



Guidelines on Gender and Youth Mainstreaming for WES Experts

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Version	Document Title	Authors
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WATER AND ENVIRONMENT SUPPORT IN THE ENI SOUTHERN NEIGHBOURHOOD REGION

The "Water and Environment Support (WES) in the ENI Neighborhood South Region" project is a regional technical support project funded by the European Neighbourhood Instrument (ENI South). WES aims to protect the natural resources in the Mediterranean context and to improve the management of scarce water resources in the region. WES mainly aims to solve the problems linked to pollution prevention and the rational use of water.

WES builds on previous similar regional projects funded by the European Union (Horizon 2020 CB/MEP, SWIM SM, SWIM-H2020 SM) and strives to create a supportive environment and increase the capacity of all stakeholders in the Partner Countries (PCs).

The WES Project Countries are Algeria, Egypt, Israel, Jordan, Lebanon, Morocco, (Libya), Palestine, [Syria] and Tunisia. However, in order to ensure the coherence and effectiveness of EU funding or to promote regional cooperation, the eligibility of specific actions can be extended to neighbouring countries in the Southern Neighborhood region.

DISCLAIMER:

This publication was produced with the financial support of the European Union. Its contents are the sole responsibility of the WES Project and do not necessarily reflect the views of the European Union.



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ABBREVIATIONS

Note: Acronyms for projects are detailed in tables 1 and 3 of the main report

AP	Action Plan
CB/MEP	Horizon 2020 Capacity Building/Mediterranean Environment Programme
CSO	Civil society organisation
DG NEAR	European Commission's Directorate General for Neighbourhood and Enlargement Negotiations
EC	European Commission
ENI South	
EU	European Union
GEWE	Gender Equality and Women Empowerment
GYM	WES Gender and Youth Mainstreaming Guidelines
Horizon 2020	EU Research and Innovation Programme
KEs	Key Experts
NCWR	Non-Conventional Water Resources
NKEs	Non-Key Experts
PCs	WES Partner Countries for this Gap Analysis are Algeria, Egypt, Israel, Jordan, Lebanon, Morocco, Palestine and Tunisia
Southern Neighborhood Countries	Algeria, Egypt, Israel, Jordan, Lebanon, Libya, Morocco, Palestine, Syria and Tunisia
SWIM-H2020 SM	Sustainable Water Integrated Management and Horizon 2020 Support Mechanism (2016-2019)
SWM	Solid Waste Management
UNEP	United Nations Environment Programme
UNEP/MAP	United Nations Environment Programme/Mediterranean Action Plan
UfM	Union for the Mediterranean
WES	Water and Environment Support Project



1 OVERALL AIM OF THE WES GENDER AND YOUTH-MAINSTREAMING GUIDELINES

The overall aim of the **WES Gender and Youth Mainstreaming (GYM) Guidelines** is to **enhance the understanding of the WES experts and support team on how to effectively mainstream gender and youth related issues** into the activities carried out under the WES project both at regional and national level.

This document aims to guide the WES experts on how they can contribute to promoting gender equity and youth involvement via the WES activities¹ and it is based on the report: [Mainstreaming Gender and Youth into WES: WES Gender and Youth Action Plan \(2021-2023\)](#).

An important step in all activities for almost all experts is to **not omit, but identify and even highlight in their presentations or other deliverables** what could be considered as relevant or important for women and/or youth and when relevant (trainings, consultations) ensure **adequate representation and involvement of both female and young participants**.

The **Guidelines' specific objectives** are for Key Experts (KEs), Non-Key Experts (NKEs) and backstopping staff to:

- **Generate understanding regarding gender and youth-related issues** relevant to the WES activities they are either i) developing/planning, ii) implementing or iii) overseeing;
- **Provide them background information on the gender and youth-related policies, conditions, situation and other relevant matters in the ENI South region** and partner countries so as to help them contextualize their work;
- **Help them to mainstream the key principles and measures related to gender equality, women empowerment and active youth involvement into the activities** they are in charge of;
- **Help them to identify and share information on mechanisms, practices and attitudes that can make a positive contribution** to mainstreaming gender equality and youth involvement into WES activities;
- **Facilitate them to assess the extent to which gender and youth-related issues mainstreaming has been internalized and acted upon** in the preparation and implementation of their activities;
- **Help them use the key GYM indicators to monitor the impact of the “GYM” guidelines' implementation;**

¹ A webinar will also complement these guidelines.



