



Ministry of Federal Affairs and Local Development
Department of Local Infrastructure Development and
Agricultural Roads (DoLIDAR)

HRBA & GESI STRATEGY & ACTION PLAN HUMAN RIGHTS-BASED APPROACH AND GENDER EQUALITY & SOCIAL INCLUSION IN THE WATER AND SANITATION SECTOR



RVWRMP II RWSSP-WN II
Nepal-Finland Cooperation
2015



Rural Water Supply and Sanitation Project in Western Nepal Phase II
Rural Village Water Resources Management Project Phase II



Rural Water Supply and Sanitation Project in Western Nepal
Phase II www.rwsspwn.org.np (2013-2018)



Rural Village Water Resources Management Project Phase II
www.rvwrm.org.np (2006-2015)



FCG International Ltd., www.fcg.fi

HRBA & GESI STRATEGY & ACTION PLAN - Operationalizing Human Rights-Based Approach (HRBA) and Gender Equality & Social Inclusion (GESI) Principles in the Water and Sanitation Sector

Publisher: Department of Local Infrastructure Development and
Agricultural Roads (DoLIDAR)

Copyright: Department of Local Infrastructure Development and
Agricultural Roads (DoLIDAR)

Printed: 500 pcs, June 2015

ABOUT THE DOCUMENT AND ACKNOWLEDGEMENTS

This strategy is developed to guide two bi-lateral rural water projects in Nepal: **Rural Village Water Resources Management Project (RVWRMP)** and **Rural Water Supply and Sanitation Project in Western Nepal (RWSSP-WN)**, both supported by the governments of Nepal and Finland and operating under Ministry for Federal Affairs and Local Development, Nepal, and its Department for Local Infrastructure Development and Agricultural Roads. The two projects work in a total of 24 districts out of 75 in Nepal through the local governments.

First and foremost this guide is for the key stakeholders in both projects. At the same time this is also a position paper for the two projects on how the cross-cutting objectives of the Finnish Development policy, namely gender equality and reduction of inequality, as well as the human rights-based approach are translated into practice. Gender equality and social inclusion issues are also high on the agenda in Nepal.

The HRBA & GESI Strategy and Action Plan should be considered as an on-going process and further inputs from staff, partners and sector research/studies are important and necessary if the strategy is to become an effective and 'live' tool at both the organisational and field level.

This HRBA & GESI Strategy and Action Plan builds on RVWRMP's GESI Strategy. This book was prepared by the following Rural Water Supply and Sanitation Project in Western Nepal Phase II (RWSSP-WN Phase II) team: Ms. Sanna-Leena Rautanen, Chief Technical Advisor, Mr. Jari Laukka, M&E and Institutional Development Specialist, Ms. Sini Pellinen, Field Specialist and Ms. Sangita Khadka, Social Development Specialist; with Ms. Pamela White, FCG International and Dr. Firoz Siddiqui, GESI Specialist, RVWRMP. We would like to thank all those other team members who have contributed their insights into broadening the scope from gender equality into social inclusion, and then to human rights-based approach.

RWSSP-WN Phase II
June, 2015

PREFACE



Government of Nepal
Ministry of Federal Affairs and Local Development

Department of Local Infrastructure Development and Agricultural Roads (DoLIDAR)

Pulchowk, Lalitpur

Ref. No.: 2071/72

Dispatch No.:

Date: 20 November 2014

FOREWORD

The interim Constitution of Nepal 2007, various policy directives, and the subsequent periodic plans formulated thereafter have placed gender equality and social inclusion at the centre of development discourse. The sectorial ministries, departments and development partners are committed to institutionalization of gender and social equity concerns in their respective areas in support of these national goals. The Rural Village Water Resources Management Project Phase II (RVWRMP II) and the Rural Water Supply and Sanitation Project in Western Nepal, Completion Phase (RWSSP-WN II), are both supported by the governments of Nepal and Finland respectively, and are operating under the Ministry for Federal Affairs and Local Development, and its Department of Local Infrastructure Development and Agricultural Roads.

The “Human Right Based Approach and Gender Equality and Social Inclusion” has been developed to guide these two bilateral rural water projects in Nepal. We strongly believe that this is the ‘right thing’ to do if Nepal has to achieve its Millennium Development Goals and universal access targets in the stipulated time frame. It is apparent that bringing social changes in the gender, caste, and class based dominated society and structure requires us to ensure the rights of suppressed groups to prosper. Nepalese society is characterized by diverse social differences by gender, class, caste/ethnicity, geography, religion and culture. The success of any development intervention depends on the extent to which such social differences are recognized and supportive policies are implemented by national policies and programs. The GESI/HRBA will guide the WASH project implementer to operationalize the human rights based approach and gender equality and social inclusion principles in the water sector throughout the project cycle management. It is fully embedded into the step by step process of WASH implementation. We would like to thank the RWSSP-WN/RVWRMP team for the hard work and effort for bringing out such a practical strategy which will support both the rights holders and duty bearers.

Ram Chandra Shrestha
Deputy Director General, DoLIDAR,
National Project Director, RWSSPWN II

Madhav Prasad Bhattarai
Senior Divisional Engineer, DoLIDAR,
National Project Director, RVWRMP II

Narayan Parsad Shrestha
Senior Divisional Engineer, DoLIDAR
National Project Coordinator, RWSSP-WN II
Project Co-ordination Unit, Pokhara

Prem Dutt Bhatt
Senior Divisional Engineer, DoLIDAR
National Project Coordinator, RVWRMP II
Project Co-ordination Unit, Dhangadhi

Tel: 5555001, 5547264, 5546355, 5549734, 5553993, 5000018, Fax: 5531850, 5000007, 5546354, 5521021

Email: dg@dolidar.wlink.com.np, info@dolidar.gov.np Website: www.dolidar.gov.np



Government of Nepal
Ministry of Federal Affairs and Local Development
**Department of Local Infrastructure Development
and Agricultural Roads (DoLIDAR)**

Pulchowk, Lalitpur

Ref. No.: 2071/72

Dispatch No :

Date: 20 November 2014

FOREWORD

The Government of Finland's support in the water resources sector has had a significant impact on the WASH sector of Nepal since 1983. Over the years, the Government of Finland has supported various bilateral rural water projects in Nepal, starting with the Rural Water Supply and Sanitation Support Programme, Nepal, Phases I-III – also known as the Lumbini project, which ran from 1990-2005. Currently Finland supports i) Rural Village Water Resources Management Project Phase II (RVWRMP II) in Far Western Region and ii) Rural Water Supply and Sanitation Project in Western Nepal Completion Phase (RWSSP-WN II), which have played a pivotal role in providing safe, and clean drinking water and sanitation facilities for those un-served population of project implemented Districts and VDCs that operate under the Ministry for Federal Affairs and Local Development, and its Department of Local Infrastructure Development and Agricultural Roads, Government of Nepal.

In recent years, the WASH sector of Nepal has a very profound success in sanitation front, achieving no open defecation status of various districts and VDCs in Nepal, especially after enactment of the Nepal Sanitation Master Plan 2012. Despite this great achievement, there are still certain areas and communities where the reach of WASH is lagging far behind. In Nepal, deep rooted socio-cultural traditions, societal norms and values commonly limit the access of poor women and men, and DAGs to project services and the benefits equally. While many women have improved their participation and access, men and women belonging to DAGs are still not being reached effectively. At the same time duty barriers have also failed to establish a transparent and accountable service delivery mechanism for those who have been unreached to date. I hope this GESI/HRBA strategy will serve its intended purpose to inspire us to move towards development based on justice and universal human dignity. Nepal has agreed to the human rights prescribed in the Universal Declaration of Human Rights and other agreements that make up the International Bill of Rights. Being a signatory of these basic human rights, Nepal has a legal and moral obligation to guarantee and realize these rights for all people. The main concern is how to bring these rights into operation in practical field - a great challenge lying ahead of us.

I hope the GESI/HRBA strategy will not only guide these two projects but also the whole sector, applying the right based approach in their work. Ultimately, targets for the UT, Sanitation Master Plan and TYP are unlikely to be achieved unless the GESI & HRBA perspectives are integrated into planning and implementation activities, given that it is women, poor and excluded groups who are likely to remain unreached and un-served. The GESI & HRBA Strategy and Action Plan should be considered as an on-going process. I would also like to appeal to all the readers to provide sincere feedback to make it an 'effective and lively' tool both at organizational and field level.

Thank you.

Jeevan Kumar Shrestha
Director General

Tel: 5555001, 5547264, 5546355, 5549734, 5553993, 5000018, Fax: 5531850, 5000007, 5546354, 5521021

Email: dg@dolidar.wlink.com.np, info@dolidar.gov.np Website: www.dolidar.gov.np

TABLE OF CONTENTS

About The Document and Acknowledgements	i
Preface	ii
Table of Contents.....	iv
List of Tables	v
List of Figures	v
Acronyms	vi
Commitment	vii
1 INTRODUCTION	1
2 INTRODUCING THE PROJECTS	2
3 WHY THIS STRATEGY?.....	4
4 HRBA, GESI AND WATER SECTOR	7
4.1 HRBA in Nepal	7
4.2 GESI, Water and Sanitation	10
4.3 HRBA, Water and Sanitation	12
4.4 Rights-Holders and Duty-Bearers	17
5 THE VISION: GOALS & OBJECTIVES.....	19
5.1 Guiding Principles of the HRBA & GESI Approach	19
5.2 Barriers and How to Address Them.....	20
5.3 HRBA & GESI Strategic Approaches.....	24
6 ACTION PLAN	29
6.1 Strategic Action 1: HRBA and GESI in District Strategic WASH Plan	29
6.2 Strategic Action 2: HRBA and GESI in VDC-Level Planning Cycle	30
6.3 Strategic Action 3: HRBA and GESI in Local Governments’	
Planning Cycle.....	32
6.4 Strategic Action 4: HRBA and GESI in Scheme Implementation	
Step by Step.....	35
6.5 Strategic Action 5: HRBA and GESI in Sanitation and Hygiene	44
6.6 Strategic Action 6: HRBA and GESI in Capacity Building.....	44
6.7 Strategic Action 7: HRBA and GESI in Monitoring and Evaluation	47

6.8	Strategic Action 8: HRBA and GESI in Internal Project Management	49
ANNEX 1 DEFINITIONS FOR CASTE/ETHNIC GROUPINGS		50
ANNEX 2 DISTRICT-WISE DATA		53
ANNEX 3 GLOSSARY AND DEFINITIONS		54
ANNEX 4 CHHAUPADI PRACTICE IN FAR-WESTERN NEPAL		57
ANNEX 5 LIST OF SUPPORTING DOCUMENTS AND RECOMMENDED WEB-SITES		60
REFERENCES		62

LIST OF TABLES

Table 1	Barriers to access	21
Table 2	Strategic approaches to HRBA and GESI	25
Table 3	HRBA and GESI related questions to verify at each Step	37

LIST OF FIGURES

Figure 1	Strategic approaches	24
Figure 2	Step by Step chart	36

ACRONYMS

DAG	Disadvantaged Group(s)
DDC	District Development Committee
DoLIDAR	Department of Local Infrastructure Development and Agricultural Roads
D-WASH-CC	District Water Supply, Sanitation and Hygiene Coordination Committee
DSWASHP	District Strategic WASH Plan
GESI	Gender Equality and Social Inclusion
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immunodeficiency Syndrome
HRBA	Human Rights-Based Approach
INGO	International Non-Governmental Organisation
MDG	Millennium Development Goal
M&E	Monitoring and Evaluation
MFA	Ministry for Foreign Affairs of Finland
MIS	Management Information System
MoFALD	Ministry of Federal Affairs and Local Development
NGO	Non-Governmental Organisation
O&M	Operation and Maintenance
ODF	Open Defecation Free
RVWRMP	Rural Village Water Resource Management Project
R-WASH-CC	Regional Water Supply, Sanitation and Hygiene Coordination Committee
RWSSP-WN	Rural Water Supply and Sanitation Project in Western Nepal
UNDP	United Nations Development Programme
VDC	Village Development Committee
VMW	Village Maintenance Worker
V-WASH-CC	VDC Water Supply, Sanitation and Hygiene Coordination Committee
V-WASH Plan	VDC-wide WASH Plan
WASH	Water Supply, Sanitation and Hygiene
WCF	Ward Citizen Forum
WUMP	Water Use Master Plan
WUSC	Water Users' and Sanitation Committee

COMMITMENT

We are committed to the principles of rights, equality and diversity and aim to promote more equitable development processes in our project activities.

We take a rights-based perspective and adhere to the underlying principle that all human beings are equal.

We aim to create an environment in which all community members, including women, disadvantaged castes and ethnic minorities, the poor and socially excluded, have equitable opportunities to pursue meeting their basic needs and livelihoods. This includes improving the status of women and other excluded groups and increasing their meaningful participation at the decision making level.

We acknowledge the diversity among women and disadvantaged marginalized groups, and that specific focus and intervention is sometimes necessary to target their interests and needs.

We have accepted this strategy to guide us and our key stakeholders.



1 INTRODUCTION

This strategy is developed to guide two bi-lateral rural water projects in Nepal: **Rural Village Water Resources Management Project Phase II (RVWRMP II)** and **Rural Water Supply and Sanitation Project in Western Nepal Completion Phase (RWSSP-WN II)**, both supported by the governments of Nepal and Finland. The two projects operate in a total of 24 districts out of 75 in Nepal through the local governments. Given that the projects do operate at scale through the government systems, it is hoped that the positive lessons learned and good practices will contribute to the water sector policy dialogue in Nepal.

This document shows both strategic and operational direction for both projects on how to operationalize Human Rights-Based Approach (HRBA) and Gender Equality and Social Inclusion (GESI) in water sector and hence, support Nepal to implement the right to safe drinking water and sanitation. This is a position paper for the two projects on how the cross-cutting themes of the Finnish Development policy, namely gender equality and reduction of inequality, as well as the human rights-based approach are translated into practice.

The basis of Finland's development policy is that all people have an equal right to affect and participate in both the planning of their development and the activities involved in the implementation of development plans. Even people who live in extreme poverty have rights, and support should be given to strengthening their ability to work to improve their lives. In the Finnish Government's Development Policy Programme of 2012, cross-cutting objectives include: 1) Gender equality 2) Reduction of inequality and 3) Climate sustainability. The Ministry for Foreign Affairs, Finland (MFA) encourages integration of these objectives through three main strategies, also applied by the projects:

1. Mainstreaming, which means recognizing that cross-cutting objectives have a central role in human rights-based reduction of poverty and integrating them at all levels into policy, goals and projects, and planning, implementation, monitoring and evaluation of activities;

2. Undertaking targeted actions or projects, which means supplementing the above with separate actions or projects, if mainstreaming alone does not bring about sufficient impacts;

3. Policy dialogue, which means integrating the objectives into discussions at all levels, and communications. This document is a contribution for a policy dialogue.

