

Transforming power

**A gender guide for organisations
campaigning on dams and for rivers**

Lake Turkana at Sunset |
Photo by International Rivers.



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RIVERS**
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Organisations and individuals who use this guide are invited to get in contact with International Rivers to tell us if you found the guide to be useful, if it could be changed or improved in any way, and if other resources would help support a greater focus on women's rights and dams and rivers campaigning.

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Introduction

International Rivers is a non-profit organisation that works to protect river ecosystems and the rights of river communities. In particular we work with those affected by dams and related water infrastructure, and who suffer from exploitative processes that undermine their natural resources and livelihoods. We work in partnership with civil society organisations (CSOs) locally, nationally and internationally.

International Rivers' experience of working with communities impacted by dams has repeatedly shown that dams impact communities in ways that are gendered. This means that the impacts of large scale dams – such as forcing people to resettle as their homes or lands are being inundated by the reservoir, and changing the hydrology of the river system which affects seasonal flooding or drying periods for wetlands and floodplains – impact women and men differently.

This is why International Rivers advocates that dam proponents should undertake gender impact assessments to understand the different impacts on women and on men unique to that river, the dam project, and affected communities. It is important that any viability or options assessments for dams, and all impact assessment processes, meaningfully involve women and men together, and as distinct interest groups. Understanding how a dam may affect women and men allows those impacts to be avoided, mitigated, or compensated by the dam proponent so that the rights of both women and men are respected, and their interests and needs are addressed.

It is equally important that CSOs and non-government organisations (NGOs) working in support of dam-affected communities take into account the difference in impacts experienced by, and the needs and interests of, women and men.

Sex, gender and inclusion

The guide uses the language of 'gender' because of its value in providing a focus on gendered social relations and power dynamics. We recognize that dam projects have adverse impacts on both men and women (and boys and girls). Our focus in this guide is primarily on women because negative impacts are disproportionately experienced by women, and women's lives and perspectives are too often ignored in the context of dams and decision making over water resources.

However, in focusing on women, we also recognize that discrimination and inequality are experienced by other population groups within communities. This commonly is the experience of ethnic and religious minorities, and indigenous peoples for example. But related issues of marginalization and disempowerment are also the reality for many people who identify with different genders and sex determinations. Socio-cultural norms inform gender, and we

recognise that there can be many genders within communities – not just those restricted to male or female identities. In some contexts these are commonly recognized within the diversity of LGBTQIA identifies – lesbian, gay, bisexual, transsexual, queer, intersex and asexual. But in other contexts, multiple genders or fluidity in genders can be a more accurate understanding rather than fixed genders. A useful reference can be made to identifying **sex and gender minorities** who, as with intersectionality, experience different and multi-layered forms of marginalization, discrimination and limitations of their power and agency.

The tools in this guide have capacity to be adapted to be inclusive of recognizing different forms of gender. Some consideration of potential stigmatization within the process of interviews and group discussions should be recognized, and care taken to facilitate self-identification is paramount.

International Rivers encourages organisations campaigning on dams and for rivers, and working with dam-affected communities, to work in ways that are gender-responsive, with women and women's organisations, and in the interests of both women and men.

We also recognize that, while the focus of this guide is on elevating previously-marginalized leadership of women in communities impacted by dam development, that the experiences of non-gender-conforming individuals are often doubly overlooked. In our framing of women's and men's perspectives, we acknowledge that we are situating this guide within a gender binary framework that continues to dominate many of the communities with which we work, and that this risks perpetuating the invisibility and discrimination experienced by many non-gender-conforming individuals. However, it is our intention that the resources and lessons presented

here will be useful for understanding the gendered impacts of dam development, and can be translated into a broader framework beyond the male-female binary through using the tools included in the appendices.

This guide is intended to help CSOs, NGOs and grassroots community organisations improve and strengthen their gender practice. In particular, this guide is designed as a resource for those organisations who support communities that are affected by large dam infrastructure. We have designed a practical guide for non-gender experts as a means to assess and improve their work. We ask: How can we better include gender into our work? And how can this contribute to advancing women's interests and rights, alongside those of men, in the context of dam development?

The guide is in four parts; plus an appendix section with tools and resources.

Part 1:

Information on the gendered impacts of dams and introduction to key gender terms and definitions.

Part 3:

Guidance and tools to help organisations work with communities to undertake their own gender analysis, including to identify how a dam project might affect women and affect men.

Part 2:

Guidance and tools to help organisations review and reflect on their own gender practice as an organisation, and in their existing campaign work.

Part 4:

Guidance to organisations and coalitions to ensure that campaigns include a strong gender focus.

Appendices:

Tools, templates and resources for conducting your gender analysis.

The guide includes case studies, checklists, templates and other analysis and planning tools. Many of these are contained in the Appendices to this guide, and can be downloaded www.internationalrivers.org/transforming-power here.

Part 1

Understanding gender



Bargny Coast Waterkeepers - Senegal celebrate Day of Action for Rivers in 2015. At a river gathering, the Waterkeepers protested and held signs in honor of Berta Caceres, an iconic river defender from Honduras who was murdered for resisting a dam project that would have devastated her community. | Photo by Bargny Coast Waterkeepers.

1.1 Understanding gender in the context of dams, rivers and river communities



Given the gender-blindness of the planning process, large dam projects typically build on the imbalance in existing gender relations. For affected communities, dams have widened gender disparities either by imposing a disproportionate share of social costs on women or through an inequitable allocation of the benefits generated.”

Dams and Development: A new framework for decision-making,
The report of the World Commission on Dams.

Rivers and their resources are an essential part of our world's ecosystems, providing livelihoods, driving our very food systems and economies. Our rivers and freshwater bodies are home to significant biodiversity, relatively under-studied, but at real threat from exploitation and over-use, facilitated by a disregard for their conservation and the environmental integrity of freshwater ecosystems.

Rivers and their water, and other river basin resources are valued differently by different users. In many river basins, this leads to direct contestation over rivers,

and the use and extraction of their waters. Often use by one stakeholder (such as for dams or irrigation schemes) will undermine the interests of other users (such as local river communities). Building dams and extracting water for large scale agriculture or industrial use will often affect the viability and diversity of the natural systems. The connectivity of a river to its upland watershed, and to floodplains, wetlands and lowland habitats, are key to freshwater ecosystems health, to biodiversity and to the livelihoods of millions of people around the world.


Rivers are life for many river communities. Waters provide foodstuffs, and water itself is an essential resource for households – the source for drinking, bathing, washing and farming. River communities may fish and collect aquatic plants and animals, and use the waters to raise livestock and support riverbank gardens or croplands. Rivers also serve as a transport hub linking people to people, and for movements of goods and services. Rivers are also revered for their cultural and spiritual functions, literally grounding people to place with history, myths and stories.

Many indigenous peoples have a stewardship association between their peoples and their lands and waters. Understanding how people value rivers can help us understand the dynamics and tensions of managing these resources. And to do that well, we need to recognise the gender aspects to that management and use. Some of this is a shared responsibility between men and women, but many aspects of community use of waters relate to what is deemed women's work and women's responsibilities.

Women and men often play different roles in water management and stewardship some of which will be codified in belief systems or laws. In many cultures and societies it is often women and girls who are tasked with collection and management of water at the household level. Women play critical roles in providing, managing and safeguarding water resources, and yet women's participation in decision-making over water resources remains limited or under-recognised. Women's responsibilities and leadership are often overlooked and undervalued.

