNICEF
Cinthia Costa Sixpence	Advocacy & Campaign Coordinator and Project Manager, WaterAid
Dalva Ana Costa Mangoba	DREAMS Matola Project Officer, Associação Coalizão da Juventude Moçambicana
Dulce Marrumbe	Head of Partnerships and Advocacy, WaterAid
Edgar Bernardo	National Coordinator, Rede HOPEM
Helio Guiliche	Policy and Research Advisor, WaterAid
Isaías dos Anjos	Minha Escolha Program Officer, Associação Coalizão da Juventude Moçambicana
Ivan Mutombene	MEL/CLA Manager
Manuela de Abreu	Gender focal point, DNAAS
Márcia Lucrécia	Monitoring and Evaluation Officer, Associação Coalizão da Juventude Moçambicana
Nelson Macandza	Monitoring and Evaluation Officer, Associação Coalizão da Juventude Moçambicana
Nzira Deus	Executive Director, Fórum Mulher
Sara Hoffman	Senior Program Advisor for Water, Sanitation and Hygiene, CARE
Vicente Fole	Coordinator, Associação Coalizão da Juventude Moçambicana
Wilson Chafinya	Component 3 Lead, Transform WASH

KII GUIDE FOR WASH IMPLEMENTING PARTNERS

Introduction about Transform WASH:

Today we are here to talk with about your organization’s work in WASH and any past, ongoing, or proposed efforts to ensure gender integration and youth inclusion in your projects. We are speaking with stakeholders who work in WASH and/or in gender and youth issues as part of a gender and youth assessment we were doing at the start of the TRANSFORM WASH Project.

Transform WASH is a five-year project funded by USAID Mozambique. The project aims to increase the use and sustainable management of safe water and sanitation services in small towns, rural growth centers, and peri-urban areas in the Cabo Delgado, Nampula, and Zambezia Provinces. It has four main components: policy implementation and strengthening institutional capacity; strengthening the capacity of water service providers; improving access to financing and supporting entrepreneurs, and promoting the adoption of ideal WASH behaviors (e.g. handwashing, latrine use). Cross-cutting across all four components is an emphasis on gender integration and youth inclusion.

We appreciate any insights you might have to offer that will help guide how TRANSFORM implements its activities. Thank you in advance for participating in this interview.

1. Could you tell us a bit about past and ongoing WASH programs implemented by your organization?
2. Within these programs, has there been any consideration of gender and youth issues?

PROBE: Have these issues been considered in program design, implementation, and/or evaluation? How so?

3. Have there been any key lessons learned from previous WASH programs on integrating and addressing gender issues and including youth? What might these be?

PROBE: How have these lessons been incorporated into follow-up efforts or what are plans to integrate these lessons?

4. What are key gender issues relating to WASH in Mozambique?

PROBE: What about relating to WASH institutions at the national and regional levels (e.g. DNAAS, AIAS, FIPAG, etc.)? Are any women represented within these organizations? Within leadership positions? Why or why not? Do they participate in decision making? How so? Who makes the final decision?

What about relating to access to water and water infrastructure/services?

What are key opportunities and barriers for women entrepreneurs in Mozambique? (Ask about policy/institutional level; organization level; personal/family level)

5. What are the key issues relating to WASH faced by youth in Mozambique?

PROBE: What about relating to WASH institutions at the national and regional levels (e.g. DNAAS, AIAS, FIPAG, etc.)? Are youth represented within these organizations? Within leadership positions? Why or why not? Do they participate in decision making? How so? Who makes the final decision?

What about relating access to water and water infrastructure/services?

What are key opportunities and barriers for youth entrepreneurs in Mozambique? (Ask about policy/institutional level; organization level; personal/family level)

6. What are some recommendations that you would offer for Transform WASH to address gender and youth issues as part of its activities?

PROBE: What should it do in terms of policy implementation and increasing the capacity of national and regional institutions?

What should it do in terms of water services and infrastructure?

What about access to financing and the business environment for women and youth?

What about women's leadership and decision-making – within WASH institutions like DNAAS and AIAS as well as within the household?

Thank you! If you are willing to share any documents or reports, we would very much appreciate including them in our assessment.

KII GUIDE FOR GENDER AND YOUTH ORGANIZATIONS

Introduction about Transform WASH: We are here to talk about your organization's work in gender and youth. We are speaking with stakeholders who work in WASH and/or in gender and youth issues as part of a gender and youth assessment we were doing at the start of the TRANSFORM WASH Project.

Transform WASH is a five-year project funded by USAID Mozambique. The project aims to increase the use and sustainable management of safe water and sanitation services in small towns, rural growth centers, and peri-urban areas in the Cabo Delgado, Nampula, and Zambezia Provinces. It has four main components: policy implementation and strengthening institutional capacity; strengthening the capacity of water service providers; improving access to financing and supporting entrepreneurs, and promoting the adoption of ideal WASH behaviors (e.g. handwashing, latrine use). Cross-cutting across all four components is an emphasis on gender integration and youth inclusion.

We appreciate any insights you might have to offer that will help guide how TRANSFORM implements its activities. Thank you in advance for participating in this interview.

1. Could you tell us a bit about the work your organization does relating to gender and/or youth?
2. As you have been doing this work, have any issues relating to water, sanitation, or hygiene arisen?

PROBE: For example, relating to the roles and responsibilities of women and girls relating to fetching water? Or participation and leadership within community organizations relating to WASH (e.g. water committees)?

3. What are key gender issues relating to WASH in Mozambique?

PROBE: What about relating to WASH institutions at the national and regional levels (e.g. DNAAS, AIAS, FIPAG, etc.)? Are any women represented within these organizations? Within leadership positions? Why or why not? Do they participate in decision making? How so? Who makes the final decision?