The United Nations (UN) system is a pioneer in the human rights-based approach to development. Multilateral actors, including the UN, international financial institutions and the European Union (EU) have endorsed their own strategies and action plans for promoting the cross-cutting objectives. In the OECD and the EU, cross-cutting objectives include environmentally sustainable development, gender equality, HIV/AIDS, good governance, democracy and human rights. International commitments include the Millennium Development Goals (MDG), which outline the development priorities to be achieved by 2015, and following post-2015 development goals.

2 INTRODUCING THE PROJECTS

The two bi-lateral rural water projects that the strategy is guiding - Rural Village Water Resources Management Project Phase II (RVWRMP II) and Rural Water Supply and Sanitation Project in Western Nepal Completion Phase (RWSSP-WN II)¹ - are aligned with Nepalese national priorities, supporting the national target of providing access to water and sanitation to all by 2017. The projects are financed jointly by the governments of Nepal and Finland through sharing the costs with District Development Committees (DDC), Village Development Committees (VDC), communities and users. Other sources are also possible for funding the programmes in the villages through the District Development Funds (DDFs). Both Projects are Priority 1 projects for the Government of Nepal.

Rural Village Water Resources Management Project (RVWRMP) works in the Far- and Mid-Western Nepal in ten districts: Achham, Baitadi, Bajhang, Bajura, Dadeldhura, Dailekh, Darchula, Doti, Humla, and Kailali. The overall objective is institutionalised capacity at local and regional levels to sustain and continuously improve enhanced quality of life, better environmental conditions and increased opportunities in rural livelihoods in the Project area. The purpose is to achieve improved well-being and reduced poverty in Project VDCs.

¹ www.rvwrmp.org.np and www.rwsspwn.org.np

The results of RVWRMP Phase II are:

- Result 1: institutionalised community capacity to construct and maintain community managed water supply and adopt appropriate technologies and behaviour related to sanitation infrastructure;
- Result 2: improved and sustainable nutrition, food security and sustainable income at community level through natural resources based livelihoods development; and
- Result 3: institutionalised capacity at district level to continue integrated water resources planning and to support communities in implementing and maintaining Water Supply, Sanitation and Hygiene (WASH) and livelihood activities.

Rural Water Supply and Sanitation Project in Western Nepal Phase II (RWSSP-WN II) works in Western and Mid-Western Nepal in: Baglung, Gulmi, Myagdi, Parbat, Syangja, Tanahun, Kapilvastu, Rupandehi, Nawalparasi, Pyuthan, Arghakhanchi, Rolpa, Palpa and Mustang districts. The overall objective is improved health and fulfilment of the equal right to water and sanitation for the inhabitants of the Project area. The purpose is the poorest and excluded households' rights to access safe and sustainable domestic water, good health and hygiene ensured through a decentralised governance system. The results of RWSSP-WN Phase II are:

- Result 1 Sanitation and Hygiene: Access to sanitation and hygiene for all achieved and sustained in the project working districts;
- Result 2 Rural Water Supply: Access to safe, functional and inclusive water supply services for all achieved and sustained in the project working VDCs; and
- Result 3 Capacity Development: strengthened institutional capacity of government bodies to plan, coordinate, support and monitor the Water Users and Sanitation Committees (WUSCs) and other community groups in the implementation, operation and maintenance of domestic water, sanitation and hygiene programmes in a self-sustainable manner.

3 WHY THIS STRATEGY?

RVWRMP and RWSSP-WN contribute to achieving universal access to water and sanitation for all. The projects recognise that ‘inclusive targeting’ is required if women, the poor and other disadvantaged groups (including people with disabilities) are to gain equitable access to resources, services and opportunities. While the national legal frameworks were conceived and developed in the spirit of decentralisation and enhancement of people’s development opportunities, there remain constraints to the actual implementation of these policies and legislations in terms of structural, resources, capacity, technical and social issues. Despite the progress made with mandatory provisions for female participation, it is evident that the women taking up front line positions are not from the disadvantaged groups (DAGs).

This strategy builds on the **existing RVWRMP Gender Equality and Social Inclusion (GESI) Strategy and Action Plan**, and the GESI studies made in both RVWRMP and RWSSP-WN. It also utilizes the work of the Special Rapporteur on the issue of human rights obligations related to access to safe drinking water and sanitation. RVWRMP contributed to this study, and the response by RVWRMP² is another relevant background document for this strategy. It also utilises the guidance provided by the Ministry of Urban Development’s GESI Operational Guidelines, 2013.

Building people’s level of awareness and capacity to access resources and opportunities, and to influence and hold accountable the institutions that affect them will require concerted efforts, as many groups have been traditionally excluded from such processes.

In application of a **Human Rights-Based Approach (HRBA)** there ought to be indivisibility of rights. Since there are finite resources available for development, decisions must be taken as to where to invest – whose rights will be satisfied when there are many competing priorities? For instance, in rural water supply in remote areas, there are likely to be some households that are too scattered to benefit from gravity fed water supply schemes. While it may not be pragmatic or technically feasible to serve these households with piped water, source improvements may be a means of improving their access.

² Available at http://www2.ohchr.org/english/issues/water/iexpert/docs/questionnaires2010/Nepal_Finland_Cooperation_Rural_village_water_resources_management.pdf

The development of a Gender Equality and Social Inclusion Strategy and Action Plan in RVWRMP, and its revision and expansion to both projects in 2014, was necessary to address these barriers. Beyond project level interventions, RVWRMP and RWSSP-WN further recognise that they cannot seek social change in project communities without also addressing these issues internally. Therefore, this HRBA & GESI Strategy relates to both:

1. *the organisation's work* – i.e. project level activities of planning, construction, operation, maintenance and management of domestic water supply, irrigation, sanitation or environmental protection, etc., and
2. *the organisation's human resources development* – i.e. issues affecting staff at work, recruitment, promotion, training opportunities, sexual discrimination, child care, maternity or paternity leave, etc.

To better understand the context of its working districts and tackle barriers to inclusive development, RVWRMP carried out a 'Gender and Social Discrimination' study (2008) to explore the socio-cultural, religious, political and economic practices related to gender and social discrimination at the community level. The study identified practices, values and norms used to justify and rationalise discriminatory practices. It also explored opportunities to overcome these barriers and to increase voice, participation and assertiveness of the excluded groups.

The findings coupled with the implementation experience and Monitoring & Evaluation (M&E) data show that women and DAGs do experience discriminatory practices on a daily basis which prevents them from fully exercising their rights and capabilities. These practices, which are created and perpetuated based on a cycle of fear, fate and power, keep women and disadvantaged groups in a subordinate position. As a result they lack access to educational, social and economic opportunities that can enable them to actively engage in their communities and pursue their livelihoods.

The GESI Impact Assessment of the District WASH Programme (RWSSP-WN, 2013) identified positive aspects of GESI in the RWSSP-WN Phase I. For instance, in terms of numbers there is a good representation of women and disadvantaged groups in Water User and Sanitation Committees (WUSCs) and VDC Water Supply, Sanitation and Hygiene Coordination Committees (V-WASH-CCs), however, active and genuine participation was less. Until and unless the inter-sectionality of multiple

aspects of exclusion and deprivation are identified and targeted, project interventions would remain partial and incomplete.

Some would argue that issues regarding the untouchability of women during menstruation are an important part of culture and religion, and projects should not challenge these practices, and the resultant discrimination. However, the Government of Nepal has formulated the “Chaupadi Directives 2064 B.S. (2007)” to prevent this form of discrimination, and Nepal is a signatory of various relevant human rights declarations that require respect for the human rights of all. RVWRMP is also collaborating with the district level Women and Children Offices, to change community attitudes and behaviours in this regard.

Specific topics for additional attention include:

- encouragement of women and DAGs to speak up and participate very actively in meetings, training, study tours, etc.;
- promotion of women and DAGs (certain castes and ethnic groups, religious minorities) in leadership roles – and trying to find ways to support their active participation even if their literacy level may be low;
- ensuring women do not face discrimination during menstruation. This includes continuing work on elimination of the chhau hut practice; ensuring access of menstruating women to water taps; and ensuring menstruating women can use home and school toilets (otherwise ODF can never be declared); and
- making efforts to give disabled persons access to water and sanitation, as well as livelihood activities (while remembering the environment we are working in – it is not possible for there to be wheelchairs in use in most locations).

Water programmes can bring positive change

Water programmes can bring positive change in the social position of the poor and excluded in the society, creating a more equal and stable society where the needs of all are heard and fulfilled. Implementation of this strategy will ensure that the projects and their stakeholders adopt practices that lead to increased and equitable access to opportunities and resources and meaningful participation in decision making particularly for women, the poor and socially excluded.

4 HRBA, GESI AND WATER SECTOR

4.1 HRBA IN NEPAL

HRBA integrates the norms, principles, standards and goals of the international human rights system into development plans and processes. It is closely linked to national and international legal responsibilities, and identifies rights-holders and duty-bearers. Some of the relevant legal grounds (to which Nepal is a signatory) are:

- Universal Declaration of Human Rights (1948)
- International Covenant on Civil and Political Rights (1966)
- International Covenant on Economic, Social and Cultural Rights (1966). Particularly relevant to the WASH projects are the Right to health (CESCR article 12— see GC 14, para 11– 12) and the Right to food (CESCR article 11.1— see GC 4, para 8(b))
- UN General Assembly Declaration on a New International Economic Order (1974)
- UN General Assembly Declaration on the Right to Development (1986)

In addition, and most critically for this sector, is the United Nations Resolution on the human right to safe drinking water and sanitation (2010). The UN declaration of WASH as a human right was ratified by Nepal in 2010.

The Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) has been ratified by Nepal. The right to freedom from discrimination against women in rural areas is of particular relevance in the context of rural WASH (CEDAW article 14.2).

The Interim Constitution of Nepal states all citizens' fundamental right is to live in a hygienic place (Section 3 article 16) – accepted as part of draft new Constitution also. Women's rights are also in the interim constitution and gender mainstreaming is considered in the Five Year Plans.

The Census of 2011 noted that Nepal has 125 caste and ethnic groups (see Annex 1). Caste, ethnicity, language, and religion remain the major sources of cultural identity. The traditions, beliefs and practices in Western, Mid- and Far-Western Nepal are based on Hindu tradition, yet, have their own unique manifestations and interpretations. These relate to touchability/untouchability, and a range of related social and gender-based discriminatory practices.

Annex 1 shows the definitions for the different caste/ethnic groups.

Annex 2 provides data that describes the project working districts as per the Census 2011.

The ‘Measuring Empowerment and Social Inclusion’ (see Bennett, 2006b) study analysed the material, social and political status of the advantaged Brahman/Chhetri/Newar and Terai Middle Castes compared to the Janajati and Dalits groups. The study showed that while caste/ethnicity and gender are all definitive indicators of empowerment and social inclusion, the caste/ethnicity identity is a more powerful predictor of empowerment and inclusion than gender.³ Field experience from the projects demonstrates that discrimination is gradually decreasing.

Another study that explored gender, social inclusion and empowerment issues through development groups and group-based organizations in Nepal, found that while group membership can contribute to the level of women’s and Dalits’ empowerment, the institutional structure and processes of groups as such, can also lead to the support of existing social and caste inequalities, ‘elite capture’ and further exclusion of already marginalized groups.⁴

The social inclusion situation, according to the 2010 MDG Progress Report, has not improved during the last decade. The poorest and most marginalised communities remain far from being mainstreamed, the status of most Dalits has not changed and women face new forms of exploitation while the conventional ones have not been fully tackled. Gender-based discrimination is more severe in the Terai and Mid-Western and Far-Western Regions than in other parts of the country and creates a favourable ground for trafficking and child labour, both of which are reportedly increasing. The 2014 Human Development Report noted that low levels of education for Dalits and Muslims, as well as social and economic exclusion, translate into limited opportunities in economic and political spheres.⁵

Human development indicators such as health and education also reflect caste/ethnic disparities⁶. Although the under-five years mortality rate in general is falling (reaching 42 in 2012), it is still higher for females at 44

³ Bennett et al, 2006.

⁴ Biggs et al, 2004.

⁵ UNDP & NPC, 2014 Human Development Report

⁶ UNICEF Nepal – State of the World’s Children Country Statistical Information
http://www.unicef.org/infobycountry/nepal_nepal_statistics.html

compared to males at 39 (probability of dying between birth and exactly five years of age expressed per 1,000 live births). Disadvantage also feeds back into higher levels of disability, due to poverty, the influence of poor antenatal, postnatal and general health care, malnutrition, and more accidents.

In Nepal, women face many of the same problems as men, but experience them differently. Women generally live in greater poverty, and face problems of violence, gender bias, limited power in their sexual and reproductive lives, and lack of influence and power in decision-making. In Nepal, women face substantial gender disparities, but it varies across the country. Nepal featured number 123 out of 135 countries assessed in the 2012 Global Gender Gap report. There is a higher degree of gender disparities in the regional-, rural-urban context, and between the mountain and the hill- and Terai populations.⁷

Gender parity in school enrolment rates was almost achieved by 2013 (due to strenuous efforts by the government), but school attendance by girls is less than boys, especially by secondary school level⁸. Women's participation and representation in politics is good at the local level (i.e. Ward Committee and Municipality), but is much lower in the more powerful Village and District Development Committees where local policy and budget allocation decisions are made. The situation of women, the poor and excluded groups in Far-Western Region is weaker than the

Equal does not mean the same

Equal does not mean “the same”. Human rights law requires equal access to basic services, but this does not mean that everyone benefits from the same technical solutions or the same type of service. What is important is that everyone has access to basic water and sanitation, irrespective of such as gender, age, disability, caste, ethnicity, or religion.

⁷ United Nations Development Programme, Nepal Human Development Report (NHDR), Kathmandu: 2014.

⁸ UNICEF Nepal – State of the World's Children http://www.unicef.org/infobycountry/nepal_nepal_statistics.html

national average (while that of women in RWSSP-WN is about average).

The Far-Western and Mid-Western Regions are male dominated societies where women suffer from both gender-based violence and domestic violence, while there is discrimination between boys and girls in education, household chores and nutrition, as well as social and cultural boundaries.

GESI is considered in various policies, strategies and action plans at national level (for instance the 2013 Ministry of Urban Development – Gender Equality and Social Inclusion (GESI) Operational Guidelines). However, enforcement at village level needs attention. The position of DAGs has improved in recent years, but in practice some discrimination remains. According to Nepal Demographic and Health Survey (NDHS) 2011⁹, 41% of under five year olds are stunted, 29% are underweight and 11% are wasted indicating early chronic malnutrition.

The results are considerably worse for those from rural areas. Malnutrition and diarrhoea reduce a child's survival chances, cause permanent impairment of physical development, and maintain poverty by reducing achievement in school and future earnings. Illiteracy limits effective participation of women and DAGs.

DAGs are defined as those people that are discriminated based on gender, caste and ethnicity and are economically poor. Attention will also be given to widows, people living with disability, female-headed households, and household clusters in more geographically remote areas. In some situations the location alone may cause disadvantage. For instance, in some VDCs there are Brahmin households within the least served group. However, more commonly this is combined with a disadvantage stemming from caste, ethnicity or gender.