The people most affected by large dams and infrastructure projects are often from marginalised groups within communities, many of whom are dependent on natural resources from land and rivers for their livelihoods and economic well-being.

Across Africa, for example, experience shows that many of these marginalised peoples will likely have limited access to education and other government services. Dam-affected people, or those vulnerable to the impacts of proposed dams, are often excluded from decision-making, and experience multiple human rights violations. And in many cases, it is women from dam-affected communities who suffer the negative impacts of dam development disproportionately.



Almost invariably, relocation planning is done by men for men, with the result that men receive title to the land and asset compensation, regardless of what the land tenure situation was prior to removal.

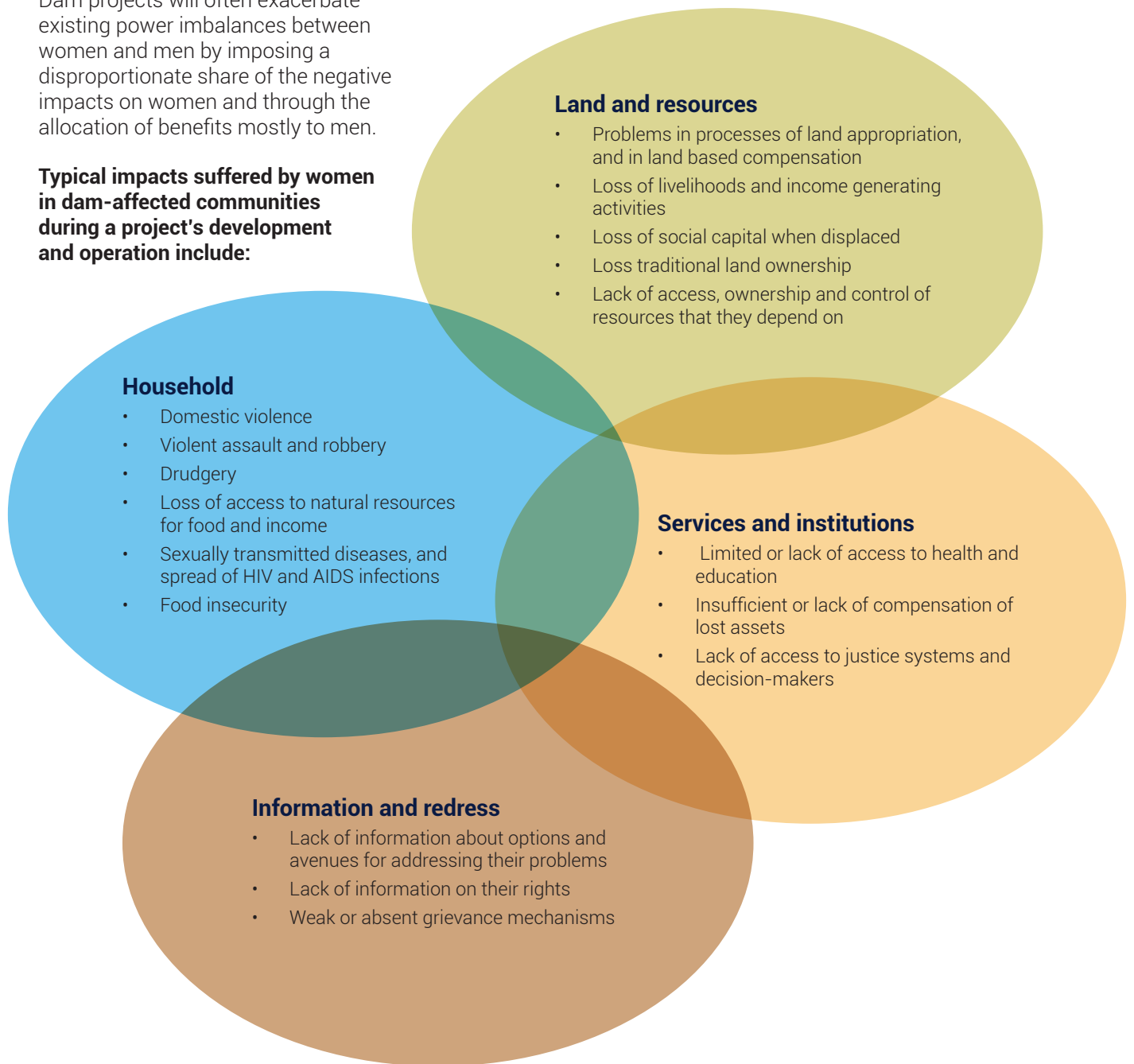
At the same time, opportunities for women to earn money are rarely built into the project, and extension work among women is restricted largely to non-income producing home economics topics...

As a result the woman's position as a productive member and decision-making partner in the family is reduced, with concomitant loss in social and economic status."

Elizabeth Colson and Thayer Scudder, *From welfare to development: A conceptual framework for the analysis of dislocated people*.

Dam projects will often exacerbate existing power imbalances between women and men by imposing a disproportionate share of the negative impacts on women and through the allocation of benefits mostly to men.

Typical impacts suffered by women in dam-affected communities during a project's development and operation include:



The dam and related infrastructure can themselves be the cause of negative impacts, such as flooding productive gardens and cropping land, and the taking of lands and resources away from traditional or customary use. One of the most common impacts is involuntary resettlement, when families are forced off their lands or out of their houses so that infrastructure can be built, or areas readied for inundation in the dam reservoir. This has been the experience for the Inga communities in the Democratic Republic of Congo (see the case study opposite).

Negative and gendered impacts are also commonly experienced by communities in government or company-initiated consultation and engagement processes. Societal norms in many cases see men as the main communicators or decision-makers for their families and communities when talking with authorities or outsiders. In this context, men dominate many consultations about a proposed dam and its likely impacts, remedial programs and compensation. Unless there are deliberate efforts to include women into decision-making processes, the norm will be that men are spoken to, and will take decisions on behalf of the affected families. As a result women's needs and interests will all too often be ignored or assumed.



Camp Kinshasa, Kongo Central, DRC
 Women's consultative meeting |
 Photo by International Rivers 2017.

Case study:

“Go and tell them that we, the women of Inga, are suffering”¹

One thing is for certain: the women of Inga in the Democratic Republic of Congo (DRC) are self-sufficient. They grow avocados, oranges, bananas, cassava, nuts and beans. They harvest medicinal plants to tend to their sick. Nearly everything they consume comes from their own land. These women work hard to make ends meet; many of their husbands are unemployed and agriculture has become their only source of income. They feel abandoned by the Congolese Government and starved of essential services, including water, energy, schools, hospitals and roads. Yet these women have been able to survive for decades because of the river and forest.

These women live near the Inga Falls and rapids on the Lower Congo River in the DRC. In the 1970s and 1980s, the Congolese Government built two large dams, Inga 1 and 2, to harness power from the river. The Government promised the dams would bring jobs and electricity to villages in the dam's vicinity. More than four decades later, neither has materialised. Though Inga 1 and 2 were spectacular failures, DRC has set its sights on a new project on the Congo River: Grand Inga. The Congolese Government plans to try and exploit

the river's potential yet again by building the world's largest hydropower plant. The first phase of the project, Inga 3, will send power thousands of kilometers away while yet again bypassing the people at Inga.

In 2014, the World Bank estimated that the Inga 3 dam would displace nearly 10,000 people if built – women, men and children whose livelihoods entirely depend on the river, land and forest. “Where would we go? At least here we can farm, sell our products, and use the money to send our children to school,” says a woman from Kilengo.

