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GENDER INSTITUTIONALIZATION PROMOTES WOMEN INTEGRATION IN WATER MANAGEMENT

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PARC has launched an internal program for gender promotion in 1996. Since that time, gender issues became a focal point for many of PARC institutions. The first concrete step towards Institutionalization of gender has started by PARC joining the program that was sponsored by NOVIB-Netherlands, where PARC became a member of a global network on gender and sponsored by NOVIB. The institutionalization of gender at PARC has passed the following phases:

- The recommendation of the general assessment of PARC program of 1996,
- PARC joins the Dutch-NOVIB-funded Gender Network,
- Formation of a gender team,
- Achievement of gender diagnosis at PARC based on Gender Diagnoses Framework Approach,
- The initial three years of the Program targeted PARC's internal I mission, strategy, organizational structure, culture, human resources, systems, and procedures),
- The final three years of the Program focused on Program sustainability at the level of the internal environment as well as capacity building of the target groups to integrate gender in their base plans, programs, and projects (women, farmers, and youth) in addition to training newly-graduated agricultural engineers.

For domestication of gender in the life of the organization, PARC has adopted a series of mechanisms. These are:

- PARC adopts graduate and postgraduate education giving priority to women,
- Giving training and employment priorities to women,
- Integrating gender as a primary element in project and report writing,
- Integrating gender and development as a main topic in the special training curricula of agricultural engineers, farmers, women, and the youth,
- Giving access to women to decision making positions at PARC,
- Publication of introductory bulletins of the concept and practical application through exposing staff to real life experience,
- PARC's joining a global network ensures exchange of experience and integration mechanisms' assessment and development,
- Periodic meetings of the gender team and meetings with senior management to monitor gender sustainability,
- Carrying out studies by the team and trained agricultural engineers about gender and development related topics.

Integrating gender in planning systems has led to the design of gender oriented projects. Among these projects we can mention we can mention two major projects:

- a. Project of raising awareness of women in regard of water rationing and water demand management at household level,
- b. Development of home gardens.

The later is composed of two main components:

- developing women skills in irrigation and water rationing techniques,
- Construction of either water cistern for rain water harvesting or a household grey wastewater treatment plant. These water installations provide the water that will be used for the irrigation of the cultivated crops and fruit trees.

This project helps in promoting women production role in their communities and at the same time increase and vitalize women involvement in one of the most important issues of the Palestinian people which is water management.