As women have different needs, interests and priorities regardless of caste and ethnicity, a distinction will be made in the GESI interventions between *women*, the *poor* and *DAGs* – whereby DAGs will refer primarily to groups that are discriminated based on caste, ethnicity and religion.

4.2 GESI, WATER AND SANITATION

Starting from the 1997 United Nations Water Conference at Mar del Plata, the International Drinking Water and Sanitation Decade (1981-90) and the International Conference on Water and the Environment (Dublin,

⁹ National Planning Commission (NPC) and United Nations Development Programme (UNDP). 2010. Nepal Millennium Development Goals Progress Reports 2010. Kathmandu

1992), there has been explicit recognition of the central role of women in water management.¹⁰ More recently, the UN Water for Life Decade (2005-15) promoted efforts to fulfil international commitments made on water and water-related issues by 2015. It places emphasis on ensuring the involvement and participation of women in the development as they play a central role in water provision and management.¹¹

The water sector has focused primarily on gender issues, including increasing the participation of women. More recently, particularly in Nepal, there has been a growing realisation that not all women and men benefit equally. This is because deep rooted socio-cultural traditions, societal norms and values commonly limit the access of poor women and men, and DAGs to project services and the benefits that arise from them.

Many people face multiple disadvantages. While many women have improved their participation and access, men and women belonging to DAGs are still not being reached effectively.

The National Water Plan (2002-2017) sets the target for providing access to water supply and sanitation for 100% of the population by 2017. Also the Rural Water Supply and Sanitation Sector Policy of 2004 stipulates that all water projects must aim for universal access for sanitation. It also notes the importance of GESI in project implementation and has provisions for enhancing the participation of women & DAGs.

The National Sanitation and Hygiene Master Plan (2011) stresses the importance of gender and social inclusion and emphasises the child-, gender and differently-abled features as well as poverty aspects in project implementation. It calls for fair balance of women (usually min. 33% in committees) at all implementation levels. However, meaningful female participation in decision-making roles continues to remain symbolic, due to, inter alia, illiteracy, lack of time and necessary skills.

Human right to water

Right of everyone to sufficient, acceptable, physically accessible and affordable water for personal and domestic use.

¹⁰ Inter-agency Task Force on Gender and Water, 'Gender, Water and Sanitation: A Policy Brief', 2006

¹¹ Ibid.

4.3 HRBA, WATER AND SANITATION

Water projects aiming at full coverage must acknowledge the differences and inequalities existing between different groups and a clear determination to ensure equitable access to water resources and other related benefits. This will require additional efforts to understand the different socio-cultural contexts and conditions prevailing in the project communities and the various barriers that limit access.

Nepal has already surpassed its international commitment to the MDG on access to safe drinking water.¹² Yet, the coverage with improved water supply (piped schemes) varies significantly between the urban and rural areas. The recent figures do not take into account the functionality issues; many water supply schemes are in need of urgent repair, rehabilitation and/or reconstruction. Ensuring sustainable access to improved sanitation remains a challenge.

According to the Nepal Living Standards Survey 2011 (NLSS), 41% of the rural population has access to improved safe drinking water (with Far Western Development Region having the worst coverage, NMIP 2014). Despite the significant increase in national water supply and sanitation coverage over the past years in Nepal, disparities exist between the poor and better off households. NLSS found that 47% of households in the richest quintile have their drinking water piped to their housing units while only 7% among households in the poorest quintile had the same. The coverage figures are also unreliable as “access to an improved water source” does not factor in functionality, accessibility and water quality criterion.¹³

The United Nations Resolution A/HRC/24/L.31 on the human right to safe drinking water and sanitation recognises that the human right to safe drinking water and sanitation entitles everyone, without discrimination,

Human right to sanitation

Everyone has access to sanitation which is safe, hygienic, secure, socially and culturally acceptable, provides privacy & ensures dignity.

¹² UNDP: Nepal MDG Progress Report 2013

¹³ WaterAid Nepal, Drinking Water Coverage in Nepal: A Joint Department of Water Supply and Sewerage/ WaterAid Nepal Study, Kathmandu: 2003

to have access to sufficient, safe, acceptable, physically accessible and affordable water for personal and domestic use and to have physical and affordable access to sanitation, in all spheres of life, that is safe, hygienic, secure, socially and culturally acceptable and that provides privacy and ensures dignity.

Many criteria can be practiced through other approaches in the projects already now. **There are ten criteria, five of which are normative criteria (*availability, accessibility, quality/safety, affordability, acceptability*), and five are cross-cutting ones (*non-discrimination, participation, accountability, impact and sustainability, and transparency*).**

Increasing negative impacts of climate change are likely to disproportionately affect the very poor and DAGs, as they are more likely to live in locations vulnerable to landslides, flooding, etc. Disability is a significant barrier to accessing adequate water and sanitation. Disability can mean that the individual requires more water (e.g. for washing hands regularly for people who walk with their hands), and more regular access to toilets, but in practice cannot achieve these.

For instance, people using wheelchairs in rural Nepal usually cannot fit into toilets – either at home or in institutions such as schools. Tap stands

Criteria

Normative criteria:

- availability

- accessibility

- quality/safety

- affordability

- acceptability

Cross-cutting criteria:

- non-discrimination

- participation

- accountability

- impact and sustainability

- transparency

All these criteria have to be met for the full realization of the human rights to sanitation and water. A good practice can be a specific measure focusing on one of the normative criterion.

Source: http://www2.ohchr.org/english/issues/water/iexpert/docs/questionnaires2010/Nepal_Finland_Cooperation_Rural_village_water_resources_management.pdf

usually have a ledge that may obstruct access to the mobility disabled. As well as facing physical barriers, these groups are easily forgotten when planning meetings and public activities. Due to difficulties of accessing government buildings with stairs or walking in several hours to the VDC or DDC offices, they cannot easily complain to VDC or DDC staff. And culturally, they are often stigmatised and sometimes hidden in houses.

The 'right to development' or 'rights-based' approach to development assists the poor or marginalised to assert their own rights to existing resources, and to share these more equally, and therefore is a very political statement. Rights always signify responsibilities and obligations, whereas needs do not. A human rights-based approach focuses attention on those groups who lag behind.

HRBA concerns the right to the process, rather than to the outcome: all human beings have the right to participate in their social, political, economic and cultural development. The outcome can only be assumed, not guaranteed. This recognises that resources can be limited and resource sharing is not yet perfect. However, the state has the obligation to support and empower its people's right to development, via enacting legislation, production systems, etc., and international signatories have the obligation to provide assistance to support these.

Disadvantaged groups such as Dalit households and menstruating women may, and often do, face restricted access to common sources of water due to social discrimination. People living with disabilities often face physical access barriers, especially in rural areas.

The linkage between the reduction of poverty and increased access to water and improved sanitation services is incomplete without addressing health and hygiene. Sanitation and hygiene require approaches that are sensitive to the local culture and conditions, as well as increased support and commitment at the national and policy level. NLSS reports significantly higher diarrhoea cases for the Far-Western development region compared to the other regions.

Increasing access to sanitation *and* improving people's hygiene behaviour are key to reducing many diseases, decreasing the work burden of women to collect water and increasing attendance at school for girls. It can also provide economic benefits for both the poor and non-poor by reducing the number of sick days and financial costs from treatment of water-related illnesses.

Toilets at household level are usually now constructed by the household owner. Earlier subsidy approach is now being transformed towards a reward given for successful VDCs, and the most disadvantaged households. Promotion and awareness campaigns as well as technical trainings, should all pay attention to the access for all.

Normative criteria

Availability: Consideration should be given to ensuring a minimum sufficient quantity and a continuous supply of water. In Nepal this is ideally 45 litres per capita per day, but realistically this may not be physically possible in all locations, at all times of the year. Therefore this should be considered an aspirational target. Regarding the sanitation, all households, institutions, schools and offices should have toilet facilities available.

Accessibility: The Nepali standard is considered to be 15 minutes for the return trip and collection time. However again, this should be considered as a target to work towards. The toilet facilities should be accessible for all, including elderly, small children, disabled and such cases as menstruating women. This must be considered while designing the facilities (ramps, hand railings etc.).

Quality/safety: Ideally water should be free from faecal bacterial contamination. The sanitation facilities should be hygienic, durable and safe for the users (privacy, secure), and have a hand washing place.

Affordability: Must be balanced against the needs to collect adequate user fees to cover operation and maintenance costs (and thus permit sustainability of supply). Both need to be considered early enough when preparing schemes. People should be made aware of different types of affordable toilet options and how they can finance the toilet construction.

Acceptability: Priorities of local people are identified in the Water Use Master Plans (WUMPs) and VDC-wide WASH Plans (V-WASH plans). They are identifying their preferences for the types of scheme, the location of the tap stand, etc. in the Step by Step process. Considering the toilet facilities, they should be culturally and socially acceptable for the people.

Cross-cutting criteria

Non-discrimination: This is a major focus of the work at village level.

Participation: Who participates and how? National target is to have 33% women and proportional representation of DAGs in user groups,

committees, V-WASH-CCs, etc. The projects set higher targets of 50% women. The Declaration to the Right to Development notes that “active, free and meaningful” participation is needed. Participation of various groups is referred to in many other Conventions. The project approaches such as V-WASH Plan/WUMP and Step by Step approach seek active and meaningful participation, not just presence.

Accountability: Who are the duty-bearers? An important element of HRBA is that rights-holders should be able to claim their rights, and justice. This is made difficult by the lack of democratically elected local government, as well as a relatively high level of corruption¹⁴. The rights-holders may also face barriers to justice, such as the physical distance from government and courts, the lack of access to information about their rights, how to enforce their rights and where to turn to for help. Most people who do not enjoy adequate water and sanitation also suffer from other human rights violations such as the right to adequate housing or the right to health.

Impact and sustainability: Functionality and sustainability of rural water systems and sanitation is a challenge across all Nepal. Hands-on facilitation, close monitoring and systematic application of the Step by Step¹⁵ process have proved to be leading towards sustainable systems and services.

Transparency: This is vital to ensure the population is well informed regarding the means to be used to achieve their right to water and sanitation. Misuse of government and project funds dedicated to the poor will inhibit the achievement of this right, via negative impacts on the quality and quantity of materials for construction. Involvement of WUSC with adequate representation of all groups at all stages of procurement, construction and management, is an important step for transparency. In addition, public information sessions and public audits improve the information sharing and minimise risks. The photo on the next page shows a hoarding board that shows the technical details, budget, contributions and actual expenditure.

¹⁴ In the Transparency International Corruption Perceptions Index 2013, Nepal was ranked 116 out of 177 countries. Its percentile rank regarding Rule of Law in 2010 was 16%

¹⁵ See chapter 6.4 for the Step by Step process of water supply scheme implementation.

Photo: Right to information - Hoarding board for transparency



4.4 RIGHTS-HOLDERS AND DUTY-BEARERS

Human rights regimes identify “**rights-holders**” – those who can legitimately claim a right – and “**duty-bearers**,” almost always government bodies, who are responsible for not getting in the way of the realisation of the right (respecting the right), not allowing others to interfere with the realisation of the right (protecting the right), and facilitating the realisation of the right (fulfilling the right).¹⁶ The common approach in the past was a needs-based approach, which states there is a responsibility of the global community to support particular individuals. It is based on ideas of charity.

Who are the Rights-Holders?

Community organizations and the ultimate beneficiaries – for instance user committees, cooperatives, and individual households.

Who are the Duty-Bearers?

The state has the obligation to support and empower its people’s right to development, via enacting legislation, production systems, equitable

¹⁶ Water Governance Facility (2012) Human rights-based approaches and managing water resources: Exploring the potential for enhancing development outcomes. WGF Report No. 1, SIWI, Stockholm, p.10 <http://www.watergovernance.org/documents/resources/reports/Human-rights-based-approaches-wgf-report-1.pdf>

investment, etc., and international signatories have the obligation to provide assistance to support the achievement of these rights.

Given the decentralization agenda, and the remoteness of the working areas, district and village authorities are the main duty-bearers, with only limited involvement from national level. The two tiers of local government are already heavily loaded with a number of duties cutting across practically every imaginable sector: water is just one of the sectors among all the others. Duty-bearers at district level are the District Development Committee and the district offices of different line ministries.

In the case of water, there is a complex mix of line ministries involved. For instance, while the key ministries in the water sector are the Ministry of Federal Affairs and Local Development (MoFALD) and the Ministry of Urban Development (MoUD), there are also other ministries such as health, education, water resources and energy with responsibilities related to water and sanitation. Fragmentation in the water sector makes it difficult to clarify who is the ultimate duty-bearer/s from whom communities could claim the right to water. This becomes even more complicated when the water is seen in the context of Integrated Water Resources Management and livelihoods that includes a range of land and water-based development activities and related 'duties'.

The Duty-Bearer has the responsibility for:

- Not getting in the way of the realisation of the right (respecting the right),
- Not allowing others to interfere with the realisation of the right (protecting the right), and
- Facilitating the realisation of the right (fulfilling the right).
- Rights-holders should have the ability to claim their rights in a legal or political manner from the duty-bearer.

In water sector, V-WASH-CC, as VDC-level strategic planner in the spirit of the National Sanitation and Hygiene Master Plan, can be seen as the

The essence of HRBA

HRBA is about empowering rights-holders to claim their rights and enabling duty-bearers to meet their obligations.

immediate duty-bearers at the VDC level, and from there on, WUSCs as local water system managers. In the more remote areas, these organisations are facing considerable barriers in terms of capacity and funding. They need targeted assistance from both the government and the projects to enable them to fulfil their duties.

The projects are working to build the capacities of the district level duty-bearers, as well as to raise awareness at all levels of government regarding water. In Nepal there have been no local government elections for more than a decade. This makes it more problematic for the State to fully take on the role of duty-bearer.

5 THE VISION: GOALS & OBJECTIVES

5.1 GUIDING PRINCIPLES OF THE HRBA & GESI APPROACH

Embracing a HRBA & GESI approach entails the need for strong analysis of the root causes of discrimination, gender relations, local power structures among and between the different caste and ethnic groups and decision making at the household and community level. If there is a clear understanding of the reasons for social inequity and the barriers that restrict access, then project designs can be more responsive to bringing about positive social change and lasting impact.

RVWRMP and RWSSP-WN recognise that bringing about social change requires concerted long-term efforts and will identify and help build linkages between its partners, local actors and project communities to form strategic alliances that can be sustained even after the projects are completed.

At the organisational level there is often the expectation that changes in practice and behaviour should be initiated from management. Although management should provide leadership and direction, individual staff have a shared responsibility to address gender and caste inequities and critically question their own behaviour and action. Any effort to mainstream gender equality and inclusion will not be sustainable unless it promotes **a shift in the attitudes of all** - women and men, DAGs and non-DAGs, religious minorities and others, and poor and non-poor.