“They give jobs to people from far away, not to our husbands and children,” says another woman. Though the mothers spend a lot of money to send their children to school, the children end up joining their mothers in the field. None of the villages has running water. At Camp Kinshasa, a former workers camp that is now inhabited by a mix of displaced people from Inga 1 and 2, former project workers and their children, girls must queue for hours to fill their buckets with water from the only tap located in the village, which serves over 10,000 inhabitants.

¹Case study adapted from “The women of Inga: A portrait of resistance” by Ange Asanzi, International Rivers. <https://www.internationalrivers.org/blogs/337/the-women-of-inga-a-portrait-of-resilience>

A wider exploration on gendered impacts from hydropower can be sourced from *Balancing the Scales: Using Gender Impact Assessment in Hydropower Development*.

<https://asia.oxfam.org/policy-paper/gender-impact-assessment-gia-manual>



Camp Kinshasa, Kongo Central. DRC
Women's consultative meeting |
Photo by International Rivers 2017.



Woman leaving Boma for Mpita and
Nsengi villages | Photo by Serge Ngimbi.

1.2 Understanding gender terms and definitions

Understanding gender in the context of dams, rivers and river communities is helped when organisations working with dam-affected communities have a common vocabulary on gender. This will make it easier to talk about gender issues in ways that all staff can understand, which is essential for strengthening gender practice.

An important first step is having a clear understanding of some key terms and definitions. This means for example understanding that 'sex' is different to 'gender'. The former being the biological differences between women and men, and the latter

being based on cultural and societal differences and values attributed to women and men's roles and responsibilities. Some of the tools outlined in the guide – such as "Understanding Women and Men's Productive and Reproductive Roles" – refer to specific terms that also need to be understood.

Appendix 1 contains key gender terms and definitions. A shorter list of some of these definitions is provided on the following page. These definitions have been adapted from various sources including the [UN Women Training Center's Gender Equity Glossary](#).



A Dulong woman from China's Yunnan province who spoke to International Rivers about the importance of the Nu River to the Dulong ethnic population in 2015 | Photo by International Rivers.

Gender

Gender does not refer to one sex but talks about the experience of being male or female and how that is perceived in terms of roles and responsibility by society. The perceptions divide women and men, and attributes how each sex is supposed to act, to think and behave. It also determines how society is organised. Gender social constructions determine how society places values on men, women, girls and boys; and allocates common roles and responsibilities.

People are socialised into various gender roles and the values placed on those roles determine differences in access to benefits, control and power-relations in decision-making. Where people don't identify with either sex identity – such as transsexual, intersex or asexual peoples - imposed gendered roles can be even more problematic and discriminatory.

Gender relations

Refers to social relationships between men and women within a specified time and place. These social relationships explain the differences in power relations between the sexes. Neither women nor men form a homogeneous group. Gender relations intersect with many categories of social identities, such as religious, political affiliation, ethnicity, social status, age, and sexual orientation.

Access to and control over resources

Access is the opportunity to make use of a resource, and control is the power to decide how a resource is used and who has access to it.

Gender responsiveness

Refers to a practice of planning and implementing program activities that meet identified gender issues; and promoting gender equality by putting gender sensitive theory into practice.

Gender mainstreaming

The process of integrating a gender equality perspective into the development process at all stages and levels. Gender mainstreaming is a strategy for the achievement of gender equality.

Productive roles

The work undertaken by either men or women for pay in cash or kind. It includes both market production with an exchange value, and subsistence/home production with actual use-value, and also potential exchange-value. For women in agricultural production this includes work as independent farmers, peasants and waged workers

Reproductive roles

Childbearing and the different activities carried out in caring for household members and the community. This includes domestic tasks done by women required to guarantee the maintenance and reproduction of the labour force. It includes biological reproduction but also fuel and water collection, food preparation, childcare, education and health care.

Part 2

Gender mainstreaming and conducting an organisational gender assessment

For any organisation working with communities, mainstreaming gender in its work will mean that its interventions will have the intention to benefit both women and men. It should mean that it is less likely to develop initiatives where there is a risk of continuing, or even reinforcing, existing inequalities but instead initiate approaches that are transformative in nature and that support women's empowerment.

Gender mainstreaming is the process of integrating a gender equality perspective into your work processes and approaches at all stages and levels. Gender mainstreaming is a strategy for the achievement of gender equality.

Gender mainstreaming can be an important contributor to achieving social justice as it specifically seeks to address inequality. Inequality

can be experienced in lack of opportunity or representation, in lack of power and formal role in decision-making, within institutions and society. UN Women highlights that gender mainstreaming is not an end itself, but rather a mix of strategies, processes and interventions that systematically address barriers to equality – at all levels and across a spectrum of activities including policy, research, advocacy, legislation, resource allocation and design and implementation of projects.

In this section of the guide, we provide some guidance on how to assess your own gender practice, and assess how well gender is mainstreamed into existing campaigns on dams and for rivers. We also identify strategies, activities and other things that can be done to improve your gender practice.

² <http://www.un.org/womenwatch/osagi/gendermainstreaming.htm>



The Mekong River in Northern Laos.
The Mekong is an important source
of food security for over 60 million in
downstream countries including Laos,
Thailand, Cambodia and Vietnam.
| Photo by International Rivers 2008.

Implementing mainstreaming – getting started

A gender assessment can be used to measure how well an organisation is mainstreaming gender into its work, and if the foundations necessary to successfully mainstream gender – such as an organisational policy on mainstreaming, staff with high level gender skills and knowledge, and dedicated budgets for gender – are there.

To assess your organisation's approach to gender, it is useful to carry out some simple assessments. These gender assessments should consider two elements, which are mutually reinforcing:

- i. a focus on the organisation itself, its policies, people, resources and knowledge, and
- ii. consideration of how well gender is integrated into specific campaigns.

Appendix 2 contains an organisational gender assessment and Appendix 3 contains a campaign gender assessment. Both Appendices contain some questions that are designed as a starting point for organisational reflection, and a template for documenting the outcome of the assessment. These assessments should be done as participatory exercises involving staff and partners, and ideally (particularly for the campaign gender assessment) with women and men from the communities you are working with. The questions are designed to prompt reflection, discussion and a commitment to action. The results of these assessments should be used to identify gaps in good gender practice and to prioritise action to fill these gaps and to ultimately improve gender practice. Priorities for action should be clearly documented in a gender action plan so that progress towards these gender commitments can be tracked.



Hadeja-Nguru Wetlands
Nigeria. Women of the
Komadugu, Yobe Basin
| Photo by International
Rivers 2015.



Hadeja-Nguru Wetlands Nigeria.
Families crossing over to sell their wares
| Photo by International Rivers 2015.

After conducting an organisational and campaign gender assessment, and beginning work towards developing a gender action plan, organisations could then:

- Continue the conversation on the organisation's gender practice and how to fill any gaps in its practice.
- Allocate budget to address priority gaps.
- Monitor progress in implementing agreed actions and the gender action plan.
- Develop a plan to better mainstream gender into specific campaign's design and implementation, and agree priority actions.
- Develop some indicators and a monitoring framework to allow campaign staff to evaluate the success of the campaign in addressing the needs and interests of both women and men.
- Considering providing campaign staff members, and partners and community representatives, with training and professional development on gender.

If you find that you have gaps in your gender policy or gender mainstreaming approach there are some simple strategies and actions that can be taken to address those gaps.