2 MAINSTREAMING GENDER AND YOUTH INTO WES: WES GENDER AND YOUTH ACTION PLAN (2021-2023)

2.1. Objective and rationale

Since its design phase WES has been committed to promoting gender equality and the empowerment of women and youth in its structure and management, as well as in its activities. Early in the implementation of the project, **the aim was to develop a Gender and Youth Action Plan** in support of the following:

- **assessment of the different knowledge, needs, roles and interests of women and men;**
- **addressing gender differentiated impacts and constraints, as well as opportunities,** to deal with gender gaps, and promote the empowerment of women and/or youth that may be relevant to the proposed activities;
- **design and implementation of WES activities in an inclusive manner,** ensuring women's and youth's participation, regardless of their background, age, race, ethnicity or religion, also through consultations with women and youth organizations, and relevant local groups;
- **monitoring and evaluation, including in the project's logical framework, via gender and/or youth-responsive indicators** (indicators that can be used at various levels to monitor and report on socio-economic and gender-sensitive changes over a period of time) and sex-disaggregated targets.

2.2. Methodology

The **Action Plan for gender and youth mainstreaming into the WES project** was hence built on a set of complementary tasks, as detailed in the report and summarized herewith:

A review (desk study) of the gender and youth legal and institutional frameworks, at global and regional levels, as well as the national policies and their implementation in the partner countries

Identification of appropriate stakeholders and projects to explore engagement in and synergies with WES activities

This task included the identification of competent women and youth organisations active in the Mediterranean region (regionally and sub-regionally), those active in the WES beneficiary countries (nationally) and in the topic areas where activities will be taking place. The aim was notably to map out the already existing regional networks that were developed under different processes and projects (e.g. UfM) in the region.

Development of two questionnaires and conducting two parallel surveys

A Gender survey and a Youth survey were conducted with the aim of enquiring on the below questions and formulating useful conclusions to feed into the next steps:

- *which among the identified women and youth organisations are interested and able to participate in which WES activities;*
- *which organisations could be otherwise supported/engaged by WES;*
- *what are the networking opportunities.*

Definition of the gender and youth specific interventions to be included in the WES activities (Roadmap for gendering and youth mainstreaming the WES activities)

Drawing on the findings of the above tasks, it was decided that in all WES national and regional activities, general gender and youth considerations should be integrated. Furthermore, the most suitable regional and national WES activities were identified, in which specific gender and youth interventions would be included (see chapter 4).

Development of indicators to monitor the progress and the impact of the WES Gender and Youth Action Plan

Progress (process) and impact indicators have been identified for the Action Plan's implementation. Similarly, process and impact indicators were defined specifically for the *Roadmap for gendering and youth mainstreaming the WES activities*.

Compilation of an Action Plan for Gender and for Youth and monitoring its implementation throughout the duration of the WES project

The Action Plan itself is based on the synthesis of the findings of all of the above tasks, carried out separately for Gender and Youth.

2.3. Key findings included in the report

The key findings from the desk study/research and the exchange of views via the surveys, made evident that the references and specific work on gender (institutional provisions, roles of women, etc.) are considerably more numerous/extensive than those for youth. This is due to the fact that gender issues are more closely connected to the overall human rights issues and the efforts made at various levels to adjust relevant legislations and institutions accordingly. A lot of the literature and debate on youth is devoted to the actual definition of what part of the society is actually under the category of youth, since this is linked to specific rights or provisions, such as working age, voting rights, etc.

WES experts and backstopping team are encouraged to read the full report for a better understanding of the results and findings.

2.3.1. Gender

In approaching the gender issue for the purpose of 'gendering' the WES activities and drafting the **WES Gender Action Plan**, data available for the entire Mediterranean region were examined first, followed by a review of the available information for the WES partner countries. Emphasis was given on examining the existing gender gaps, with a focus on environment and water issues.