Gender-specific interventions will sometimes need to target women exclusively, men and women together or only men, to enable all groups

to participate in and benefit equally. DAGs will need targeted and specific attention to ensure their access and maximum participation.

Access to water, sanitation and hygiene facilities must be considered at all levels where decisions with regards to the structures and their locations are being made.

VDC-wide inclusive planning as introduced through WUMPs and V-WASH Plans are important means to reach and fairly represent all areas of the VDC, including the most remote or disadvantaged communities, and is an important tool in ensuring consideration of human rights.

5.2 BARRIERS AND HOW TO ADDRESS THEM

The following has been adapted from UN Special Rapporteur on the Human Right to Safe Drinking Water and Sanitation 'Handbook on realizing the rights to water and sanitation' (draft). These barriers can be general barriers that can be applicable in practically every location, or very community-specific, even scheme-specific items, that may not be immediately evident to an external observer unless specifically asked.

Those facilitating the planning, implementation and participatory monitoring visits need to be sensitive of these barriers to be able to address those items that are relevant in each case. The following table provides a reference and some examples.

Table 1 Barriers to access

Barriers in general	How to address the barriers
<p>Legal: For instance, due to the lack of security of tenure, residents may be reluctant to make investments in water supply and sanitation. If water sources are not legally registered there could be conflict. Landlessness is another. The projects cannot support WASH improvements in illegal settlements.</p>	<ul style="list-style-type: none"> – Traditional ownership is sometimes replaced by legal ownership to the detriment of the original owners. Feasibility study needs to pay attention to the source ownership. WUSCs registered under Water Resources Act 2049 (BS) will establish legal ownership of source. WUSC registration is mandatory in both the projects. – V-WASH plans and WUMPs, as well as water rights trainings and conflict management trainings, to discuss priorities for water use and avoid conflicts. – Temporary light structures to be considered for temporary houses.
<p>Institutional: Institutional responsibilities for water and sanitation are sometimes fragmented and not coordinated, sometimes resulting in inconsistencies and contradictions. This makes it difficult for people to determine who to turn to and whom to hold accountable for realizing the human rights to water and sanitation.</p>	<ul style="list-style-type: none"> – D-WASH-CCs are encouraged and supported to prepare District Strategic WASH Plans and V-WASH-CCs are supported to prepare V-WASH-Plans or WUMPs that are truly inclusive holistic and integrated plans. – Ward Citizens Forums (WCFs) that represent the complete wards should ensure that all wards get covered. – Both V-WASH-CC and D-WASH-CC are in the position to coordinate their priorities with all WASH sector actors, hence avoiding overlaps and ensuring that the priorities (including serving the unserved first) are taken into account when identifying individual schemes. – When working with duty-bearers (government) it is important to invite female representatives to participate (otherwise frequently representation will be all male).

<p>Administrative: Administrative & organizational procedures may disproportionately burden those with low levels of education or literacy, or exclude some people from decision-making roles.</p>	<ul style="list-style-type: none"> – Ensure proportional representation of women and DAGs in WUSCs and V-WASH-CCs. – The Step by Step guidelines simplify administrative processes by clarifying the roles and responsibilities of each stakeholder at each step. – Step by Step capacity building also builds the WUSC’s administrative capacity through learning-by-doing backed up with Step by Step training events. – Invite disabled persons to participate in V-WASH-CCs and WUSCs, as well as public meetings.
<p>Physical: Persons with disabilities, children, older people, pregnant women and many others often face physical barriers in accessing facilities because of inappropriate design such as limited space, facilities that require to squat, small doors, or stairs leading to the facility.</p>	<ul style="list-style-type: none"> – Raise awareness and provide information to V-WASH-CCs, WCFs, WUSCs and other key stakeholders on options, both in terms of technical designs and the location. These target groups can also sensitize individual households in latrine designs that are accessible and child, gender and disabled-friendly. – Designs for toilets in institutions, schools and public facilities should be modified to improve physical access for all. – Invite representatives of Disabled People’s Organisations to provide training and advice. – Physical access to water supplies can be improved by designing tap stands with a higher and lower tap.
<p>Geographical: People living in remote areas are often marginalized and the last to gain access to services.</p>	<ul style="list-style-type: none"> – The strategy of both projects is to serve the unserved. VDCs and clusters are prioritized specifically due to their remoteness. – Using participatory and inclusive processes such as WUMPs and V-WASH plans, are important ways to access all groups in their cluster. Projects should monitor proper follow-up of implementation of priorities.

<p>Economic: For people living in poverty affordability of services poses a great concern – they may be unable to provide the local contribution for water supplies or to build a toilet without a subsidy.</p>	<ul style="list-style-type: none"> – Open Defecation Free (ODF) target is In line with the National Sanitation and Hygiene Master Plan. Subsidies should be eliminated as this doesn't encourage ownership and behaviour change. D-WASH-CC needs to define its reward and support policy across the whole district and all stakeholders need to respect it. – V-WASH-CC could also be encouraged to provide voluntary labour contribution in extreme cases. – VDC can be encouraged to support the ultra-poor & disadvantaged with rewards from their WASH budget to ensure that all have access.
<p>Linguistic: People may be excluded from accessing relevant information or participating in meetings due to language and/or illiteracy.</p>	<ul style="list-style-type: none"> – Use of local languages wherever possible in verbal communications. – Local trainers required for training activities. – Information is provided in pictures where possible. – All trainings need to have hands-on practical sessions, and avoid being too theoretical. At the community level even illiterate should be able to benefit from practical skills and technical trainings.
<p>Cultural: Those who experience stigmatization, face cultural barriers that are deeply entrenched in society impacting their access to services.</p>	<ul style="list-style-type: none"> – Social inclusion elements at all steps consider all cultural barriers. – The serving the unserved is all about inclusion. – Implementation of legal/policy provisions made by the government. – Support Persons, staff of the Support Organizations and project staff alike must respect diversity and behave accordingly.

5.3 HRBA & GESI STRATEGIC APPROACHES

This chapter capture strategic approaches into mainstreaming and where necessary, targeting HRBA and GESI relevant principles. The following chapter shows the how these approaches can be systematically translated into meaningful action and tangible results through existing practices. For instance, appropriate targeting can be an issue at several levels: at District-level it is about targeting VDCs, at VDC-level targeting specific areas of the VDCs, and at scheme-level ensuring that the schemes serve the unserved and leave no-one behind.

Appropriate Targeting: serve the unserved	Institutional Building	Capacity Development
Access, voice, influence	Participatory monitoring & evaluation	Working with Conflict
Advocacy & awareness	Information, education & communication	Coordination, collaboration and synergy building

Figure 1 Strategic approaches

In the following table the strategic approaches are described in further detail. The table outlines interventions and action items. Some of these are already practiced in the projects, some are new. These are also work in progress as the projects are continuously looking for ways of doing better and more meaningful activities.

Table 2 Strategic approaches to HRBA and GESI

STRATEGIC APPROACH	INTERVENTIONS AND ACTION ITEMS
<p>Appropriate Targeting: Serve the unserved and leave no-one behind. Identify and work with women, the poor and DAGs.</p>	<ul style="list-style-type: none"> – Select VDCs for project support by focusing on indicators such as remoteness, poverty levels, literacy levels, level of coverage for water supply and sanitation. – Identify target groups through social assessments, particularly female-headed households, widows, disabled & remote households. – Ensure participatory social mapping is carried out and all involved stakeholders understand the importance in doing such an assessment.
<p>Institutional Building: Promote diversified staffing within projects. Work with partners who are committed to HRBA & GESI principles.</p>	<ul style="list-style-type: none"> – Ensure that duty-bearers understand their role and responsibilities, and their capacities are built accordingly (reducing disparities between the capacities of duty-bearers). – Use affirmative action and apply social inclusion and promotion of gender equality in the projects’ recruitment policy and procedures. – Regular monitoring from a GESI perspective. – Use the code of conduct for a gender friendly and inclusive working environment within RVWRMP & RWSSP-WN. – Identify and work with SO/SPs and consultants with strong HRBA & GESI commitment (essential part of recruitment process). – Explore innovative approaches to develop the capacity and skills for women & DAGs. – Ensure HRBA & GESI issues are reflected in staff job descriptions and performance evaluations. – Ensure HRBA & GESI issues reflected in Terms of References, partner agreements and evaluations. – Regular assessment in the working environment and programmes with feedback from field staff/WUSCs for improvement.

<p>Capacity Development: Strengthen capacity of staff, partners & other stakeholders (especially duty-bearers) to work with women, the poor and DAGs; and to address social issues.</p>	<ul style="list-style-type: none"> – Ensure staff, partners and other stakeholders are trained and understand HRBA and GESI issues. – Develop conceptual clarity and skills required to address HRBA and GESI issues among staff, partners, district and village level stakeholders. – Provide general HRBA and GESI sensitization orientation/training with expected responsibilities to SOs/SPs and Male/Female WUSCs. – Translate HRBA and GESI Strategy into Nepali language and provide it to SOs/SPs/WUSCs. – Disseminate HRBA and GESI messages via various media (calendars, Facebook, radio, brochures)
<p>Access, Voice, Influence: Ensure the representation and active participation in project cycle of rights-holders, including women, the poor and DAGs.</p>	<ul style="list-style-type: none"> – Ensure that women, the poor and DAGs are proportionately represented and meaningfully participate in user groups, planning exercises, meetings, public audits, trainings and workshops. – Ensure that needs identification and joint planning is carried out and that plans reflect the specific needs and priorities of women, the poor and excluded households that were identified by the social assessment. – Ensure that proportional efforts and resources from the project (e.g. income generation and livelihood opportunities) are allocated and reach women, the poor and DAGs.
<p>Participatory Monitoring and Evaluation</p>	<ul style="list-style-type: none"> – Ensure HRBA & GESI issues are reflected in M&E formats and reports. – All partners will disaggregate data by at least gender, caste, ethnicity and location. – Ensure that women and DAGs are represented in monitoring processes. – Ensure WUSCs and V-WASH-CCs are oriented and trained adequately to produce accountability. – Enhance governance and access to information by all stakeholders. – Organize/facilitate gender and diversity audits in the project/cooperatives/SP/SOs. – Ensure that everyone has access to water supply and toilets, irrespective of caste, ethnicity, disability, etc. or whether they are menstruating

<p>Working with Conflict: Promote strategies to address and minimize conflict</p>	<ul style="list-style-type: none"> – Water source conflicts are increasing in many districts. V-WASH Plans and WUMPs cover the whole VDC. Critical areas can be identified at the start, reducing potential for conflict. – Provide conflict management training to project staff, SPs/SOs and other relevant stakeholders, including D-WASH-CC and V-WASH-CC. – Provide opportunities for community members to work together on positive and productive actions. Scheme monitoring guidelines ensure that potential conflicts are identified and dealt with.
<p>Advocacy and awareness raising: Promote a more equitable society through advocacy and networking.</p>	<ul style="list-style-type: none"> – Advocate for gender, caste, ethnicity and disability issues during all project trainings. Use staff meetings, annual reviews and staff evaluations as opportunities to discuss challenges and best practices for promoting GESI and HRBA. – Identify and promote linkages between user groups and other community based organizations, Non-Governmental Organizations (NGOs), district level networks and federations that address women's, social inclusion and community development issues. – Facilitate groups (WUSCs, cooperatives/Support Persons, Support Organizations) to reflect on the critical area of discrimination and develop advocacy plans to address the underlying causes of discrimination. – Organize regular HRBA & GESI issue-based interaction programme/ workshops at District/VDC/NGO level. This could include exposure visits for exchanging experiences and learning of WUSCs/cooperatives, leadership development training to WUSCs/cooperatives, Day celebrations (International Women's Day, Int. Menstrual Hygiene Day, HIV/AIDS Day, World Water Day, etc.) at VDC level. – Facilitate VWASH-CCs to visit homes of people living with disabilities in order to understand the barriers.

<p>Strengthening GESI and HRBA focused information and communication system, ensuring transparency</p>	<ul style="list-style-type: none"> – Develop project related information in different forms in local languages and/or using pictures. Develop posters and stickers to address social issues like Chaupadi, gender based discrimination, domestic violence, etc. – Ensure that the information and the plans including V-WASH Plans and District Strategic WASH Plans are accessible to all. – Ensure rights-holders are aware of their rights and responsibilities, and steps to claim their rights, and that duty-bearers have the obligation and opportunity to respond.
<p>Coordination, collaboration and synergy building</p>	<ul style="list-style-type: none"> – Share GESI Strategy at different levels. – Regular interactions and coordination with different organizations (addressing GESI) to identify shared resources and activities. – Share best practices, lessons learned and experiences on HRBA & GESI at different levels. – Develop advocacy materials such as documentaries on project contribution to inclusion of women and DAGs, including broader impacts (e.g. impact on livelihood).

6 ACTION PLAN

The action plan for both HRBA & GESI mainstreaming and for dedicated actions consists of eight thematic areas that are all practiced already in the rural water and sanitation sector. The approaches as described in the previous chapter are here translated into tangible action through operationalizing:

1. HRBA & GESI in District Strategic WASH Planning (DSWASHP)
2. HRBA & GESI in VDC-level WASH planning cycle (WUMPs & V-WASH Plans)
3. HRBA & GESI in local government planning cycle
4. HRBA & GESI in scheme planning Step by Step
5. HRBA & GESI in sanitation and hygiene
6. HRBA & GESI in capacity development
7. HRBA & GESI in participatory monitoring and evaluation
8. HRBA & GESI in internal management practices

The following describes how HRBA and GESI relevant issues should be considered at each stage. The following chapters can be used as check lists to ensure that the key items are included.

The relevant supporting documents include the Government of Nepal Local Self-Governance Act, V-WASH Plan & WUMP Guidelines, Step by Step Manual, Scheme monitoring formats, Management Information System (MIS), and project-relevant manuals and guidelines such as Project Administration Manual.

6.1 STRATEGIC ACTION 1: HRBA AND GESI IN DISTRICT STRATEGIC WASH PLAN

The first strategic action is to get priorities right across a district through the District Strategic WASH Plan. DSWASHP is a plan of the district, which provides the strategic tool and guidelines for the DDC in general, and District WASH Coordination Committee (D-WASH-CC) in particular, to plan in an effective, equitable, efficient, balanced and sustainable water, sanitation and hygiene services at the local level.

If applied appropriately, in accordance with the guidelines, it is inherently inclusive, and will also mainstream other cross-cutting objectives such as

climate change, disaster risk reduction and green economy into WASH activities.

Given the DSWASHP's important potential for ensuring prioritisation of unserved pockets, awareness-raising with WASH stakeholders and harmonisation of district level initiatives, it is important that it is conducted well.