Consider:

- Bringing in new partners, or gender experts, to help fill gaps in expertise.
- Looking at your budget to support opportunities to improve gender practice including the delivery of specialized gender training.
- Ensuring that women and men are equally involved in all levels of decision making, including by establishing balanced gender ratios.
- Supporting one or more people to be focal points or gender champions in your organisation. This may mean they lead on some gender work and support other staff to develop their gender knowledge and skills.
- Establishing a gender working group or gender community of practice to support staff develop their gender knowledge and skills.
- Ensuring that women and men are equally involved in working groups, project teams, and advisory boards, as well as when organising events, e.g. when selecting speakers.
- Allocating responsibility to staff and management for implementing priority actions.

Part 3

Carrying out Gender Analysis

3.1 What is a Gender Analysis

Gender analysis is the process of examining roles and responsibilities of women and men, the relationships between them, and the inequalities in those relationships. It examines power relations within the household and within other institutions in society, and promotes gender equality.

Gender analysis is a critical starting point for mainstreaming gender into your work with communities. Gender analysis can be used to explore the relationships and inequalities that exist between men and women in the communities that will be affected by a dam project, and how a dam project might change these relationships and exacerbate existing inequalities.

A woman harvests lili flowers on the Mekong River | Photo by Oxfam.





Woman going to collect produce from the field in Mvuzi village, Inga region | Photo by International Rivers.

Case study:

Understanding a day in the life of women of the Congo, around the Inga dam site, DRC

The Inga communities affected by the proposed Inga 3 dam have already been impacted by earlier dams, and many were resettled some decades back. This assessment of a 'typical' day for Inga women draws on some of the most common livelihood options currently present in the communities.

A typical day in a Inga woman's life starts at 4 am and ends at 10 pm, though most women work longer hours during some days of the week. On days when they have to go and look for firewood in the forest, most end up cooking supper late and sleeping late. The women are involved in the following livelihood activities:

Farming: While some women do this with their husbands as a family, many women do the farming on their own, especially widows and single women. The household burden is heavy on widows and single women as they have to go and work on the farms on their own and cannot afford to pay for extra labour to assist them on the land.

Fish Trading: most traders come from Manzi village, downstream of the Inga sites seemed to be better in terms of quality of life than the rest of their group, though they complained about disappearance of fish from the Congo River, long hours of work and small size and poor quality fish. Many of these traders owned cell phones. Life seems to be better the further one is from Inga.

Hunting: This is mostly an activity carried out by men but women also benefit from this livelihood activity in terms of their protein requirements within the household. Women sell any surplus meat in the community.

Vending: This is one of the livelihood activities carried out by women. Most of the women who are involved in this activity often work long hours, and have no specific start time and end time to their working day. They start work when people start coming to buy their goods and stop working when people stop coming. They are village businesses, which are more focussed on providing a service than making a profit as profit margins are often quite small.

By understanding the roles and responsibilities of women and men, the relationships between them, and the inequalities in those relationships it is possible to consider how a dam imposes differential impacts on men and women. A gender analysis can then ensure organisations campaigning on dams focuses on those issues of concern to women and to men, and ensure women's leadership and participation in the campaign itself.

3.2 Gender analysis steps

International Rivers suggests a six step gender analysis to understand how a dam project might impact on women and men, and how organisations supporting affected communities can best take into account the different impacts, and the needs and interests of women and men, in their dams and rivers campaigning work. The gender analysis should be done with dam-affected communities as a participatory exercise, and be recorded or documented. This process can be done as a rapid intensive exercise over one extended workshop or as part of a longer process.

The six steps are to:

1. Understand the different values women and men attribute to rivers
2. Understand the gender division of labour (that is, the work done by women and by men)
3. Understand who has access to and control of resources within the household and the community
4. Understand the barriers to women's participation in decision-making processes and how these can be overcome
5. Understand women's practical gender needs and strategic gender interests
6. Identify how a proposed dam project might impact on women and on men

Appendices 4 to 9 contain tools, templates and key questions to help organisations collect information for each of the six steps listed above. (The six steps are also briefly described in the following pages).

We suggest collecting information for each step as a facilitated (or focus group) discussion. This could be done as separate conversations with women and with men. Alternatively, interviews or surveys could be used to collect information for some steps – with women and men from the community helping to collect and analyse the information.

It is important to recognise that gender analysis isn't just a technical process. Rather, a gender analysis can be an empowering process, and one that in itself can identify, and even start to change, the power dynamics within communities, and between communities and external stakeholders.

There are important principles that should guide a gender analysis, including that the process is:

- Participatory and identifies and overcomes barriers to women's full participation in the gender analysis process
- Enables collective analysis, learning and action
- Focuses on the most marginalised in a community
- Considers and engages with how people's intersecting identities (class, gender, ethnicity, ability, mobility, etc) impact the ways that they have power and privilege, and the ways they experience marginalisation and discrimination
- Human rights compatible (meaning it focuses on inclusion, participation, empowerment, transparency, attention to vulnerable people and non-discrimination) and is consistent with international human rights standards
- Seeks to be transformative

The gender analysis (and campaign design process) should involve men, and encourage their support for women's rights and for women's participation and leadership in campaigns on dams and for rivers. In fact our work with communities in the DRC found that involving men at the gender analysis stage made women's work and women's voice and agency in the dam campaign visible to them. Many men then expressed their support for women's activism on dams and for rivers.

If men are not supportive of women's participation in the gender analysis process, or in campaigns on dams and for rivers, special efforts to overcome this resistance may be needed. This could include:

- Community meetings that feature women leaders working with male supporters of women's rights
- Training or sensitisation sessions for men
- Cultural activities, street theatre, marches or other public events, posters and radio broadcasts that promote gender equality

While engaging men is important, it is also critically important to create and provide working opportunities for women-only spaces. Too often women are not able to attend or meaningfully participate in processes such as consultations, or the gender analysis we describe in this guide, in the presence of men. Discriminatory social norms that restrict women's role to the private realm of the household, social expectations that only men speak on behalf of their households and communities, violence against women in public life, and women's lower levels of education can all work to prevent women's participation. Creating and working in women-only spaces can help overcome these barriers, and ensure women's meaningful participation in and influence over gender analysis and campaign design process. Women's participation in the gender analysis process may also be enabled by the use of female interpreters and facilitators, the provision of child minding facilities and a stipend to compensate for lost income.

Step 1: Understand the different values women and men attribute to rivers

This step asks women and men to describe why rivers and river basins are so important to them and what value they derive from these river ecosystems. The values might include being the source of livelihoods and food security (from fishing and agriculture), fresh water for drinking, bathing and cleaning, transport (of goods and services, or to connect with other people and places) and for cultural and spiritual purposes. This step is an introductory one that might enable the collection of unexpected information. It is complemented by steps 2 and 3 which are more focused in their examination of specific, pre-defined issues.



Step 2: Understand the gender division of labour

This step requires gathering information to understand the gender division of labour (that is, the work done by women and by men). This includes understanding who does what, for how long and when (e.g. daily, seasonally) and whether or not tasks are undertaken jointly with women and men. It includes reproductive work, productive work, and community focused work. Importantly it includes paid work and unpaid work. By including reproductive work (that is, women's unpaid care work), much of the work considered to be 'women's work' becomes visible. The data should also identify where the activities take place. It could be at home, in the fields, at the river, marketplaces or other areas. The data collected through this step allows communities, and the organisations supporting them, to be able to better understand how a dam project might impact on the work women and men do including whether or not women and men's work burden is likely to increase, or if women and men's incomes are likely to fall.