It is clear that in almost all WES partner countries, **significant initiatives have taken place with efforts to proceed with legal reforms** through *inter alia* signing and ratifying international conventions and agreements aiming at closing the gender gap, amendments of constitutions as well as passing dedicated legislation.

The gender agenda has become a significant driver for reforms in some **post-Arab Spring transitional processes**, while **women's organisations and movements have played a significant role in advocating, proposing and monitoring reforms and their implementation**. Despite efforts, **implementation continues**

to be weak in most of the partner countries in comparison to the global average, resulting in a still big gender parity gap.

Economic participation and opportunity, for women remains much lower than for men (up to 75% compared to the 42% global average), while in the **political empowerment** of women the gap in ¾ of the Mediterranean countries is significantly higher than the global average, reaching in some Mediterranean cases 91%.

There is **hardly any data available on the environment and water impacts of the gender gap** but it has been recognised that the existence of **a significant gender gap is a barrier for inclusive environmental management**, and this despite the fact that in most cases, women are more sensitive towards the environment than men. **Achieving gender equality and empowerment of women and girls as agents of change**, as reflected in the 2030 Agenda for Sustainable Development, is hence **critical on the way towards transformative change for sustainability**, including the achievement of water goals and targets.²

These conclusions reflect and demonstrate the complexity and various barriers and challenges in implementing gender mainstreaming policies. **Some of the reasons for the difficulties and slow progress, derive from deeply rooted, at country and local level perceptions**, combined with the **socioeconomic and cultural landscape within which communities live and act**, as well as the **education level and mentality at family and individual level**.

At the same time, the findings of the Report also demonstrate the **challenges that need to be addressed by well-meaning exogenous efforts for gender mainstreaming**, such as those of the EU and other international initiatives and donors, most of which claim limited success at the macro level.

The above observations are fully analysed and reflected in the recent Evaluation of the **EU's External Action Support in the Area of Gender Equality and Women's and Girls' Empowerment**³, and attributed to a series of reasons (e.g. weak understanding of the "Gender mainstreaming" concept; and the mismatch between EU policy ambitions in GEWE, etc.). Finally, inadequate monitoring hampers the learning potential.

Against this backdrop, the ambition of WES is to demonstrate how activities that consider the above realities and follow the guidelines and advice that follow, can contribute to gender mainstreaming in a meaningful way.

2.3.2. Youth

The Desk Study examined **youth issues and considerations in the areas of the Environment and Water in the WES partner countries** but also at the global and regional level. Apart from information on legal and institutional frameworks and important relevant initiatives, and the findings of the brief WES Youth Survey, the study went deeper into the **"The EU Med Dialogue for Rights and Equality Fellows" Programme supported by DG NEAR**, involving many youth organizations of the region.

² United Nations Environment Assembly of the United Nations Environment Programme, 2019

³ Evaluation of the EU's external action support to gender equality and women's and girls' empowerment (2010-2018). The evaluation was implemented by Particip GmbH and managed by the DG NEAR's A4 MFF, Programming and Evaluation Unit, in collaboration with DG DEVCO Results and Evaluation Unit.



Information on priority areas, on weaknesses in the institutional/legal frameworks related to youth at regional and national level, areas of concern and of interest, as well as potential issues, where the youth related stakeholders could be involved, are all included in the full report.

The Desk Study clearly revealed that although **general youth considerations are present at all levels of governance from global to regional, national and local, concrete frameworks for the support of youth initiatives, particularly in the area of the environment, water and Sustainable Development, green entrepreneurship, etc., are rather scarce and scattered** and, in general, without proper implementation, poor follow-up, and lack of continuity. At regional/international level, most of the important youth initiatives are supported through projects of the EU and other donors.

Many difficulties start from the very essential definition of “youth”, which varies widely from country to country particularly as it concerns not only voting rights, but the minimum age for work. This alone, seems to create difficulties in assessing unemployment. While there is **no universally agreed definition of the youth age group or range**, the United Nations defines youth as “those persons between the ages of 15 and 24 years”. However, most countries draw the line on youth with regard to the age at which a person is given equal treatment under the law, usually referred to as the “age of majority”, which is commonly 18 years.