Some key steps with regard to HRBA & GESI in the DSWASHP:

- Ensure participation of at least some representation of women and DAGs, including their representative organisations at district level (recognising that as the majority of the D-WASH-CC members are nominated according to their occupation it can be difficult to achieve gender and caste representation).
- Orientate the participants regarding basics of HRBA & GESI, in order to have a shared understanding of priorities.
- At an early stage the members of the D-WASH-CC should understand the need to empower the community in the planning process and ensure it is bottom-up.
- During the primary data collection, ensure that women and DAGs are consulted, information is gathered from WCFs, and that data of all wards and pocket is included.
- During the multi-stakeholder meetings, ensure there is representative attendance, and encourage participants to speak openly.
- Criteria for prioritising the VDCs include issues such as remoteness, water supply coverage, % of DAG population; and toilet coverage of households and institutions.
- Apply a transparent process, disseminating information of the process and also the result of the plan to the general public.

6.2 STRATEGIC ACTION 2: HRBA AND GESI IN VDC-LEVEL PLANNING CYCLE

The second strategic action focuses on mainstreaming HRBA and GESI through the existing VDC-wide water-related planning processes, namely Water Use Master Plan (WUMP) and VDC WASH Plan (V-WASH Plan as per National Sanitation and Hygiene Master Plan). Both of these at the VDC level are in itself an inclusive planning tool if used properly. They also have potential for mainstreaming the other cross-cutting themes, such as climate change and green economy. It pays attention to the VDC holistically, ward-by-ward.

The WCFs should represent the entire ward. The profile of women (especially female-headed households and widows), the poor and socially excluded are identified and prioritised. This is done by separate planning discussions for women and men. Confidence building workshops are held for women (and DAGs as needed) at ward level to encourage them to actively participate in larger meetings and express their views. Social assessments are carried out with maximum representation of women and DAG members. Separate group discussions for women and men may be required for some Participatory Rural Appraisal (PRA) activities (e.g. social mapping), keeping in mind time and cost limitations.

Mass meetings are regularly held throughout the planning phase to inform communities of the project and processes. It is important that all members of the village have access to project information. There are a number of general rules to ensure this.

All households should be informed of the meeting, with at least one women and one man from each household invited. The time and venue of the meeting should be suitable for all, particularly women and poorer households, who have more time constraints (we don't want to add to the time burdens of many women). Attention should be paid to ensure that all DAG households and remote clusters are informed of the meeting time and venue.

The ward level mass meetings should have a quorum of 2/3 of the households and at least 50% women representation. If not, then the meeting should be cancelled and arranged for another time. The facilitator should explain the reason why the meeting was cancelled and the need to ensure the participation of women and DAGs. This applies to the public hearings and public audit as well.

Issues to focus on:

- Clear responsibilities of different actors defined
- Institutional structures identified, including, e.g. regulation
- Financing reflects targets set
- Capacity building of local authorities etc., so that they understand human rights principles (particularly non-discrimination) and how they should be realized
- Inclusion of current and future users in planning processes, to increase understanding and use of services
- Setting specific targets for identified disadvantaged people
- Targets must be set through inclusive processes, with sufficient information available for targeted individuals and groups

- Targets must include sustainability and therefore financing also for operation and maintenance
- Allocation of sufficient financing for DAGs, as well as identifying sources of this financing
- Targets must include accessibility, affordability etc. standards

Phasing out criteria:

- Drinking water supply needs of all previously unserved has been addressed and fully functional. Note that in scattered communities this may mean point source improvement or similar;
- VDC is declared ODF;
- All schemes have Village Maintenance Worker (VMW), O&M Fund and tools;
- Water Safety and O&M Plan formulated, implemented and monitored;
- VDC strategy for total sanitation is prepared and monitored by V-WASH-CC;

At the time of the complete phasing out from the VDC, an Memorandum of Understanding between VDC and DDC will be made, clarifying role and responsibilities of the DDC, VDC, V-WASH-CC and other agencies and mentioning future operation and maintenance of completed schemes.

6.3 STRATEGIC ACTION 3: HRBA AND GESI IN LOCAL GOVERNMENTS' PLANNING CYCLE

The third strategic action builds on the local government planning process that is adapted in both projects and is in line with the Local Self-Governance Act. The VDC selection for the project funding in both projects considers the hardship, poverty-levels, accessibility, and the presence of other WASH projects/programmes, targeting the Finnish support into those locations that are beyond reach of the others. VDCs selected for the support should also be prioritized in the District Strategic WASH Plans, yet considering the presence of other WASH sector actors and their working VDCs.

D-WASH-CC has an important role in inclusive planning for WASH in their districts. D-WASH-CC itself should be first sensitized on rights-based approach, highlighting the target of water and sanitation for all and serving the unserved.

1. VDC WASH Strategy & Plan (V-WASH Plan) / Water Use Master Plan (WUMP)

- Must reflect GESI and HRBA concerns in WASH (as discussed earlier).
- Ensure full participation and sharing of information.
- Related capacity building processes and ward wise steps are good practices that the VDC can then apply to full range of sectors.

Both WUMP and V-WASH Plan are inclusive tools that leave no-one behind *if* they are used properly and *if* the WCFs represent all houses within a ward. These tools can ensure that everyone's needs are considered, including remotest & most disadvantaged households, and that different priorities and options are discussed openly across the entire VDC. It is a good example of a HRBA. Demand-driven approaches have typically missed out more disadvantaged and voiceless communities.

The process working through WCFs draws attention to each ward & cluster within the VDC, bringing different groups, including the disadvantaged, to identify their needs by themselves. External monitoring and technical backstopping is a must especially when facilitating discussion of social division and inequality, and ensuring that these issues are reflected in the plans.

To contribute to universal coverage of the district, we need to support also those scattered unserved communities that are not within the core working VDCs. In the case where unserved pockets exist, the Hardship Priority Model is used to prioritise schemes in those areas.

2. VDC Five Year Plan and five year vision in WUMP and V-WASH Plan

- Not all VDCs have a five year plan.
- Should reflect the vision and processes of the V-WASH Plan/WUMP.
- Should reflect GESI and HRBA concerns.
- Fair prioritisation is important, serving the unserved, remote or disadvantaged first, aiming to cover all, as far as technically possible.

3. One Year Plan for the project support in VDC

- Directives and budget ceilings from central level should be made available prior to the annual planning process, in order to permit informed planning.
- VDC budget commitments should reflect the findings and prioritisation of the V-WASH Plan/WUMP.

- WCFs have an important role in monitoring that there is full coverage of the ward and no elite capture.
- Ensure that the basic philosophy of reaching the unreached is being followed.

4. Approval by Village Council

- Access to information is defined in Local Self-Governance Act.
- Check prioritisation is correct and activity is in line with plans.
- First opportunity for rights-holders to express their demands and duty-bearers to defend their decisions - encourage participation.

5. Plan Approved by Ilaka Level Workshop

- Risk of political/elite capture as this step is relatively invisible to public.

6. District Plan approved by DDC (Sectoral & Integrated committee)

- Check prioritisation is correct and in line with plans at district level.
- Risk point that VDC plans are dropped or changed based on budget ceilings and political interference – this runs the risk of negating the earlier GESI and HRBA sensitive planning.
- Good practice for transparency is to publish the annual project work plan and budget in the local media and attach it on the District noticeboard.

7. Approval by District Council

- Access to information is defined in Local Self-Governance Act.
- Check prioritisation is correct and activity is in line with plans.
- Opportunity for rights-holders to express their demands and duty-bearers to defend their decisions.
- Encourage participation by rights-holders.

8. Implementation

- Ensure DDC and VDC contributions are available and committed to budget, to ensure ownership.
- Identify needs for targeted support to specific households/clusters.
- For implementation, see the Strategy 3 HRBA and GESI in Scheme implementation Step by Step and Strategy 5 Sanitation and Hygiene.

9. Annual Work Plan of District & Project

- Projects to cross-check that HRBA & GESI issues are included and monitored.

- Ensure that schemes reflect the VDC priorities – there is a risk that planning is rushed due to external deadlines.
- PSU should act as an independent champion of rights of DAGs and women.

6.4 STRATEGIC ACTION 4: HRBA AND GESI IN SCHEME IMPLEMENTATION STEP BY STEP

The fourth strategic action is to mainstream GESI and HRBA at the scheme level. Both projects utilize the Step by Step approach and related Step by Step Manual. The Step by Step chart on the next page shows its application in RWSSP-WN, the following Table 3 describing how each step can be utilized for operationalizing HRBA and GESI into meaningful actions and practices. The scheme monitoring book provides for a list of questions to ask during each monitoring visit and provides a record of how the Step by Step process has been followed. The following points refer to the various phases in Step by Step, giving HRBA and GESI related questions to ask at each step. This check list can be used to do a HRBA & GESI audit to some if not all schemes, to cross-verify whether all HRBA and GESI related issues as presented in the other guidelines and monitoring formats have been done as expected.

Step-By-Step for Drinking Water Supply Schemes

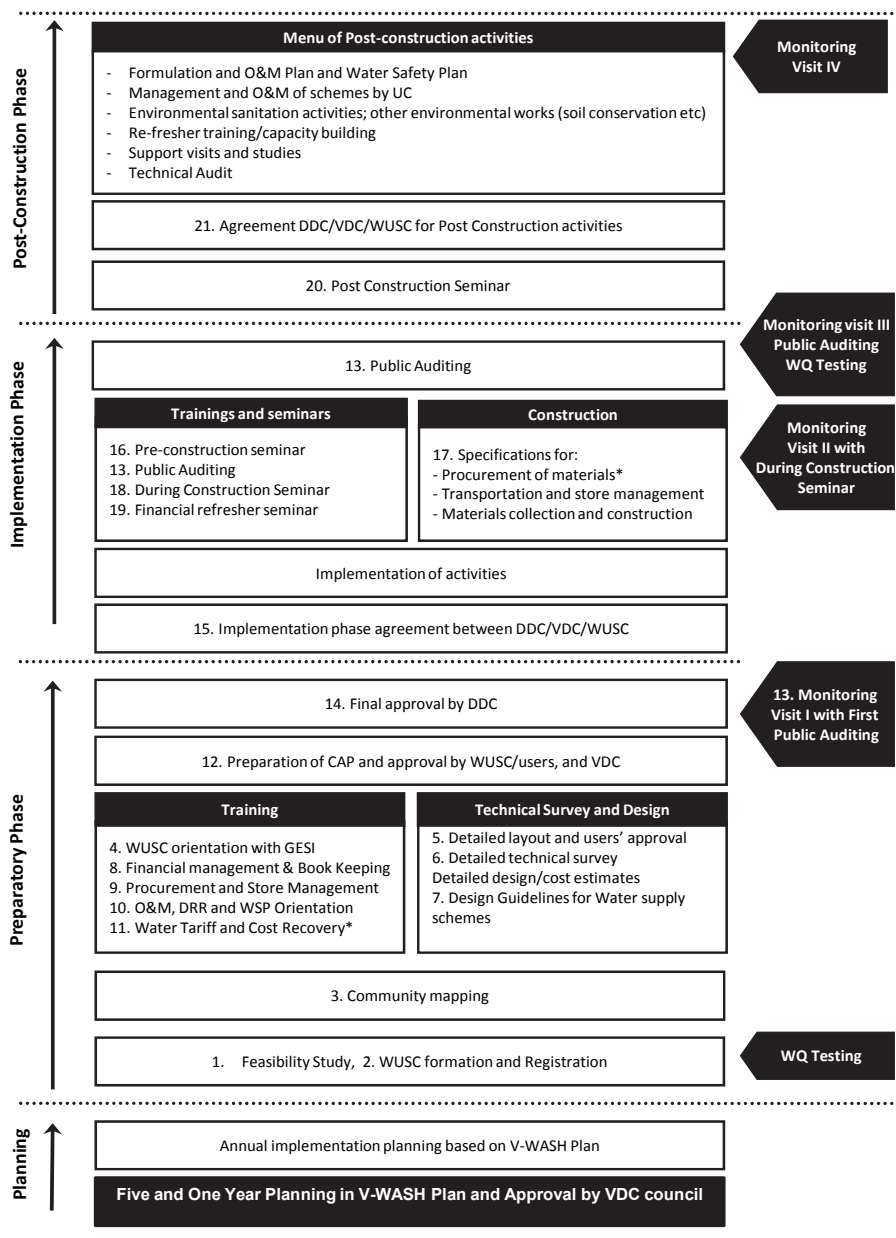


Figure 2 Step by Step (SbS) chart

Table 3 HRBA and GESI related questions to verify at each Step

Checklist for VDC-wide planning (this step is not part of Step by Step Process).

Verify from WUMP and V-WASH-Plan and the minutes related to the planning.		
Yes	No	Did the ward- or cluster-level mass meetings have representation of at least 75% of households?
Yes	No	Did the ward- or cluster-level mass meetings have minimum 50% women and proportionate representation by DAGs?
Yes	No	Were there any consultations with representatives of women and DAGs on their priorities (e.g. domestic and other (multiple) uses of water)?
Yes	No	Were any confidence building workshop/training implemented for DAGs and/or women?
Yes	No	Were there any social and resource mapping and needs identification exercises done separately with women and men's groups?
Yes	No	Did women and DAGs actively participate and express their opinions in the community mapping meeting?
Yes	No	Does the V-WASH Plan identify all unreached communities and clusters within the VDC?
Yes	No	Are the unreached pockets given priority in the ranking of proposed water supply schemes?
Verify from V-WASH-CC Minutes.		
Yes	No	Does V-WASH-CC have 50% female members and representation from Dalit and other excluded groups? Is each ward represented in V-WASH-CC?
Yes	No	Was the V-WASH-CC/M-WASH-CC formation/reformulation meeting representative of each ward and were all mandated organizations present in the meeting?

Checklist for SbS Preparatory Phase (continued on next page).

1. Feasibility study (FS). Verify from the FS report.		
Yes	No	Was the scheme-level mass meeting representative: 75% of beneficiaries present and 50% of the participants women? Were all clusters and ethnic groups represented?
Yes	No	Did the FS identify unreached communities within and in the proximity of the planned scheme, with reference to 2 priorities: 1) those without any external support in water supply, and 2) those whose existing scheme has passed its anticipated lifespan?
Yes	No	Was FS data disaggregated by sex, caste, ethnicity and age?
Yes	No	Did FS consider accessibility/access, whether in personal and domestic water use, or institutional, school or public water supply or latrines (in case of toilets, refer to the toilet design manual)?
Yes	No	Did FS consider balancing in-kind and cash contributions amongst the different beneficiaries (e.g. alternatives to cash contribution) in order to consider ability to pay of the ultra-poor, disabled and DAGs?
Yes	No	Has VDC considered possible support to the poorest (i.e. from their deprived group fund)?
Yes	No	Did FS find the future water tariff to be affordable? If it was found not affordable, different options must be considered at this point.
2. WUSC formation. Verify from SbS scheme monitoring book & WUSC minutes.		
Yes	No	Is the WUSC democratically elected and representative of all beneficiaries of the scheme?
Yes	No	Has anybody encouraged women and DAGs to come forward to be potential WUSC members?
Yes	No	Is at least one key position (i.e. Chair, Secretary or Treasurer) given to a female (compulsory) and DAG (if there are DAGs within the users)?
Yes	No	Does WUSC have 50% representation of women and proportional representation of DAGs?
Yes	No	Does WUSC constitution and statute consider HRBA & GESI principles?
Yes	No	Have there been any separate meetings for women and men to select their representatives?