Step 3: Understand who has access to and control of resources within the household and the community

This step requires the gathering of information on who has access to and control of resources within households and communities, and to understand what benefits men and women get from these resources. Resources include land, forests, water and fisheries and benefits might include food to be used for subsistence or sale; cash income; and status, power and recognition. This information allows communities, and the organisations supporting them, to better understand who might be impacted, and how, if these resources are destroyed, taken or transferred from one group in a community to another.



Step 4: Understand the barriers to women's participation in decision-making processes and how these can be overcome

It is vital to understand who makes decisions in households, the community and society more broadly, who is excluded and why, and how those who are typically excluded or marginalised from community decision-making processes can be included. This step seeks to understand the barriers to women's participation in decision-making processes. This can then allow the development of strategies to address the barriers to women's participation in dam and river campaigning, and in demanding women's participation in public decision-making processes specific to a dam proposal. The latter may form an explicit objective for the campaign.



Step 5: Understand women's practical gender needs and strategic gender interests

The aim is to understand women's practical gender needs and strategic gender interests, and identify how a dam project might undermine women's ability to realise these. This assessment can also ensure that organisations working in support of dam-affected communities take into account the needs and interests of women in the design and implementation of the campaign. This includes the goals of the campaign and how women can be supported to participate in and lead the campaign, for example by providing women with leadership opportunities, or training opportunities.



Step 6: Identify how a proposed dam project might impact on women and on men

This step is an extension of the first five steps. It involves identifying how a dam project might impact on women and impact on men. Specifically, it considers how a dam might impact on the different values that women and men attribute to rivers and freshwater resources, women and men's work, the resources women and men use and control, women's leadership and participation in decision-making processes, and women's needs and interests. It allows for the development of a detailed understanding of the gendered impacts of a dam project. This analysis can be used to inform the development of a gendered campaign plan – ensuring that a dam's negative impacts on women are prioritised for campaign action. Having this information understood and documented also provides women (and men) greater power as they advocate for their interests with project proponents.



Part 4

Designing and implementing a gender responsive dam and river campaign



Fisheries and natural resources in the Mekong support livelihoods and food security for 60 million people | Photo by International Rivers

This section focuses on how to design a gendered campaign, and ensure gender is mainstreamed across an organisation's campaigning work. This requires organisations to draw on what they learnt from the organisational and campaign gender assessments, and from the gender analysis conducted with the communities they are working with. By doing so organisations can design and implement their campaigns so that the rights, needs and interests of both women and men are realised in terms of both the goals of the campaign, and in how the campaign is implemented.

Much like conducting a gender analysis, the campaign should be governed by a set of principles that promote good gender practice. This means that the campaign is:

- Participatory
- Aims for women's full participation and leadership in campaign decision-making
- Enables collective learning and action
- Focuses on the most marginalised
- Considers people's intersecting identities
- Is human rights compatible
- Seeks to be transformative

The gender responsive campaign planning checklist (which can be found in Appendix 10) is designed to help organisations campaigning on dams and for rivers ensure their campaign is gender responsive. The checklist can be used to assess the extent to which a campaign plan is gender responsive, and used to refine the campaign plan by strengthening the plan's focus on gender issues. Alternatively, the checklist could be modified and used as a planning tool.

A gender mainstreaming approach means that a dam and river campaign's goals or objectives, and activities and strategies, are all gender responsive.

1. Campaign goal or objectives:

These should reflect the priority concerns of both women and men impacted by a dam proposal and be informed by the gender analysis. Campaign messaging should be clear that the campaign is fighting to promote the rights and interests of both women and men against a dam proposal. Be careful to check your assumptions – men and women might well be concerned about different risks and prioritise different interests and opportunities.

2. Campaign activities and strategies:

These should also reflect the priority concerns of both women and men, and:

- a. promote women's leadership, voice and agency in the campaign
- b. identify a clear strategy aimed at overcoming barriers to women's participation in the campaign
- c. ensure that campaign activities allow for both women and men to participate (and consider the timing and location of activities so that these do not become barriers to women's participation)
- d. support women's participation through capacity building and other opportunities to build confidence, skills and networks
- e. prioritise women's equal participation in formal consultation and decision-making processes with dam proponents and governments, and in civil society networking meetings and campaign related capacity building and learning events
- f. partner with women's rights organisations

A gender mainstreaming approach also means that adequate campaign budgets need to be set aside to support women's participation in the campaign. This might include budget for:

- Transport so that women can attend campaign activities
- Child care facilities so that women can participate in activities
- Training to strengthen women's technical knowledge or public speaking skills
- A stipend to compensate for lost income
- Including female interpreters and facilitators to better enable women's participation and voice

Appendices



Fishing boat on the Mekong River.
The Lower Mekong has been
affected by hydropower development
on the upper reaches in China, as
well as in the Lower basin in Laos.
| Photo by International Rivers.



Appendix 1: Key gender terms and definitions

These definitions have been adapted from various sources including the [UN Women Training Center's Gender Equity Glossary](#).

Gender

Gender does not refer to one sex but talks about the experience of being male or female and how that is perceived in terms of roles and responsibility by society. The perceptions divide women and men and attributes how each sex is supposed to act, to think and behave. It also determines how society is organised. Gender social constructions determine how society places values on men, women, girls and boys roles and responsibilities.

People are socialised into various gender roles and the values placed on those roles determine differences in access to benefits, control and power-relations in decision-making. Where people don't identify with either sex identity – such as transsexual, intersex or asexual peoples - imposed gendered roles can be even more problematic and discriminatory.

Sex

Sex refers to the biological and physiological differences between males and females as determined by nature. But sex is not necessarily only what you are born as, based on your Y and X chromosomes. Transgender, intersex and asexual identity can be better understood through considering sex along a spectrum of sexuality, rather than the binary limits of male/female.

Access to and control over resources

Access is the opportunity to make use of a resource, and control is the power to decide how a resource is used and who has access to it

Gender relations

Refers to social relationships between men and women within a specified time and place. These social relationships explain the differences in power relations between the sexes. Neither women nor men form a homogeneous group. Gender relations intersect with many categories of social identities, such as religious, political affiliation, ethnicity, social status, age, and sexual orientation.

Gender stereotypes

Stereotypes are structured sets of beliefs about the personal attributes, behaviors, roles and expectations of men and women. Gender stereotypes are biased and often exaggerated images of women and men which are used repeatedly in everyday life.

Gender equity

The process of being fair to women and men. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a "level playing field."

Gender equality

Is the absence of discrimination on the basis of a person's sex in authority, opportunities, allocation of resources or benefits and access to services. It is therefore, the equal valuing by society of both the similarities and differences between men and women, and the varying roles that they play. A gender issue or concern arises when there is inequality, inequity or differentiated treatment of an individual or a group of people purely on the basis of social expectations and attributes of gender.

Gender analysis

This is the process of examining roles and responsibilities of women and men, the relationships between them, and the inequalities in those relationships. It examines power relations within the household and within other institutions in society, and promotes gender equality.

Gender sensitivity

Aim of understanding and taking account of the societal and cultural factors involved in gender-based exclusion and discrimination

Gender responsiveness

Planning and implementing program activities that meet identified gender issues and promoting gender equality by putting gender sensitive theory into practice.

Gender transformation

Gender is treated as central to promoting equality and transforms unequal power relations to promote shared power, control of resources, decision-making and women's empowerment.