What about relating to access to water and water infrastructure/services?

What are key opportunities and barriers for women entrepreneurs in Mozambique? (Ask about policy/institutional level; organization level; personal/family level)

4. What are the key issues relating to WASH faced by youth in Mozambique?

PROBE: What about relating to WASH institutions at the national and regional levels (e.g. DNAAS, AIAS, FIPAG, etc.)? Are youth represented within these organizations? Within leadership positions? Why or why not? Do they participate in decision making? How so? Who makes the final decision?

What about relating access to water and water infrastructure/services?

What are key opportunities and barriers for youth entrepreneurs in Mozambique? (Ask about policy/institutional level; organization level; personal/family level)

5. What are some recommendations that you would offer for Transform WASH to address gender and youth issues as part of its activities?

PROBE: What should it do in terms of policy implementation and increasing the capacity of national and regional institutions?

What should it do in terms of water services and infrastructure?

What about access to financing and the business environment for women and youth?

What about women's leadership and decision-making – within WASH institutions like DNAAS and AIAS as well as within the household?

ANNEX C: KEY TERMS – YOUTH AND GENDER

YOUTH

Assets: Youth have the necessary resources and skills to achieve desired outcomes.

Agency: Youth have the ability to employ their assets and aspirations to make their own decisions about their lives and set their own goals, and to act on those decisions to achieve desired outcomes without fear of violence or retribution.

Contribution: Youth are encouraged, recognized, and able to be involved in and lead through various channels as a source of change for their own and their communities' positive development.

Enabling Environment: Youth operate in a system that maximizes their assets, agency, and access to services and opportunities, and gives them the ability to avoid risks, while promoting their social and emotional competence to thrive.

Inclusive Development: The concept that every person, regardless of their identity, is instrumental in transforming their societies. Development processes that are inclusive yield better outcomes for the communities that embark upon them. USAID promotes the rights and inclusion of marginalized and underrepresented populations in the development process.

Local System: Refers to “those interconnected sets of actors—governments, civil society, the private sector, universities, individual citizens, and others—that jointly produce a particular development outcome. The ‘local’ in a local system refers to actors in a partner country. As these actors jointly produce an outcome, they are ‘local’ to it. And as development outcomes may occur at many levels, local systems can be national, provincial, or community-wide in scope.”⁵

Positive Youth Development (PYD): PYD is an evidence-based model of youth development that promotes an assets-based approach to working with youth rather than a problem behavior-based approach. Youthpower Learning has developed the following definition of PYD: PYD engages youth along with their families, communities and/or governments so that youth are empowered to reach their full potential. PYD approaches build skills, assets, and competencies; foster healthy relationships; strengthen the environment; and transform systems.

Youth Engagement Or Youth Participation: Meaningful youth engagement or participation is an inclusive, intentional, mutually- respectful partnership between youth and adults whereby power is shared, respective contributions are valued, and young people's ideas, perspectives, skills, and strengths are integrated into the design and delivery of programs, strategies, policies, funding mechanisms and organizations that affect their lives and their communities, countries and globally.

Youth: USAID generally defines youth to be young people in the 10 to 29-year age range. In Mozambique, the National Youth Policy designates youth as those between the ages of 15 and 35 years (*Mozambique Factsheet*, 2014).

GENDER

Sex: A biological construct that defines males and females according to physical characteristics and reproductive capabilities. (USAID ADS 201)

Gender: The social differences between females and males throughout the life cycle that are learned and though deeply rooted in every culture, are changeable over time and have wide variations both within and between cultures. (IFRC) It encompasses the economic, political, and socio-cultural attributes, constraints, and opportunities associated with being male or female. (USAID ADS 201)

⁵ As defined by USAID [Local Systems: A Framework for Supporting Sustained Development](#) (2014).

Diversity: Acceptance and respect for all forms of difference. This includes, but is not limited to, differences in gender, sexual orientation, age, disability, HIV status, socio-economic status, religion, nationality, and ethnic origin (including minority and migrant groups). (IFRC, ARC)

Gender Equity: The process of being fair to women and men, boys, and girls. To ensure fairness, measures must be taken to compensate for historical and social disadvantages that prevent women and men, boys, and girls from operating on a level playing field. (USAID ADS Glossary)

Gender Equality: The equal enjoyment by women, girls, boys and men of rights, opportunities, resources, and rewards. Equality does not mean that women and men are the same but that their enjoyment of rights, opportunities and life chances is not governed or limited by whether they are female or male. (ARC)

Women's Empowerment: Takes place when women and girls acquire the power to act freely, exercise their rights, and fulfill their potential as full and equal members of society. While empowerment often comes from within -and individuals empower themselves- cultures, societies and institutions create conditions that facilitate or undermine the possibilities for empowerment. (USAID ADS 205)

Gender Analysis: An analytic, social science tool used to identify, understand, and explain gaps between males and females that exist in households, communities, and countries, and to identify the relevance of gender norms and power relations in a specific context.

Gender Integration: The process of identifying and then addressing gender inequalities during **strategy and project design, implementation and monitoring and evaluation**. Since the roles and power relations between men and women affect how an activity is implemented, it is essential that project managers address these issues on an ongoing basis.

Gender Mainstreaming: The process of incorporating a gender perspective into organizational policies, strategies, and administrative functions, as well as into the institutional culture of an organization. This process at the organizational level ideally results in meaningful gender integration as outlined above. (USAID IGWG)

Social Inclusion: The process of improving the ability, opportunity and dignity of people and groups disadvantaged based on their identity, to take part in society. (World Bank)

ANNEX D: REFERENCES

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