Checklist for SbS Preparatory Phase (continued).

3. Community mapping. Verify from the Community Map, SbS scheme monitoring book and WUSC minutes	
Yes No	Have the users prepared a community map for the scheme, identifying all households (including squatters), toilets, physical and natural features (e.g. buildings, rivers & forests) and sources of construction materials?
Yes No	Did women and DAGs actively participate and express their opinions in the community mapping meeting?
Yes No	Was any community walk organized to observe & discuss possible critical issues that relate to accessibility and use of facilities by all? (i.e. who is forbidden or physically cannot access/use, such as menstruating women, DAGs, physically disabled persons etc.)
Yes No	Has all data presented in the Feasibility Study been verified during community mapping?
Yes No	When preparing the community maps and possible location of tap stands, were there any discussions on discriminatory issues and taboos, such as those relating to menstruation, touching the taps and participation?
Yes No	Are the participants in the community mapping able to give examples of Gender, Child and Disabled friendly structures? (for instance, accessibility, privacy, size, additions to existing toilets, etc.)
Yes No	Was access to technical and financial information planned and discussed in mass meetings (i.e. hoarding boards, public audits, minutes and good practices)?
4. WUSC orientation with HRBA & GESI	
Yes No	Did the WUSC orientation include GESI and HRBA topics?
Yes No	Are the WUSC members able to give examples of GESI and HRBA topics that were discussed in the orientation?
Yes No	Did the WUSC orientation session promote changes in the division of labour, decision making power and gender/caste based discriminatory practices?
Yes No	Were the WUSC meetings inclusive from the start? (eg. invitations to the meetings early enough, venue is suitable to most of the members, and all WUSC members are encouraged to express their views, and minutes pay attention to the presence of all members).

Checklist for SbS Preparatory Phase (continued).

5. Detailed layout and users' approval	
Yes No	Does the design, technology and location of tap stands and latrines take account of the special needs and interests of women and girls related to protection, privacy and suitability for menstrual management?
Yes No	Based on the scheme layout, do all households have an equal access to the planned tap stands? (i.e. location of tap stands & number of households sharing one tap stand).
Yes No	Has a separate meeting for women been held to decide the location of the tap stands?
Yes No	Are there any residents (e.g. squatters) in the scheme area who do not have access to these taps?
Yes No	If MUS is an option in the scheme, were women and DAGs consulted separately for the multiple uses of water?
6. Detailed technical survey	
7. Detailed design/cost estimate	
Yes No	Did the detailed technical survey pay attention to the right of everyone to sufficient water for personal and domestic use? (all that can be included, are included?)
Yes No	Did the detailed technical survey pay attention to the right of everyone to acceptable quality of water for personal and domestic use?
Yes No	Did the detailed technical survey pay attention to the right of everyone to physically accessible water for personal and domestic use? (location of the structures)
Yes No	Did the detailed technical survey pay attention to the right of everyone to affordable water for personal and domestic use? (community can contribute to both investment and future O&M; the expected levels are acceptable)
Yes No	Have 'child' taps (two tap system, with a lower tap available for children or people with disabilities) been incorporated in the design?

Checklist for SbS Preparatory Phase (continued).

8. Financial management and book keeping	
9. Procurement and store management	
Yes No	Were there any separate sessions to build sufficient capacity and confidence of women who are in financial management positions? (Separate trainings and support for women may be required, including familiarisation with banking institutions and extra training for bookkeeping).
Yes No	After this training, can WUSC be defined as financially accountable? (accounts and documents are kept well, information is available, hoarding board is reliable, etc?)
12. Preparation of Community Action Plan (CAP) and approval by WUSC/users and VDC	
Yes No	Did CAP preparation meeting have one member from at least 2/3 of the user households?
Yes No	Did CAP preparation meeting have at least 50% women?
Yes No	If the CAP was prepared by WUSC (and not in mass meeting), did the WUSC present the CAP for the users and get their approval in a mass meeting?
Yes No	Were the targets in the CAP set/approved through inclusive processes, with sufficient information available for targeted individuals and groups, and equal division of responsibilities/work?
13. Monitoring visits with public audit (I, II, III)	
Yes No	Are there any unresolved conflicts between users?
Yes No	Did the monitoring team include women from the district level?
Yes No	Did a proportionate number of women and DAGs from the community participate in the monitoring visits?
Yes No	Did a proportionate number of women and DAGs from the community participate in the audits and mass meetings held during the monitoring visit?
Yes No	Have all the GESI and HRBA related indicators and questions in the scheme monitoring format been covered? (If any further action/items to be improved, they should be written down also to the WUSC minutes for future follow up.)

Checklist for SbS Preparatory Phase (continued).

14. Final approval by DDC	
Yes No	Has the final approval been based on the recommendations of the monitoring team? (At this point any concerns about the scheme should already have been raised. The final approval must be based on thorough monitoring that ensures that all the steps have been followed).

Checklist for SbS Implementation Phase (continued on the next page).

16. Pre-construction seminar with WUSC. Verify from the WUSC Minutes and training reports.	
Yes No	Did the meeting have all the participants that are required? (WUSC members, representatives from VDC, WCF and V-WASH-CC from the scheme area)
Yes No	Did the CAP review pay attention to what extent the GESI-relevant action points have been taking place? For instance, are female & DAG members participating in the WUSC meetings?
Yes No	Did the seminar review procurement plan, procedures and accounts, confirming that WUSC is transparent and accountable?
Yes No	Were any DAGs or women recruited for skilled and unskilled paid works and paid equal wages for their work?
Yes No	Are any women working in technical roles in the project, or have they been (e.g. VMW, mason)?
Yes No	Did the seminar discuss whether the technical structures are accessible and child-gender-disabled friendly? (e.g. tap placement, steps)
Yes No	Are public taps located in places that can be accessed by all (including children and persons with disabilities)?

Checklist for SbS Implementation Phase (continued).

18. During construction seminar to WUSC		
Yes	No	Were any children used for unskilled work (paid or unpaid)?
Yes	No	Have 33% of the paid jobs been reserved for women?
Yes	No	Have the ultra-poor and DAGs been prioritized for paid jobs?
Yes	No	If local materials were paid for by the WUSC, was the procurement process public? (who was chosen to sell materials, were DAGs considered, were more than one supplier considered, etc.?)
Yes	No	Did the seminar have all the participants required (All members of the WUSC (including sub-committees, if so formed), VDC representative, V-WASH-CC members, WCF representative, and monitoring team (as observer)?

Checklist for SbS Post-construction phase.

19. Post-construction seminar and activities		
Yes	No	Were female tap groups included in the action plan?
Yes	No	Did Water Safety Plan (WSP) and Operation and Maintenance (O&M) planning sessions have proportionate number of women and DAG representatives?
Yes	No	Does the plan/s consider women's knowledge and recommendations, given women's central role in managing water?
Yes	No	Did the WSP pay attention to those who live in marginal lands that are vulnerable to disasters, i.e. those clusters that are most at risk?
Yes	No	Does the proposed water tariff ensure the right of everyone to sustainable and affordable water for personal and domestic use?
Yes	No	Is there a need to add a source improvement to address possibly left out households that are living within the scheme but who could not be technically included into this scheme?
20. Agreement for post-construction activities		
Yes	No	Was commitment towards GESI as described in the Post-Construction Agreement discussed in the signing ceremony?
Yes	No	Are all members of the community still able to access the facility? If not, why not?

6.5 STRATEGIC ACTION 5: HRBA AND GESI IN SANITATION AND HYGIENE

*The fifth strategic action focuses on **sanitation and hygiene** – both of which have HRBA and GESI aspects. A lot of material is available from Nepal on the consideration of HRBA & GESI in sanitation and hygiene – this strategy will not repeat it. See the reference list at the end of this document for suggested reading. See also Strategy 7 for Participatory Monitoring and Evaluation.*

When any VDC is declaring Open Defecation Free (ODF) they should be asked to prepare one page document with all the financial details and status of the VDC, so that there is more transparency on who is contributing what. This document should be presented in open meetings as well as pinned up in public places.

The role of women and DAGs in pre-triggering, triggering and in post-ODF monitoring is critical, in order to reach all households in the VDC. If some households are left out of awareness-raising and triggering it will be difficult for the VDC to achieve ODF status.

Toilet practices and cultural sensitivity should be considered when identifying the location of the sanitation facilities.

The V-WASH-CC should provide suggestions for both new construction and modifications of toilets (household and institutional) for improved access by the elderly and disabled. RVWRMP and RWSSP-WN will work with Support Organisations of People Living with Disabilities to identify appropriate designs and modification ideas, and provide this information to V-WASH-CCs. It should be emphasised that we all will grow old one day: Even though there is not a disabled person in the household, one day there may be a frail elderly person who would benefit from improved access. Institutional, school and public toilets will be constructed using designs that promote access for all.

Annex 4 deals with menstruation-related discrimination. It is critical that the concept of ‘everyone’ in the VDC using appropriate sanitation, also includes menstruating women.

6.6 STRATEGIC ACTION 6: HRBA AND GESI IN CAPACITY BUILDING

Awareness raising and capacity building are critical to empower communities in claiming their rights, as well as to educate them about their responsibilities.

On-the-job training: Projects can provide internship and training opportunities to women and individuals from DAGs to build their skills and experience to compete in the job market. Female applicants and individuals from DAGs will be given preference in recruitment situations.

Capacity building for both duty-bearers and rights-holders: Capacity building planning identifies strengths in the existing practices and possible bottlenecks. For the duty-bearers, it is of utmost importance to coordinate with other stakeholders working with WASH and good governance, to avoid parallel trainings and events.

Training needs assessment and design:

- Training needs assessments must take into account GESI-related issues such as ‘gaps’ in skills/knowledge, family and personal attitudes, mobility, personal and family background, education background (formal and informal), interests and motivation, work experience and exposure to outside work.
- Ensure GESI priorities are reflected in selection of topics and designing of the training programme.
- While designing the training programme for different social groups and women, we will be considerate of duration, time, venue/location and flexibility. For instance, child care facilities could be provided for participants with children if needed.
- Ensure the facilitator is GESI sensitive. If possible, maintain the facilitator composition by gender and caste, and local language skills.

Training participants selection:

- In all training organized at district level ensure equal participation of women and men. Give priority to women candidates from excluded groups. A written explanation should be provided if no female or excluded groups are selected for a given course.
- If possible, always select two participants for any training programme. If a district official is asked to select two staff for a given training, the formal criteria for selection of participants should be “one woman and one man”. Always give priority for excluded members.
- Women and DAGs will be given priority when selecting candidates for skilled training opportunities (i.e. Village Maintenance Workers, skilled masons (*mistries*), total behaviour change triggerers, latrine builders, pump operators, meter readers, etc.). At least 50% of skilled training opportunities should be reserved for them.

- For study tour and exposure visits introduce a quota saying that 50% of the participants must be women and members of excluded groups. If possible, ensure pro-women travel conditions and lodging.
- Various trainings are arranged for WUSCs as per the Step by Step Approach. Promote importance of increasing women's and excluded groups' representation throughout these trainings.

Training facilitation:

- Use GESI sensitive language and proverbs. Avoid using humiliating, insulting, proverbs or quotations to women or some particular caste group. The facilitator needs to act as a role model of gender sensitivity. S/he should be able to act as a friend, mentor and guide.
- Use the names of men and women characters equally in examples, stories and content.
- Be sensitive and careful not to pass on stereotypical messages strengthening gender inequality. For example, consider reversal of gender roles in examples, so that men do housework and women are bread-winners and decision makers.
- Provide successful case studies and best practice of non-traditional jobs done by women or some particular group.
- During the training, rotate participants' roles, assignments, group formation such as formation of management team (chair, rapporteur, and evaluator) in order to build the confidence of weak participants.
- Use visual training materials, role play, games and demonstration when providing training to grassroots people, particularly in WUSCs where some of the members can be illiterate.
- Illiterate WUSC members should be encouraged to bring literate children with them to meetings and trainings that involve written documents, to ensure they understand all texts.
- During the whole training period, apply equity principles in group practices (e.g. formation of management team, giving presentations). Give priority to those participants who are shy and need encouragement to speak up.
- Apply the process monitoring system during the training. Always ask probing questions: who is actively participating and who is not? Who is talking and who is not? Who is listening? Who is dominating and why? Why s/he is not participating? What are the constraints and reasons for passiveness? How can we improve? Always keep eye on those participants who are weak and shy. Create enabling environment to get them to participate.

Training evaluation - Add the following questions in the post evaluation:

- Who benefits most from this training?
- What changes in gender and social relations can be expected from this training i.e. in your behaviour, in the organization where you work and in the community you work for?
- At the end of each training programme ask the participants how women, poor and excluded members of the WUSCs/V-WASH-CCs/ Institutional Management Committees (for Sanitation and Hygiene) benefitted from this training.

Income generation activities/sustainable livelihoods: RVWRMP supports a pro-poor savings and credit culture through community organisations and cooperative development. In various training events priority will be given to women, the poorest households and individuals from DAGs. RVWRMP recognises that credit services should be supported with the institutionalisation of adequate savings culture as well as business skills. The project provides Entrepreneurship Development Training on various levels and for diverse target groups.

6.7 STRATEGIC ACTION 7: HRBA AND GESI IN MONITORING AND EVALUATION

Monitoring & Evaluation is an important part for HRBA and GESI strategies (including the aspect of sustainability). Disaggregation of data by gender, caste and ethnicity, and disadvantages such as disability, is an important tool to see whether the approaches make any difference and to bring evidence for further decision making. Clear and reliable data is needed to serve the unserved and to plan targeted actions, for instance. Making District Strategic WASH Plans and V-WASH Plans available through web-sites in each district is about making information available and as such, is in line with HRBA.

The participatory monitoring practice itself is a tool for advocacy, transparency and a forum for public discussion on issues of importance at the scheme level, VDC level, DDC level or project level. Transparency and access to information are important cross-cutting aspects of the Right to Water and Sanitation.

Management and local authorities must come together to assess the progress and problem areas, and re-direct the activities to address these.

The elimination of inequality of access to water and sanitation, means that there should be faster progress among the most disadvantaged.

What does this mean at different levels of monitoring and related reporting and evaluation?:

- Scheme level – WUSC’s self-monitoring on HRBA&GESI aspects; using scheme monitoring books as per the Step by Step Process; collecting data regarding gender, caste and ethnicity; health facilitators visiting households and promoting small doable actions; SPs and SOs including this in the bi-monthly planning and then reporting the findings.
- VDC level – VDC-wide annual monitoring process, which includes HRBA&GESI issues – is the V-WASH Plan being implemented, are the priorities appropriate, are there still unserved, is climate vulnerability and disaster risk reduction reflected etc.
- District level – D-WASH monitoring formats, district MIS should include those who are served and unserved (including functionality). Information can be available on the DDC map online – such as VWASH Plans – to ensure that the rights-holders can access information and question its veracity. Monitor disparity between VDCs.
- Regional level – the Regional WASH Coordination Committee (R-WASH-CC) is a forum to promote HRBA&GESI issues. District MIS information will inform regional planning. Potential to monitor disparity between districts.
- Project level – information published on project website, including all plans and reports. Monitoring of disparity between VDCs, districts and different groups regarding water supply and sanitation coverage.