Moreover, in the **WES partner countries, the upper range is usually higher than the one under the UN definition, often reaching 30 years.** Hence, under WES, **the definition of youth shall include those young persons between 18 and 30 years old.** It is self-evident that the WES gender approach, considers young females, which are approximately half of the WES Youth target group.

The youth participating in the DG NEAR-supported Fellows Project identified the **following key issues for youth in the region:** i) severe youth unemployment, ii) lack of youth participation in policy formulation and decision making, iii) need for a “youth enabling framework”, iv) necessity for opportunities for assistance/incentives for youth initiatives and entrepreneurship.

As for the young people who participated in the **WES Youth survey,** they believe in **the value of the organized representation of youth** through organisations and consider that, in general, they do have **adequate in-house expertise on environmental issues** particularly on **environmental and water awareness/education and advocacy,** where many of them have worked already for some time.

Based on the outcomes of the WES Youth Survey, the themes prioritised by young people, related to the WES Environmental Component, were: i) Marine Litter, ii) Plastics and Single Use Plastics, iii) Sustainable Consumption and Production, iv) Circular Economy, while **for the WES Water component** the themes of higher interest included: i) Capacity building of farmers on optimal irrigation/water efficiency in agriculture, ii) Water demand management, iii) Water efficiency/non-revenue water/water billing.

In addition, significant interest was also shown for rainwater harvesting/NCWR, post 2020 Environment and Climate Action Agenda, Environmental Governance as well as for access to environmental information and particularly to justice.

Undoubtedly, the **most alarming** conclusion of the Desk Study concerning the entire region (except Israel) directly affecting Mediterranean youth, is the **very high unemployment** rates, reaching (or even occasionally exceeding) 50% in some countries or districts.



The mismatch between a high level of education and greater difficulty to get jobs, is due to some extent, to the **content and structure of university curricula**, the relatively small market for studies and the parallel requirement of a series of other skills, including, quite often, fluency in foreign languages and other competencies, as well as closer involvement/experience with large and demanding European and/or other international projects.

The lack of **implementation of legislation and policies, poor performance in management** and the **lack of follow-up** (all common in the Mediterranean) demoralize many young people and limit the stamina of youth for creation and their potential for development. This, of course, is closely linked to weak governance, observed in varying degrees of frequency and intensity throughout the region. This, in turn, leads many young people to **migration**.

When planning to implement an activity in one of the WES countries or at regional level, **KEs and NKEs are advised to delve into the relevant sections of the Report** to build on the information in view of satisfactory **implementation of the gender and youth mainstreaming approach the WES project has committed to** vis-à-vis its contracting authority, the European Commission.

It is likely that **gender and youth issues will overlap in the implementation of the WES project's activities** (e.g. individuals participating in a WES capacity building might be young women up to 30 years old). Therefore, it is suggested to take an **integrated, inter-sectional approach, combining the gender and youth (age) aspects and developing relevant measures and responses**.

2.4. Implementing the Roadmap for Gendering and Youth Mainstreaming the WES Activities

In the WES Gender and Youth Action Plan (2021-2023) **one can find two distinct Action Plans (section 2.5 for Gender and section 3.5 for Youth) and a Roadmap for Gendering and Youth Mainstreaming the WES Activities** (section 4, which is Step 3a of the Gender and Youth Action Plans).

In the Roadmap, all national and regional WES activities have been classified into three categories for Gender (**A_G**, **B_G**, and **C_G**) and three categories for Youth (**A_Y**, **B_Y**, and **C_Y**):

- **Categories A_G and A_Y** include activities of the WES Work Programme where **specific gender and youth interventions have been proposed to be integrated**
- **Categories B_G and B_Y** include activities of the WES Programme where deepening on gender-mainstreaming and youth involvement **may be explored further** and undertaken by involved stakeholders if they wish to, with some expert input/advice from WES.
- **Categories C_G and C_Y** are activities where the **general gender- and youth-mainstreaming provisions of WES are applied**.