Gender mainstreaming

The process of integrating a gender equality perspective into the development process at all stages and levels. Gender mainstreaming is a strategy for the achievement of gender equality.

Gender impact assessment

A gender impact assessment (GIA) is most often used to investigate planned projects *ex ante* (before they happen), looking for potential gender-related effects. It is used to assess the impact of a given project proposal on men and women and on gender relations in general. GIA involves comparing and assessing, according to gender relevant criteria, the current situation and trends with the expected development resulting from the introduction of the project. It is a useful tool to counter gender bias, or gender blindness, of project processes. It should be performed before the final decision on the project proposal is taken to ensure that any planned projects do not continue to uphold existing inequalities, but instead are focused on supporting gender equality. GIA can also be used to review, and inform adjustment of plans and processes.

Women's Empowerment

Linked to gender transformation, women's empowerment is a process that addresses and changes power between men and women. It can be achieved at the individual level, or by groups of women, when there is change to barriers and opportunities for women's agency and achievement of rights.

Intersectionality

An understanding of gender alongside other forms of societal framing. Intersectionality recognises that to understand the full situation of power and vulnerability it is important to view gender identity alongside a number of simultaneous and overlapping determinations including class, education, ethnicity, indigeneity, race, color and disability.

Practical gender needs

Practical gender needs are the needs arising from the actual conditions women experience because of the roles assigned to them in society. These needs are often related to women's roles as mothers, homemakers and providers of basic needs and are concerned with inadequacies in living and working conditions such as food, shelter, income, education of their children, water provision, health care and employment. Meeting these practical needs does not, however, change factors which perpetuate women's position as a disadvantaged group in their societies.

Strategic gender interests

Strategic gender interests are those things needed to overcome the subordinate position of women to

men in society and relate to the empowerment of women. They vary according to the particular social, economic and political context in which they are formulated. Usually they concern equality issues such as enabling women to have equal access to job opportunities and training, equal pay for work of equal value, rights to land (including title if resettled) and other capital assets, prevention of sexual harassment, violence against women, and freedom of choice over childbearing.

Productive roles

The work undertaken by either men or women for pay in cash or kind. It includes both market production with an exchange value, and subsistence/home production with actual use-value, and also potential exchange-value. For women in agricultural production this includes work as independent farmers, peasants and wagedworkers

Reproductive roles

Childbearing and the different activities carried out in caring for household members and the community. This includes domestic tasks done by women required to guarantee the maintenance and reproduction of the labour force. It includes biological reproduction but also fuel and water collection, food preparation, childcare, education and health care.

Community management role

The activities undertaken primarily by women at the community level, as an extension of their reproductive role, to ensure the provision and maintenance of scarce resources of collective consumption, such as water, health care and education. This is usually voluntary, unpaid work, undertaken in "free" time.

Community politics roles

The activities undertaken primarily by men at the community level, such as organising at the formal political level, often within the framework of national politics. This is usually paid work, either directly or indirectly, through status or power.

Unpaid care work

Unpaid care work includes all forms of domestic work, such as cooking, cleaning, washing, gardening and home maintenance, and taking care of children, the elderly or a family member with a long term health condition or disability. The person performing this work is not remunerated or paid. Women (and girls) typically spend disproportionately more time on unpaid care work than men.



This organisational gender assessment is designed to help organisations reflect on and improve their gender practice, particularly at an organisation or institutional level. This assessment should be conducted as participatory exercises involving all staff and partners so that there is a shared understanding in the organisation of its gender practice, and a shared commitment to meaningfully address any gaps and improve practice.

Plenty of time should be allocated to this assessment (maybe 2 or 3 hours as a minimum) so that there is enough time to consider the viewpoints and perspectives of everyone in the organisation, and to agree on a shared response. The assessment should not be an exercise in 'ticking the box', but instead prompt meaningful reflection, discussion and commitment to action.

The questions below are a starting point for reflection. Other questions can be added. Extra columns could also be added to the table below, for example to allow for a description of current practice as is relevant to each question. The table below can be used to document the outcome of the assessment and form the basis of a gender action plan developed to ensure that progress towards gender commitments can be tracked.

The results of this assessment should be used to identify gaps in good gender practice and to prioritise action to fill these gaps and improve gender practice.

Next Steps:

- Use this assessment to initiate further conversations about the organisation's gender practice, and gaps in its practice.
- Develop a gender action plan and agree priority actions to address these gaps.
- Allocate some budget to address priority gaps.
- Monitor progress in implementing agreed actions.
- Repeat this assessment regularly (maybe annually) so that staff can meaningfully reflect on and discuss progress since the previous assessment, and commit to new actions.
- Considering providing all of staff members with training and professional development on gender.



Organisational Gender Assessment Tool



Key questions:	Yes or no?	If yes, describe or explain how. If no, how could these be meaningfully done or addressed?
Policy		
Is there a clear organisational policy that commits to gender equality and non-discrimination (including on the basis of sex, pregnancy and family responsibilities)?		
Is there a clear organisation policy that commits the organisation to gender mainstreaming and prioritising the needs and interests of women in its work?		
People		
Are there specific people (such as a gender champion) and resources available to help build staff gender competencies?		
Is there gender 'community of practice' or similar within the organisation to facilitate learning on gender?		
Are staff recruited for their gender knowledge, skills and attitudes?		
Is there a balance of women and men in the staff across the organisation, and in senior decision-making positions?		
Practice: Resources and knowledge		
Does gender analysis inform project design, implementation and monitoring processes?		
Do staff have appropriate gender knowledge, skills and attitudes?		
Can staff access gender training to improve their gender competencies?		
Is gender training compulsory for all staff?		
Are financial resources allocated to support to good gender practice?		
Are there tools, guidelines, planning templates etc that can support staff to incorporate good gender practice into their work?		
Are partners supported to improve their gender knowledge, skills and attitudes?		



This campaign gender assessment is designed to help organisations reflect on their gender practice, particularly in how gender is mainstreamed in the design and implementation of existing dam campaigns. This assessment should be done as participatory exercises involving all staff, partners and ideally including women and men from the communities you are working with. This will result in a shared understanding in the organisation of its gender practice, and a shared commitment to meaningfully address any gaps and improve practice, and will be based on the experiences and perspectives of the women and men the organisation works with.

Plenty of time should be allocated to this assessment (maybe 2 or 3 hours as a minimum) so that there

is enough time to consider the viewpoints and perspectives of everyone involved in the campaign, and to agree to a shared response. The assessment should not be an exercise in 'ticking the box', but instead prompt meaningful reflection, discussion and commitment to action.

The questions below are a starting point for reflection. Other questions can be added, or extra columns to allow for more information to be recorded for each question. The table below can be used to document the outcome of the assessment and form the basis of planning to better mainstream gender in campaign design and implementation.

Next Steps:

- Use this assessment to initiate further conversations about the organisation's gender practice, and gaps in its practice.
- Develop a plan to better mainstream gender into the campaign's design and implementation, and agree priority actions.
- Develop some indicators and a monitoring framework to allow campaign staff to evaluate the success of the campaign in addressing the needs and interests of both women and men.
- Allocate some budget to support priority actions.
- Monitor progress in implementing agreed actions.
- Considering providing campaign staff members, and partners and community representatives, with training and professional development on gender.