Monitoring check:

- Monitoring systems must include identification and inclusion of disadvantaged people
- Monitoring must be participatory and transparent
- Monitoring must include indicators for sustainability and accountability
- Service levels must be monitored – for quality, accessibility and affordability. Data must be disaggregated according to population groups.
- Budgets spending must be assessed; transparency a must!

6.8 STRATEGIC ACTION 8: HRBA AND GESI IN INTERNAL PROJECT MANAGEMENT

Capacity building & Administrative Policies: Project capacity development policies promote specifically the empowerment and skill building among the discriminated/disadvantaged groups. The projects raise awareness and understanding of GESI and HRBA issues through both mainstreaming and targeted action.

Recruitment: Projects promote diversity within their workforces through affirmative action. Extra marks will be given to candidates who are women, from disadvantaged caste and ethnic groups, and/or local people who are residents of working project districts. The project will also include at least one woman on the interview panel of the staff selection.

Quotas for women, Dalits and *Mukta Kamaiyas* (freed bonded labourers) are given for the guards, cleaners and peon positions.

In order to actively seek out candidates from DAGs and remote areas, the projects will network with women, Dalit and Janajati organisations, their federations and branch/district chapters to inform them of open vacancies.

Job Descriptions/Staff evaluations: Projects periodically review and update the Terms of Reference and Job Descriptions of staff. All Job Descriptions/Terms of Reference have HRBA and GESI related tasks and responsibilities included to mainstream these across all substance areas. GESI and HRBA principles belong to all staff and substance areas, in addition to the targeted post of Social Development Specialist/GESI Specialist.

ANNEX 1 DEFINITIONS FOR CASTE/ETHNIC GROUPINGS

There are 125 caste/ethnic groups reported in the census of 2011.¹⁷ Chhetri is the largest caste/ethnic group having 16.6% (4,398,053) of the total population followed by Brahman-Hill (12.2%; 3,226,903), Magar (7.1%; 1,887,733), Tharu (6.6%; 1,737,470), Tamang (5.8%; 1,539,830), Newar (5.0%; 1,321,933), Kami (4.8%; 1,258,554), Musalman (4.4%; 1,164,255), Yadav (4.0%; 1,054,458) and Rai (2.3%; 620,004).

Among them, Dalit (Hills & Terai), Religious Minorities (Muslims), disadvantaged Adibasi/Janajati, and Disadvantaged Terai caste groups are considered as “DAG groups” to be targeted by WASH programmes (RWSSP-WN II/ RVWRMP II).

Nationally recognized social/caste grouping in Nepal (census 2011):

1. Dalits (Hill and Terai)¹⁸

Hill: Biswokarma (Kami, Lohar, Sunar, Oda, Chunara, Parki, Tomata), Sarki (Mijar, Charmakar, Bhul), Pariyar (Damai, Dharji, Suchikar, Nagarchi, Dholi/Hudke), Badi, Ghandharba/Gaine

Terai: Kalar, Kakaiya, Kori, Khatik, Khatway (Mandal, Khang), Chamar (Ram, Mochi, Harijan, Ravidas), Chidimar, Dom/Marik, Tatma (Tati, Das), Dhusad (Paswan, Hajar) Dhobi, Patharkatta, Pasi, Bantar, Musahar, Mestar/Halkhor, Sarbhang and other Unidentified Dalit

2. Adibasi/Janajatis (Hill and Terai)¹⁹

Hill: Magar, Tamang, Rai, Gurung, Limbu, Sherpa, Bhote, Walung, Byansi, Hyolmo, Gharti/Bhujel, Kumal, Sunuwar, Baramu, Pahari, Yakkha, Chhantal, Jirel, Darai, Dura, Majhi, Danuwar, Thami, Lepcha, Chepang, Bote, Raji, Hayu, Raute, Kusunda, Surel/Mugali, Bankariya, Newar, Thakali (Marphali, Tingaule), Baragaule, Fri, Thudam, Dolpo, Chairotan, Luhomi, Gangai, Siyar, Baysi, Lohpa and Larke

Terai: Tharu, Dhanuk/Rajbanshi/Kochi, Tajpuriya, Gangai, Dhimal, Meche, Kisan, Munda, Santhal/Satar, Dhangad/Jhangad, Koche, Pattarkatta/Kusbadiya

¹⁷ Population figures are from Census 2011, CBS/NPC, GoN.

¹⁸ Dalit Caste grouping identified by Rastriya Dalit Aayog

¹⁹ List of 59 “Janajait/ indigenous” identified by “National Academy of Janajait/ indigenous Act 2058(2)

Note: out of which Newar²⁰, Thakali and Gurung are considered **advantaged janajati** and Bankariya, Kusunda, Raute, Sure, Hayu, Raji, Kisan, Lepcha, and Mecha are classified as **endangered groups**.

3. Religious Minorities:

Muslim/ Churoute

4. Disadvantaged Terai Caste groups:²¹

Kushbaha, Kurmi Kumhar, Kahar, Kamar, Kewat, Kanu, Kalbar, Yadav/Teli, Nuniya, Bhediyar, Baniya, Mali, Mallah, Musalman, Barai, Rauniyar, Rajbhar, Rajdhob, Sudhi, Sonar, Lohar, Lodha, Koiri, Haluwai, Hajam/Thakur, Barnalal, Amat, Badhe, Bahae, Bing/Banda, Jogiya, Kalabaj, Dhunia

5. Advantaged Caste groups:

Hill: Chhetri, Thakuri, Sanyasi, Brahman

Terai: Rajput, Kayastha, Baniya, Marwadi, Jaine, Nurang, Bengali

Further Classification of Adibasi/Janajati (Indigenous/Ethnic) by Economic and Social status by the NEFIN – Nepalese Federation of Indigenous Nationalities:

Classification	Ethnic/indigenous Group
Advantaged group (2)	Newar and Thakali
Disadvantaged group (15)	Chhairotan, Marphali, Magar, Rai, Gurung, Limbu, Sherpa, Byansi, Yakkha, Jirel, Tingaule, Baragaule, Thangbe, Holmo and Chhantyal
Marginalized group (20)	Sunuwar, Tharu, Tamang, Gharti/Bhujel, Kumal, Rajbansi (Koj), Gangai, Dhimal, Bhote, Darai, Tajpuriya, Pahari, Dhokpya (Topkegola), Dolpo, Fri, Mugali, Larke (Nupriba), Lohopa, Dura and Walung
Ultra marginalized Group (12)	Majhi, Thudam, Santhal, Bote, Siyar, Dhanuk, Jhagad, Danuwar, Lohomi, Chepang, Thami, Baramu
Endangered group (10)	Kusunda, Surel, Kisan, Kusbadiya, Bankariya, Hayu, Lepcha, Raute, Raji, Meche

²⁰ Among the Newar also there are some discriminated caste (similar to dalit, however they refused themselves to consider themselves as Dalit, following are these caste group; Discriminated Newar Castes: Khadgi (Kasai), Kapali (Ksle), Dyahla/Pode (sweeper), Chyame/Chamkhalah (sweeper), Rajaka (Dhobi), Charmakar (Sarki), Jugi (musician)

²¹ Pichada Barga National Federation of "Pichhada Barga" has included 35 castes group in this category, However GON has yet to recognized them as "Pichhada Barga"

While implementation the WASH activities at all levels data will be disaggregated in following categories of social grouping:

- Dalit: both Terai and Hill
- Adibasi/Janajati: both Terai and Hill
- Religious Minorities: Muslim, Churaute
- Disadvantaged Terai Caste Group (Pichadda Barga)
- Others (Bahun, Chhetri (both Terai and Hill), Thakuri, Sanyasi, Rana, Shaha, Rajput)

ANNEX 2 DISTRICT-WISE DATA

District	Male pop.	Female pop.	Total pop.	Brahmin %	Adibasi/ Janajati %	DTC* %	Religious Minority %	Dalit %	Poverty rate %**	HPI rank**	HDI value***	HDI rank***	Adult illiteracy %***	Without safe water %***
Accham	108,998	122,287	231,285	70.0	1.8	1.7	0.1	26.4	47.2	68	0.446	71	54.9	44.3
Baitadi	120,879	113,539	234,418	80.4	1.8	5.3	0.0	12.5	45.7	66	0.486	59	45.2	31.6
Bajhang	86,350	80,676	167,026	83.0	1.3	0.7	0.1	14.9	56.8	73	0.430	74	55.0	32.9
Bajura	50,813	49,813	100,626	73.3	1.7	2.2	0.1	22.6	64.1	75	0.425	75	55.0	31.5
Dalekh	115,076	110,125	225,201	62.5	13.7	0.1	0.2	23.5	35.8	58	0.485	58	48.0	48.1
Dadeldhura	65,194	60,968	126,162	76.1	4.1	0.2	0.1	19.6	43.3	65	0.502	55	42.7	29.2
Darchhula	62,205	59,791	121,996	87.1	1.7	2.7	0.0	8.4	53.0	71	0.470	63	41.8	17.4
Doti	103,545	103,521	207,066	69.2	4.5	2.4	0.1	23.8	48.9	69	0.432	72	52.3	36.5
Humla	19,632	20,962	40,594	69.8	16.8	0.5	0.0	12.9	56.0	72	0.455	68	62.8	30.1
Kailali	304,383	312,311	616,694	35.6	49.7	1.1	0.6	13.0	33.6	53	0.513	49	41.1	6.1
Baglung	123,528	145,409	268,937	43.6	33.3	0.5	0.2	22.5	22.9	28	0.538	30	34.5	24.8
Kapilvastu	247,875	234,101	481,976	16.4	17.0	37.6	19.9	9.1	35.5	57	0.490	55	52.9	4.8
Myagdi	53,178	61,269	114,447	27.2	50.4	0.3	0.1	22.0	40.0	44	0.552	22	34.8	8.3
Nawalparasi	278,257	284,613	562,870	26.7	48.6	14.2	0.3	10.2	28.6	19	0.545	29	36.3	13.1
Parbat	72,942	84,884	157,826	59.2	20.2	0.1	0.9	19.6	12.7	11	0.566	12	32.4	17.5
Pyuthan	98,390	114,094	212,484	41.8	39.6	0.3	0.3	18.0	32.2	53	0.476	59	42.0	20.9
Rupandehi	360,773	347,646	708,419	27.2	37.0	26.3	1.6	7.8	17.3	20	0.498	24	35.6	2.5
Syanga	143,619	173,701	317,320	47.4	38.4	0.1	0.6	13.5	11.8	8	0.579	7	29.7	17.2
Tanahun	146,788	168,449	315,237	28.6	55.1	0.2	1.0	15.1	14.8	14	0.565	14	31.7	24.8
Rolpa	101,592	108,412	210,004	36.6	47.1	0.2	0.1	16.1	26.0	39	0.464	63	49.3	23.0
Mustang	8,180	6,801	14,981	13.4	76.7	0.3	0.1	9.6	40.0	63	0.552	21	38.7	8.3
Arghakhanchi	96,349	112,042	208,391	56.7	25.4	0.1	0.0	17.8	28.8	47	0.540	30	34.4	23.5
Palpa	125,068	143,490	268,558	29.1	59.5	0.2	0.0	11.2	21.6	27	0.557	18	29.2	20.9
Gulmi	133,771	162,883	296,654	54.7	27.1	0.3	0.1	17.8	25.5	34	0.526	39	34.4	11.4

* Disadvantaged Terai caste groups

** Small Areas Estimation Survey 2011, NPC/CBS(website: access on 6 June 2014)

*** Human Development Report 2014

ANNEX 3 GLOSSARY AND DEFINITIONS

- “*Advocacy*” = To persuade, convince, mobilise people
- “*Adequate hygiene behaviour*” = Refers to those practices that reduce the number of disease causing agents in the environment and protect individuals and families from contact with them
- “*Adequate sanitation*” = Is the provision and on-going operation and maintenance of a safe and easily accessible means of disposing human excreta and wastewater
- “*Domestic Water supply*” = Generally implies development and supply of safe and adequate water needed for human consumption i.e. for drinking, household and hygienic uses
- “*Disadvantaged*” = those that face extra obstacles to participate and benefit equally with mainstream population, e.g. because of social exclusion, gender exclusion, physical disability, poverty, lack of education, organisation and exposure. Women, Dalits, disadvantaged ethnic groups, people in isolated locations, otherwise potentially neglected or discriminated groups (people with HIV/AIDS, people with disabilities and the frail elderly, children).
- “*Equality*” = Being equal means with no difference in status equality or rank; rights, respects, access to opportunities, access and control of natural, financial and other resources and assets /property. It is the state of being equal. The process of achieving gender, caste and ethnic equality - while respecting their differences - refers to changing norms, values, attitudes and perceptions in order to attain equal status between men and women, between advantaged and excluded caste and ethnic groups.
- “*Equity*” = Equity means fairness; principles of justice used to correct laws when these would seem unfair in special circumstances. Gender, caste and ethnic equity refers to fairness in women's and men's, advantaged and disadvantaged caste and ethnic groups' access to socio-economic resources.
- “*Gender*” = Gender refers to the different roles, rights, and responsibilities of men and women and the relations between them. Gender does not simply refer to women or men, but to the way their qualities, behaviours, and identities are determined through the process of socialization.
- “*Gender bias*”= meetings or decisions etc. are dominated by one of the sexes. “*Male-bias*” = men are dominating in number or decision making (female-bias = women are dominating).
- “*Gender sensitiveness and responsive*” = aware of gender situation, and taking the situation into account and reacting to the situation by making action plan, identifying activities and allocating budgets – in order to eliminate gender inequality and injustice.
- “*Human Rights-Based Approach*” = includes identifying root causes of poverty and disadvantage, empowering rights-holders to claim their rights

and enabling duty-bearers to meet their obligations, in line with international rights frameworks. In RWSSP-WN and RVWRMP, this means setting targets and designing supportive activities for progressive realization of the human right to water and sanitation.