2.4.1. Gender- and- Youth-specific recommendations per WES activity category

Categories of activities	Gender-specific recommendations	Youth-specific recommendations
<p>Categories A₆ and A₇</p> <p>Activities of the WES Work Programme where specific gender and youth interventions have been proposed to be integrated</p> <p>For the activities falling under category A, WES Key Experts, Non-Key Experts, as well as the back-stopping team, should apply the “Code of Conduct” presented in the following section and consider recommendations provided under categories B and C.</p>	<p>Seek gender balance during workshops/capacity building activities:</p> <ol style="list-style-type: none"> Representation of trainees: Aim at a high proportion of women participating in the activity, ranging, if possible, between min. 35% and max. 65%, the optimum being full gender balance (50%/50%). Representation of speakers/presenters and experts (incl. KEs, NKEs, and backstopping team): Aim at a high proportion of women among speakers/presenters and experts involved in the activity, ranging, if possible, between min. 40% and max. 60%, the optimum being full gender balance (50%/50%). <p>Establish collaborative links between the KE, NKEs, WES FP and the Gender FPs of the Ministry(ies) directly linked with the theme/scope of the activity, in order to identify the best ways to formulate the gendering of the activity.</p> <p>Organize specific (on-line or in-person) sessions targeting women related to a WES activity (e.g. activity on water use efficiency and water saving)</p> <p>Address and discuss activity/topic-specific gender issues with participants/beneficiaries during selected WES activities.</p> <p>Ensure the representation of female participants and organizations/groups addressing gender issues (formal and informal). Involve female participants as resource persons in the activity (e.g. speakers, moderators, experts, etc.).</p> <p>Produce relevant and tailor-made communication materials.</p> <p>Monitor/assess the number of gender-related activities undertaken by the beneficiaries of the WES activity (e.g. follow-up, dissemination, spin-off initiatives, etc.)</p>	<p>Ensure collaborative links are established between KEs, NKEs, FPs and the relevant youth experts/responsibles of the Ministry(ies) directly linked with the theme/scope of the activity in order to identify the best ways to formulate accordingly the agendas/content of the activity.</p> <p>Address and discuss activity/topic specific-youth issues with participants/beneficiaries of the WES activity to include references to youth.</p> <p>Ensure adequate representation of youth participants and organizations/groups addressing youth issues (formal and informal). Also, involve them actively as resource persons in the activity (e.g. speakers, moderators, etc.)</p> <p>Produce youth-relevant and tailor-made communication materials.</p> <p>To measure impact: Assess the number of follow-up, dissemination etc. youth-related activities undertaken by the beneficiaries of the WES activity.</p>



<p>Categories B_G and B_y</p> <p>Activities of the WES Programme where deepening on gender-mainstreaming and youth involvement may be explored further.</p> <p>For the activities falling under category B, WES Key Experts, Non-Key Experts, as well as the back-stopping team, should apply the “Code of Conduct” presented in the following section and <u>consider recommendations provided under category C.</u></p>	<p>Seek gender balance during workshops/capacity building activities:</p> <ol style="list-style-type: none"> Representation of trainees: Aim at a fair proportion of women participating in the activity, ranging, if possible, between min. 25% and max. 75%, the optimum being full gender balance (50%/50%). Representation of speakers/experts (incl. KEs, NKEs, backstoppers): Aim at a fair proportion of women among speakers/presenters & experts involved in the activity, ranging, if possible, between min. 30% and max. 70%, the optimum being full gender balance (50%/50%). <p>Involve organisations addressing gender/environment/water issues in the activities, if possible from the design phase.</p> <p>Provide information to and invite organisations addressing gender issues as participants.</p> <p>Produce gender-relevant and gender-sensitive communication materials (e.g. leaflet for TA and CB on water efficiency, on Non-Revenue Water Management, etc.)</p> <p>Include gender-related issues in reports and other deliverables.</p> <p>Explore ways in which participants of different ages, genders, and backgrounds are affected or will be impacted by the topic discussed.</p> <p>Monitor/assess the number of gender-related activities/initiatives undertaken by the beneficiaries in the aftermath of the WES activity (e.g. follow-up, dissemination, etc.)</p>	<p>Involve organizations dealing with youth and environment/water issues in the activities and, if possible, from the design phase.</p> <p>Provide information to and invite organizations addressing youth issues as participants</p> <p>Include youth related issues in the inception and other reports</p> <p>To measure impact: Assess the number of follow-up, dissemination etc. youth-related activities undertaken by the beneficiaries of the WES activity.</p>
<p>Categories C_G and C_y</p> <p>Activities where the general gender- and youth-mainstreaming provisions of WES are applied.</p>	<p>Seek gender balance during workshops/capacity building activities:</p> <ol style="list-style-type: none"> Representation of trainees: While the ideal proportion of women and men should be 50/50, this might not be in reach for the type of activity or event. However, a minimum percentage of 20% in women’s participation should be targeted. 	<p>Representation of youth (up to 30 years old) among the trainees should be appropriate in relation to the subject/nature of the activity.</p> <p>Demonstrated effort through references to youth considerations/issues in desk work, reports and deliverables:</p>