Gender Campaign Assessment Tool



Key questions:	Yes or no?	If yes, describe or explain how. If no, how could these be meaningfully done or addressed?
What are your objectives and goals?		
Planning		
Do these objectives clearly address the needs and interests of both women and men as it relates to dams?		
Do these objectives address the practical gender needs and strategic gender interests of women?		
Are campaign plans based on a gender analysis of how women and men from the community might be impacted by a proposed dam?		
Have you involved both women and men from dam-affected communities in the design of the campaign's objectives and strategies and activities?		
Are women able to influence the design of campaign objectives and strategies and activities?		
Are campaign plans based on an assessment of the barriers to women's participation and leadership in the campaign, and strategies to overcome these barriers?		
Implementation		
Does your campaign amplify the voices of women from dam-affected communities?		
Do campaign activities support women's participation and leadership in the campaign?		
Are there requirements around ensuring equal numbers of women and men in meetings with dam project decision-makers, civil society networking meetings and campaign related capacity building and learning events?		
Do campaign budgets reflect gender-specific activities e.g. capacity-building on gender (for women and for men), women-targeted activities, transportation or childcare resources to help women participate?		

Appendix 4:

Step 1 – Understand the different values women and men attribute to rivers



This simple step facilitates a process for women and men to describe why rivers and river basins are so important to them and what value they derive from river ecosystems. The values might include being the source of livelihoods, income and food security; fresh water for drinking, bathing and cleaning; transport; and cultural and spiritual purposes.

This could be done as separate conversations – one with women, and one with men. Bringing the two groups together to then share their discussions will facilitate greater understanding of the others' perspectives and is suggested as good practice.

The data collected allows communities and the organisation supporting them to begin to understand the gendered nature of the values attributed to rivers, and provides a useful starting point on which the analysis in steps 2 and 3 can be built.

1: Prepare a diagram or mud map of a river before the exercise (showing upper watershed, tributaries, downstream floodplains, wetlands, estuary/delta etc as is relevant). This can be done on a large sheet of paper, or in the dirt or sand.

2: Facilitated discussion

Use the map to prompt reflection and discussion among the participants on the different values women and men attribute to rivers. The map can be adjusted or marked to show where river-based activities occur or values are located.

Some questions to prompt this discussion include:

- What is so important to women, and men, about the river?
- What special knowledge do only women, and only men, have about the river?
- How do women, and men, use the river on a daily basis? How does this use change over the course of a year?
- What benefits are obtained by women, and men, from these uses?
- What other interactions do women, and men, have with the river?
- What is special or significant to women, and men, about these other interactions?
- What things of importance to women, and men, might be lost if the river is dammed?

This is a shortened version of a longer values mapping and gender analysis process. A more detailed description is provided in our online toolbox here.

www.internationalrivers.org/transforming-power



Oxfam facilitating a river mapping exercise with Government staff in Laos.



Visual representation of what the Congo River means for Inga community women, completed at a workshop co-organised by International Rivers in DRC 2019 | Photo by International Rivers.

Appendix 5:

Step 2 – Understand the gender division of labour



This step requires gathering information to understand the gender division of labour (that is, the work done by women and by men). This includes understanding who does what, for how long and when. It includes reproductive, productive and community-focused work (definitions of each are in Appendix 1).

The data collected allows communities and the organisation supporting them to be able to better understand how a dam project might impact on the work women and men do, including whether or not women and men's work burden is likely to increase. Tools to help with this analysis are in Appendix 9.

The questions and template below can be used to guide (and document) a facilitated discussion with women and men on who does what work. This could be done as separate conversations – one with women, and one with men. Bringing the two groups together to share their analyses will facilitate greater understating of the others' perspectives and is suggested as good practice. The activities in the template are examples only.

Developing daily calendars (or a 24 hour clock) and/or seasonal calendars might be a useful alternative to using the template below. Information on these tools can be found here: <http://www.fao.org/3/X5996E/x5996e06.htm#6.2.7.%20Seasonal%20Calendar>



Gender and Labour Tool



Activities	Women/ girls	Men/boys	Where	When (time or season)
Reproductive work				
<ul style="list-style-type: none"> • Care of children/care of elderly • Growing and cooking food for family • Collecting water for household use • Collecting firewood • Other (list these all) 				
Productive work				
<ul style="list-style-type: none"> • Employment in the formal sector • Fishing • Cash cropping • Trading • Other (list these all) 				
Community work				
<ul style="list-style-type: none"> • Community management (eg managing shared resources such as water, health care and education) • Community politics • Other (list these all) 				

Follow up questions:

What activities are shared activities? _____

Why is some work allocated to women and other work to men? _____

Is women's work valued equally to men's (If no, why not)? _____

Appendix 6:

Step 3 – Understand who has access to and control of resources within the household and the community



This activity requires the collection of information on who has access to and control of resources within the household and communities. Access is the opportunity to use a resource, and control is the power to decide how a resource is used and who benefits from it. This information allows a better understanding of who might be impacted, and how, if these resources are destroyed or taken by a dam development (tools to help with this final analysis are found in Appendix 9).



Given that dam projects often undermine access to productive resources such as land, forests, water and fisheries these resources might be the focus.

However, a useful starting point might be to identify all resources at risk from a dam development, and to then consider access and control of the resources.



The questions and template below can be used to guide (and document) a facilitated discussion with women and men on what natural resources exist in a community, who can access these resources, who controls this access, and why this is so. This could be done as separate conversations – one with women, and one with men. Bringing the two groups together to share their analyses will facilitate greater understanding of the others' perspectives and is suggested as good practice.

Community mapping exercises, transect walks and other participatory activities might complement a facilitated discussion, and allow resources to be properly identified. Information on community (or resource) mapping and other participatory tools can be found here: <http://www.fao.org/3/X5996E/x5996e06.htm#6.2.7.%20Seasonal%20Calendar>

1: What resources does the community have that are at risk from a dam development?

 Resource Impact Tool		
Resources type	Describe possible impacts and who is impacted.	

2: Developing the access and control profile

 Access and Control Tool		 INTERNATIONAL RIVERS <small>PEOPLE · WATER · LIFE</small>		
Resources	Who has access to (or can use) the resources?		Who decides how resources are used and who gains benefit from it?	
	Women	Men	Women	Men
Land				
Forests				
Water				
Fisheries				
Others				

Follow up questions:

What benefits do men and women get from the resources they have access to and control of? _____

Why do men access and control the resources they do? _____

What prevents women from exercising greater control of resources? _____

Appendix 7:

Step 4 – Understand the barriers to women’s participation in decision-making processes and how these can be overcome



This step seeks to understand the barriers to women’s participation in decision-making processes in the household, the community and society more broadly. The aim is to identify barriers to women’s participation and leadership in public consultation and decision-making processes around the proposed dam, and in campaign activities, and to then develop strategies to overcome these barriers.

A series of facilitated discussions with women from dam-affected communities can explore these issues and come up with strategies to promote women’s participation and leadership.

The questions below can be used to guide (and document) a facilitated discussion with women. The outcomes of the discussion should be shared with men as they can and should support women’s participation and leadership in dam and river campaigning and public decision-making processes. These discussions should be carefully recorded.

Facilitated discussion aimed at identifying barriers that need to be overcome to increase women’s participation and leadership in public decision-making processes and dam and river campaigning

1. On what issues do women have power to make decisions on, in both the household and community?
2. What prevents women from having greater decision-making power in the home and in the community?
3. Do women have equal access to, and influence in, community (or public) decision-making processes as men? If not, why not?
4. What prevents women from participating in community (or public) decision-making processes?
5. What prevents women from taking on community leadership roles?
6. What is needed to enable women to more fully participate in and influence community (or public) decision-making processes related to dam development?
7. What is needed to better recognise and support women’s leadership in dam and river campaigns?