- *“Hygiene education”* = Planned and systematic attempt to provide information to enable people to take action to prevent water and sanitation related illnesses and to maximise the benefits of improved water and sanitation facilities
- *“Hygiene promotion”* = An activity to encourage behavioural change that serves to prevent infection from communicable diseases
- *“Integration of WASH”* = The services of both water supply as well as household and environmental sanitation are linked well with hygiene education and will be provided to the same beneficiaries identified as facing health problems due to the lack of services
- *“Improved Sanitation and Hygiene”* = The process where people transform themselves to demand, develop and sustain a hygienic and healthy environment for themselves by erecting barriers to prevent the transmission of diseases primarily deriving from pathogenic contamination.
- *“Investments”* = includes not only the direct construction costs, but also capacity building, planning, supervision, evaluation, etc. costs.
- *“Minimum standard” (reflecting total behaviour change)* = Households and Wards are free of open defecation. All households have sealed latrines meeting clear safety specifications, used by all the family. All households have a safe system for storing and extracting water for drinking. All households have and use a hand washing station. All household members wash their hands with soap (or substitute) and water: after defecation/using the latrine, after washing a baby’s bottom, before preparing food, and before eating or child feeding
- *“Multiple Use Scheme”* = A water supply scheme adapted for use as irrigation distribution system. In the Project the term will be used for very simple adaptations at tap level and for more sophisticated systems, where the overflow of the drinking water reservoir feeds a pond and then a piped irrigation distribution system.
- *“Poor and Excluded”* = Groups, individuals and households politically, economically, socially, culturally and self-discriminated on the basis of their gender, caste, ethnicity, age, marital, status, sexual orientation, religion, language, disability, HIV status and where they live and have previously limited access to development opportunities.
- *“Public Audit”* = Public auditing is a tool taken up for the purpose of enhancing governance, particularly for strengthening accountability and transparency of service providers (local bodies) towards beneficiaries/stakeholders by publishing the programme including financial information. It values the voice of stakeholders, including marginalised/poor groups whose voices are rarely heard. Public Audit is not only an event but also a process to ensure beneficiaries/stakeholders right to know of the

activities of their concern. Public auditing creates an impact upon governance.

- *“Sanitary facilities”* = Refers to latrines; solid waste disposal sites; waste management equipment; and cloth washing, hand-washing and shower units.
- *“Scale-up”* = The approach to service provision is widely replicable in a substantial number in all VDCs and Wards in a District
- *“Social Inclusion”* = Social Inclusion is about addressing imbalances and disparities among people caused by gender, caste, ethnicity, marital status, geographical location, language, religion, age, sexual orientation, disability and HIV status by removal of institutional barriers and the enhancement of incentives to increase the access of diverse individual and groups to WASH activities. Social Inclusion is used to describe the complementary approach that seeks to bring about system-level institutional reform and policy change to remove inequities in the external environment.
- *“Social mobilisation”* = Social mobilisation is a common approach to development efforts in Nepal, in which local people are seen as competent actors possessing vital knowledge about their situation. It is identified as the principal means for empowering communities and community organisations. Social mobilisation is a process where people living in a community are organised to bring about elements of change, whether in the realm of economics, politics, religion, culture or other practices. It is a catalysing process by which people living in a community are organised into groups to share and discuss problems, to seek solutions by mobilising their own and outside resources, and to become active participants in the decision-making processes that affect their lives as individuals, households and community. It is expected to build up capacity for preparation, implementation, operation and management of various types of community projects. As a vehicle of organisational capacity building, social mobilisation functions primarily as a mechanism of empowerment and contributes to gender and social inclusion (definition based on Nepal Human Development Reports 2001 and 2004 (UNDP 2001 and 2004).
- *“Stakeholder”* = Any organisation that shall have direct or indirect influence or participation or contribution or involvement for the implementation of WASH
- *“Unserved Population”* = The people who for technical, social or economic reasons cannot access safe and adequate water supply (quantity, quality, access and reliability), and have never been supported by external water supply development interventions
- *“WASH Programme”* = The package that contains the provision of safe and adequate water supply, provision of safe sanitary facilities and the promotion of improved hygiene behaviour.

ANNEX 4 CHHAUPADI PRACTICE IN FAR-WESTERN NEPAL

Many Nepalese women face a discriminatory practice during their menstruation, popularly known as chhaupadi practice. In the Far-West in particular, adolescent girls and women are confined in a small hut ('chhau hut') or livestock quarters, as they are considered impure. The chhaupadi practice is a social tradition that prevents women from participating in normal family or communal activities during their menstruation. A similar practice is prevalent during childbirth and for the following 11 days or so (with obvious health risks). Many women believe that if they don't follow these practices, their families will blame them for all harm that may befall them or their livestock.

The duration and harshness of the chhaupadi varies geographically (but is more pronounced in the Far-West Nepal districts), and is often coupled with other traditional practices (related to diet during periods and pregnancy, such as avoiding milk products) which have an adverse impact on the health and nutritional status of reproductive aged women and girls. One of the main concerns for any WASH-related project is that menstruating women may not be allowed to use the same water resources and sanitation facilities as other family or community members, which results in poor and unsafe personal hygiene and compromises the achievements of improved sanitation and hygiene, such as open defecation free status.

The conditions of the chhaupadi huts are very basic in most cases. Rather than being an opportunity to rest and have quality time with other women, they can even be dangerous. There are cases every year of women dying alone in the huts (eg. one who suffered an epileptic fit and kicked the fire, leading to serious burns and death) or of suffocation (as these huts are poorly ventilated while the cold weather encourages the women to have fires inside). Some women have also been raped while isolated from their home.

That's not to say that all women object to using them. During the Maoist insurgency, many chhaupadi huts were destroyed under duress. However, in some areas women have reverted to build and use the huts again. Some women have commented that they feel uncomfortable staying with the house for religious reasons.

In response to the Chhaupadi system in far western region, the Government of Nepal has formulated the "Chhaupadi Directive 2064 B.S. (2007)" as per the verdict of Supreme Court. RVWRMP, as part of pre-and post-Open Defecation Free (ODF) sanitation and hygiene promotion activities, is supporting this directive, and actively campaigning against harmful aspects of chhaupadi practices. Increasing the capacity of the community-level health workers, WCFs, V-WASH-CCs as well as D-WASH-CCs and district-level partners, is one of the

main approaches of the awareness creation. In addition, the project has supported the production of two chhaupadi-related documentaries which helped to bring the issue into the public debate and agenda: before this, the topic was a very strong taboo that was not subject to attention.

The issue is now commonly raised in discussions with community members and district-level meetings alike. RVWRMP is also collaborating with the district level Women and Children Office, to change community attitudes and behaviours.

Currently RVWRMP is working with districts and VDCs to introduce a 'chhau hut free VDC' concept. Accham District started a campaign against the chhaupadi practice and developed 7 indicators of a Chhau-Free VDC. As of June 2014, two project-support VDCs of Doti and six project VDCs of Accham district have been declared Chau hut-free. However, continuing work is needed to ensure that behaviours truly change.

Many of the areas where RVWRMP works have never had toilets earlier. Now many VDCs also in the Far-West have declared themselves ODF. However, after this achievement a new issue has arisen. Queries by visiting technical staff have revealed that in surprisingly many VDCs, menstruating women are not allowed to use toilets as they may "make the toilets impure". In other words, cultural behaviours towards menstruating women are causing exclusion from toilets and therefore open defecation.

It is making a mockery of ODF declarations, as in practice it means that at any time 1/4 of all women in reproductive age are defecating outside in these VDCs. This is happening both in the hill districts and in the Terai, where some groups have brought their traditions with them when migrating from the hills. Given that the toilets are a new thing in the villages, there is no tradition of exclusion – it has been an extrapolation from exclusion from other household sites. During discussion, the main problem identified is touching the same water container (used for washing and flushing) as other household members – in this case community came up with an option of using a different utensil for toilet use during menstruation. However, others argue that the whole toilet will be contaminated by the menstruating woman.

In the past there have also sometimes been problems due to menstruating women and dalits not being able to wash in communal taps and therefore having to find other more risky sources - in rivers, or in some cases disgruntled women have washed in the water intake itself – which is a true hygiene problem for everyone. However, with community discussions and good awareness-raising, attitudes in most districts towards tap access are gradually changing.



Photo: Chhau hut (right) and toilet (left) in Accham District

ANNEX 5 LIST OF SUPPORTING DOCUMENTS AND RECOMMENDED WEB-SITES

Official Supporting Documents – Government of Nepal

- 1999: Local Self Governance Act
- 2002: National Dalit Commission (NDC)
- 2002: Tenth Plan (2002-07) proposing affirmative action for disadvantaged groups
- 2006: Citizenship Act 2006: Equal right to women in acquiring citizenship
- 2006: Decision of the Ministry of Local Development to require all Village Development Committee to earmark at least Rs. 150,000 for projects to empower the disadvantaged.
- 2007: Interim Constitution: Sec. 13, Sec.14 and Sec. 21 to protect social rights of the disadvantaged.
- 2007: Three Years Interim Plan (2007-2009): a framework of policy measures for 6 deprived groups in the GM/SI Chapter
- 2010/2011: Nepal Living Standard Survey, Central Bureau of Statistics.
- 2010: National Planning Commission (NPC) and United Nations Development Programme (UNDP). 2010. Nepal Millennium Development Goals Progress Reports.
- 2010: National Planning Commission: Three Year Plan Approach Paper 2010/2011 – 2012/2013.
- 2011: Government of Nepal, Steering Committee for National Sanitation Action - National Sanitation and Hygiene Master Plan.
- 2013: Ministry of Urban Development – Gender Equality and Social Inclusion (GESI) Operational Guidelines.

Official Supporting Documents – United Nations – ratified by Nepal

- Universal Declaration of Human Rights (1948)
- International Covenant on Civil and Political Rights (1966)
- International Covenant on Economic, Social and Cultural Rights (1966). Particularly relevant to the WASH projects are the Right to health (CESCR article 12— see GC 14, para 11– 12) and the Right to food (CESCR article 11.1— see GC 4, para 8(b))
- UN General Assembly Declaration on a New International Economic Order (1974)
- UN General Assembly Declaration on the Right to Development (1986)
- UN Convention on the Rights of the Child (1989)
- UN Resolution on the human right to safe drinking water and sanitation (2010)
- UN Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)
- UN Nepal Human Development Report (2009)

Recommended Websites and Documents

- COHRE, AAAS, SDC and UN-HABITAT, 2007: Manual on the Right to Water and Sanitation - http://www.worldwatercouncil.org/fileadmin/wwc/Programs/Right_to_Water/Pdf_d oct/RTWP__20Manual_RTWS_Final.pdf
- Government of Nepal, National Planning Commission Secretariat, Central Bureau of Statistics - <http://cbs.gov.np/>
- Ministry for Foreign Affairs of Finland, 2015: Human Rights Based Approach in Finland's Development Cooperation - Guidance Note - http://www.innocorp.fi/_um_hrba_052015_oiko_4/#2
- Realising the human rights to water and sanitation: A handbook - <http://www.righttowater.info/handbook/>
- Rural Village Water Resources Management Project (RVWRMP), Phase II - <http://www.rvwrmp.org.np/>
- Rural Water Supply and Sanitation Project in Western Nepal (RWSSP-WN) Phase II - <http://www.rwsspwn.org.np/>
- Rural Water Supply Network - <http://www.rural-water-supply.net/en/>
- Special Rapporteur on the human right to safe drinking water and sanitation <http://www.ohchr.org/EN/Issues/WaterAndSanitation/SRWater/Pages/SRWaterIndex.aspx>
- The Rights to Water and Sanitation website - <http://www.righttowater.info/>
- United Nations Children's Fund (UNICEF) - <http://www.unicef.org/>
- United Nations Development Programme Human Development Reports - <http://hdr.undp.org/en/countries>
- United Nations Nepal Information Platform - <http://www.un.org.np/>
- Violence, Gender and WASH - <http://violence-wash.lboro.ac.uk>
- Water Governance Facility - <http://www.watergovernance.org/sa/site.asp?site=798>
- Water Supply and Sanitation Collaborative Council - <http://www.wsscc.org/>
- WaterAid Nepal - <http://www.wateraid.org/np>
- WaterLex Tool Kit - Integrating the Human Right to Water and Sanitation in Development Practice - <http://www.waterlex.org/waterlex-toolkit/>

REFERENCES

- Bennett, Lynn et al., 2006 (a), *Unequal Citizens: Gender, Caste and Ethnicity in Nepal*, Kathmandu, World Bank and DFID Nepal.
- Bennett, Lynn, Kishor Gajurel et al., 2006 (b), 'Negotiating Social Change: Gender, Caste and Ethnic Dimensions of Empowerment and Social Inclusion in Rural Nepal' in Ruth Alsop, Mette Bertelsen, and Jeremy Holland, eds., *Empowerment in Practice from Analysis to Implementation*, Washington D.C., World Bank.
- Biggs, Stephen D., Sumitra M. Gurung and Don Messerschmidt, 2004, 'An Exploratory Study of Gender, Social Inclusion and Empowerment through Development Groups and Group-based Organizations in Nepal: Building on the Positive', Report Submitted to the GSEA, Nepal, National Planning Commission, World Bank and DFID.
- Government of Nepal (MLD) and Republic of Finland (MFA), 2006, RVWRMP Final Project Document, Kathmandu, RVWRMP.
- Government of Nepal (National Planning Commission), 2010: Three Year Plan Approach Paper 2010/2011 – 2012/2013.
- Government of Nepal (Steering Committee for National Sanitation Action), 2011: National Sanitation and Hygiene Master Plan.
- IFAD, 2007: Gender and water. Securing water for improved rural livelihoods: The multiple-uses system approach.
- Inter-agency Task Force on Gender and Water, 2006, 'Gender, Water and Sanitation: A Policy Brief', Inter-agency Task Force on Gender and Water.
- National Planning Commission/UNDP, 2005, Nepal MDG Progress Report 2013 Kathmandu, HMG Nepal/NPC.
- SNV, 2012: Renewable (Rural) Energy Policies Gender Equality and Social Inclusion Analysis Report. Prepared for the Alternative Energy Promotion Centre (AEPIC) Energy Sector Assistance Programme (ESAP).
- UNICEF Nepal – State of the World's Children 2015 Country Statistical Information http://www.unicef.org/infobycountry/nepal_nepal_statistics.html
- United Nations Development Programme, 2010, Asia-Pacific Human Development Report: Power, Voice and Rights. A Turning Point for Gender Equality in Asia and the Pacific. UNDP
- United Nations Development Programme, 2013, Asia-Pacific Human Development Report: One Planet to Share. Sustaining Human Development in a Changing Climate.
- United Nations Development Programme, 2014, Nepal Human Development Report (NHDR), Kathmandu, UNDP.
- Water Governance Facility (2012) Human rights-based approaches and managing water resources: Exploring the potential for enhancing development outcomes. WGF Report No. 1, SIWI, Stockholm.
- WaterAid Nepal, 2003, "Drinking Water Coverage in Nepal: A Joint Department of Water Supply and Sewerage/WaterAid Nepal Study", Kathmandu, WaterAid Nepal.
- WaterAid Nepal, 2005, Water Laws in Nepal: Laws Relating to Drinking Water, Sanitation, Irrigation, Hydropower and Water Pollution, Kathmandu, WaterAid Nepal.
- WaterAid Nepal, 2006, "WAN: Position Paper on Sanitation (2005-2010), Position Paper – 09/2006, Kathmandu, WaterAid Nepal.
- World Bank, FAO, IFAD, 2008: Gender in Agriculture.