



Date: 10th March 2010.

To: CapNet: Attention: Kees Leendertse

Re: Network Attachment – Gender Mainstreaming in IWRM capacity building in 2010

Dear Kees,

Please may CapNet consider our proposal below for this attachment?

Best regards & thanks for considering our proposal.

Richard Owen,

AGW-Net Manager.

Appended documents:

- 1) AGW-Net Proposal
- 2) Candidate's work-plan for the attachment
- 3) Candidate's CV



Africa Groundwater Network Proposal for CapNet Gender Mainstreaming Attachment 2010

The Africa Groundwater Network has an embryo initiative – Gender in Groundwater – to try and increase the numbers of women in the groundwater sector in Africa. Below is a summary of the network’s policy with regards to gender:

Gender in Groundwater: This is a significant issue for the groundwater sector in Africa. Although African women are the primary users of water in traditional African society, they are highly under-represented professionally throughout the water sector, and particularly in the field of hydrogeology. The Africa Groundwater Network therefore wishes to commit to a long term initiative to increase the number of women who enter the field of groundwater.

The core of the problem is that there are very few women enrolling for Earth Sciences courses at university and correspondingly few graduates, and so the pool of women who are academically qualified to enter the variety of groundwater and related professions is very limited.

It is considered that the problem first arises at the school leaver / university undergraduate level. Geology (Earth Sciences) is not a school subject and as a result scholars do not have a well founded understanding of role and scope of Earth Sciences. The image of Geology tends to be very strongly linked to the Mining / Mineral Exploration sector, where the image is one of working underground in gumboots and a hard hat or exploring for minerals in a remote camp far from schools and clinics. This is just not attractive for many young women entering university and choosing their degree program.

Geology needs to be re-branded as Earth Sciences and the varied and stimulating career options in Groundwater, Hydrology, Environmental Geology, Ecology, Remote Sensing, Analytical Geochemistry, Geophysics, Engineering Geology, Geoinformatics, Modelling, etc. need to be brought to the attention of school leavers / university entrants and also promoted at undergraduate level in our universities. The network perspective is that a major awareness campaign at high schools and universities would be the first step in this initiative.

AGW-Net Proposal: AGW-Net proposes that our candidate for this attachment would carry out the following activities:

ACTIVITIES:

1. Establish contact with the Gender and Water Alliance to set up a joint working group for Gender in Groundwater.
2. To develop awareness materials on career opportunities in Earth Sciences aimed at secondary school girls (O and A level girls) and undergraduate students. The awareness materials will highlight the relationship between earth sciences and water, groundwater, environmental sciences, etc. and identify the whole range of exciting careers that are possible with such an academic qualification.
3. Produce draft awareness materials (electronic and print versions) such as attractive and informative posters, pamphlets, CDs and web pages.
4. Strategies for reproduction and distribution of these materials on a wide scale shall be prepared focussing on global organizations (eg. Unesco / Unicef), national education ministries, girls high schools and universities in Africa. A pilot project shall be designed / initiated to test the efficacy of the distribution strategy in a small number of countries.
5. A suite of indicators to assess the impact of the program shall be developed.

OUTPUTS:

1. Production of a suite of awareness materials relating earth sciences to career opportunities in water, especially groundwater, and environment.
2. Establishment of a working group with AGW-Net and the Gender and Water Alliance.
3. Establishment of links with global institutions involved in education (eg Unesco) for the production and dissemination of such materials in Africa.
4. Preparation of a strategy to distribute these materials in a small number of pilot countries.

CANDIDATE:

The Africa Groundwater Network is proposing Ms Ndakaiteyi Madari, a Zimbabwean national, as our applicant for this attachment. Ms Madari is a Geology Honours graduate from the University of Zimbabwe and has worked as a science school teacher / head of department and as a regional geologist at the Zimbabwe Geological Survey. At present she works as a assistant lecturer teaching Hydrogeology in the Geology Department at the University of Zimbabwe. She is a member of the Africa Groundwater Network and participated in the Training of Trainers course on Groundwater Management held in Accra, Ghana in August 2009. (see her CV).

CONCLUSION:

The Africa Groundwater Network has both policy / strategy for Gender in Groundwater and a suitable candidate with the time and interest to work productively on this Gender Mainstreaming in IWRM Capacity Building attachment. Her work will directly impact on the network profile and potentially produce important long term results for gender equality in Earth Sciences.