In working through these questions think about the implications of:

- Discriminatory social norms that restrict women’s role in public spaces
- Women’s unpaid care work/work burden
- Social expectations that men are natural leaders
- Violence against women in public life
- Women’s more limited education, contacts and resources
- Any legal obstacles to women’s participation in public spaces

Appendix 8:

Step 5 – Understand women’s practical gender needs and strategic gender interests



The aim is to understand women's practical gender needs and strategic gender interests, and to later identify how a dam project might undermine women's ability to realise these. Practical gender needs are those things that women require to undertake their everyday activities or meet their responsibilities, according to traditional gender roles or the gender division of labour. Strategic gender interests are those things that enable women to transform existing power imbalances, leading to greater equality between women and men. (Appendix 1 contains more complete definitions).

It is not always possible to make the distinction between practical gender needs and strategic gender interests, as there can be overlap between the two. For example, a woman's ability to earn a wage may mean that she can provide for her family (which might be a practical gender need),

but also strengthens her influence over household decision-making (a strategic gender interest). What is important is that women are given the opportunity to define their own wide-ranging needs and interests.

This assessment can also ensure that organisations working in support of dam-affected communities take into account the needs and interests of women in the design and implementation of the campaign – this includes the goals of the campaign and what opportunities women are given to participate in and lead the campaign.

The questions and template below can be used to guide (and document) a facilitated discussion with women on their needs and interests. The outcomes of the discussion should be shared with men as they too should be advocating that dam developments consider women's needs and interests.

Facilitated discussion aimed at identify women's needs and interests

Practical gender needs	Strategic gender interests
List and describe • • • • • •	List and describe • • • • • •

Some questions to help identify women's practical gender needs and strategic gender interests include:

- What do women need to help them undertake their everyday activities?
- What prevents women from exercising greater control over their lives?
- What is needed to support women in transforming existing power imbalances?
- How do women's practical gender needs impact on their strategic gender interests?
- What is needed to support greater equality between women and men?

Appendix 9:

Step 6 – Identify how a proposed dam project might impact on women and on men





This step involves identifying how a dam project might impact on women and impact on men. It allows for the development of a detailed understanding of the gendered impacts of a dam project. This analysis should inform the development of a gendered campaign plan – ensuring that a dam's negative impacts on women are prioritised for campaign action.

A series of facilitated discussions with women and men from dam-affected communities can explore how a dam might impact on the 1. different values women and men attribute to rivers; 2. women and men's work; 3. the resources women and men use and control; 4. women's leadership and participation in decision-making processes; and 5. women's needs and interests. The analysis will need to consider the information collected during the previous four steps. The questions in the template are suggested questions only. They are designed to prompt reflection and discussion on how a dam project will impact on women and on men.

This step might be done as separate conversations – one with women, and one with men – before the analysis is shared. You could also draw on the information gathered through a mapping exercise as described in Appendix 4. These discussions should be carefully recorded.

Facilitated discussion aimed at identifying impacts in each of the five areas below

How will the changes brought about by a dam's development – including forcibly resettling people as their homes and lands are being inundated by the reservoir, and changing the hydrology of river systems – impact on:

 Gender Impact Tool 	
The values women and men attribute to rivers	Women's practical gender needs and strategic gender interests
<ul style="list-style-type: none"> • What of importance to women will be lost if the river is dammed? • What of importance to men will be lost if the river is dammed? 	<ul style="list-style-type: none"> • How could the dam project undermine women's practical gender needs? • How could the dam project (including community consultation processes) undermine women's strategic gender interests? • Is it possible that the dam project could support women to achieve their practical gender needs and strategic gender interests? If so, how?
Access to and control of resources	The gender division of labour
<ul style="list-style-type: none"> • What resources that women have access to and control of will be destroyed by the dam project? • What impact will this have on women? • What resources that men have access to and control of will be destroyed by the dam project? • What impact will this have on men? • Will women be compensated for the loss of resources they have access to and control of, the same way men will be compensated? • How will this all affect power relations between women and men? 	<ul style="list-style-type: none"> • Whose work (including reproductive, productive and community work) will be impacted, and how? • Will women's work burdens increase? • Will women's unpaid care work increase? • Will men's work burdens increase? • Will women's and men's incomes change, and if so how? • How might changes to women's and men's work affect power relations between women and men?
Women's leadership and participation in decision-making processes	
<ul style="list-style-type: none"> • Will community consultation processes encourage or undermine women's participation and leadership? • Whose voices and opinions will be heard the loudest? • What is the impact on affected communities if the government and dam developer do not listen to women's voices and opinions? 	

Appendix 10:

Gender responsive campaign planning checklist



This gender responsive campaign planning checklist is designed to help organisations campaigning on dams and for rivers ensure their campaign is gender responsive. The checklist could be used to assess the extent to which a campaign plan is gender responsive, and used to refine the campaign plan by strengthening the plan's focus on gender issues. Alternatively, the checklist could be modified and used as a planning tool.

The checklist should be worked through together with partner organisations, and women and men from the communities you are working with. This will result in a shared understanding of the campaign plan. This will also ensure the campaign truly takes into account the experiences and perspectives of women and men, and works in the interests of both women and men.

Next Steps:

- Revise your campaign plan (and associated communications plans or messaging) based on this assessment.
- Ensure there is adequate budget to support gender outcomes in the campaign (including for capacity-building on gender, women-only activities, and transportation or childcare to help women participate).
- Develop some indicators and a monitoring framework to allow campaign staff to evaluate the success of the campaign in addressing the needs and interests of both women and men.
- Monitor implementation of the campaign plan using the gender indicators and monitoring framework developed.
- Also assesses if the campaign amplifies the voices of women from dam-affected communities, supports women's participation and leadership in the campaign, and ensures equal numbers of women and men in meetings with dam project decision-makers, civil society networking meetings and campaign related capacity building and learning events.



Gender Responsive Campaign Planning Checklist



Key questions	Response, including to identify how the campaign plan will be amended so it is gender responsive
<p>What are the campaign's objectives and goals? </p> <ul style="list-style-type: none"> • How do these objectives address the needs and interests of both women and men? • How did the gender analysis inform the campaign's objectives and goals? • How were women and men from dam-affected communities involved in the design of the campaign's objectives, and strategies and activities? • How did women influence the design of campaign objectives, and strategies and activities? 	
<p>How does the campaign promote or seek to protect:</p> <ul style="list-style-type: none"> • The values women attribute to rivers? • The values men attribute to rivers? 	
<p>How does the campaign seek to protect:</p> <ul style="list-style-type: none"> • Women's access to and control of resources? • Men's access to and control of resources? 	
<p>How does the campaign work to prevent:</p> <ul style="list-style-type: none"> • Women's work burden (including unpaid care work) increasing and incomes decreasing? • Men's work burden increasing and incomes decreasing? 	
<ul style="list-style-type: none"> • How does the campaign intend to overcome barriers to women's participation and leadership in the campaign and related public decision-making processes? 	
<p>How does the campaign promote or seek to protect:</p> <ul style="list-style-type: none"> • Women's practical gender needs and strategic gender interests? 	
<p>Does the campaign have possibility of introducing any negative effects for women or for men? How will these effects, or risks, be managed?</p>	

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