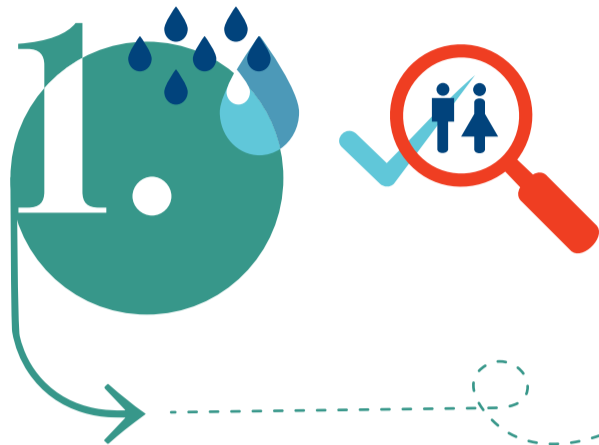


# FIVE STEPS FOR GENDER MAINSTREAMING IN WATER ORGANIZATIONS

Examples of how each step informs the next

## 1. Conduct a gender assessment



### Organizational mainstreaming

The share of women in leadership

### External projects

The needs of women and men in rural communities for irrigation water

## 2. Formulate a clear vision of gender commitments for the organization



Women will achieve equal representation in the next 2 years

Women will gain equal access to irrigation water in the next 5 years

## 3. Develop a gender action plan



Road map for reaching equal representation; gender-sensitive policies (work-life balance, flexible hours, child-care facilities, parental leave)

Road map and associated action plan outlining activities related to water access and empowerment of women in rural areas

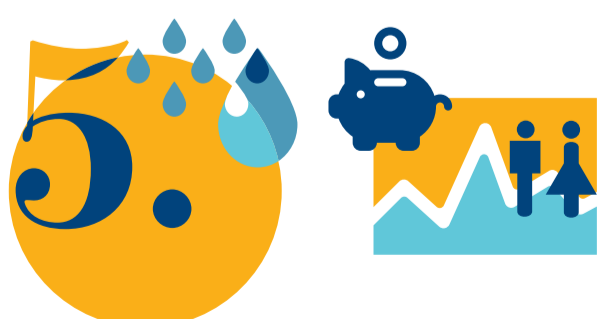
## 4. Develop a set of indicators



Increased number of women in leadership per year

Number of women with access to water for irrigation; number of women business-owners in the community

## 5. Set up budgeting and reporting



Adequate funding for capacity-building for women in leadership, including middle management

Adequate funding for capacity-building of women at all levels in agriculture; start-up funds for women; extending water availability and infrastructure