For the activities falling under category C, WES Key Experts, Non-Key Experts, as well as the back-stopping team, should apply the “Code of Conduct” presented in the following section.

- b. **Representation of speakers/experts** (incl. KEs, NKEs, and backstopping team): While the **ideal ratio of female speakers/experts should be 50%**, this might not be in reach for the type of activity or event. However, a minimum percentage of 20% should be targeted.

Demonstrated effort to take into consideration gender issues:

- a. Consider and/or seek to **identify any potentially existing gender-related issues** during the analysis of the WES activity.
- b. If analysis during the TOR development or activity phase indicate that there are **gender-relevant aspects**, ensure that **the latter are included in reports and other deliverables**.

- a. Consider and seek to **identify any existing youth related issues**, during the analysis of the activity.
- b. If desk studies at TOR development or activity implementation phase indicate that there are **aspects interesting for youth**, ensure their **due inclusion in reports and other deliverables**.

3 GENDER AND YOUTH-FRIENDLY “CODE OF CONDUCT”

To encourage a thorough implementation of gender- and youth-mainstreaming efforts in the framework of WES, the present “**Code of Conduct**” lays out a set of gender- and youth-friendly principles and rules that WES team members and participants in WES activities are expected to comply with in a systematic manner.

All of the WES “community” needs indeed to consider, know, develop, comprehend, accept, integrate and implement into all its activities a culture of respect, equity and appreciation of what women and youth represent for our present and future world. It is not something to be artificially “imposed” but a “culture” which is synonymous to proper behavior to fellow-human beings, irrespective of gender or age. Any weakness or vulnerability should not be “exploited” or become opportunity for stigmatization, but on the contrary, reason for more support and solidarity.

The Code of conduct has been compiled considering similar approaches and initiatives of the UN and other international systems and schemes and it is meant to provide some tips on what should be done, included or avoided in promoting the culture of gender and youth mainstreaming in WES activities.

3.1. General principles

3.1.1 Apply the «Three Rs»⁴:

1. **Reach:** Are you reaching the right audience or target group, in particular as it concerns women and youth? Is your activity inclusive enough?
2. **Resonance:** Does the content of the activity resonate with women and/or young people involved in WES? Can women and/or young people recognize and understand the relevance and eventual benefits of the activity for them; Are there tips to help them?
3. **Response:** What gender- or youth-related measures could be triggered by the activity, among participants or other stakeholders?

3.1.2 Ensure that every single person is treated in the same respectful manner:

- Dealing with individuals: do **not** differentiate, in your approaches, **between women and men**, nor between **younger and more senior persons**.
- Dealing with groups/teams: do not differentiate **between female and male members, neither officials in the leadership (e.g. among officials etc.) nor for simple participants**.
- Encourage and monitor **respectful attitudes and behaviours among team members and participants; be the example** to follow on the activity, in general.

⁴ “Working with and for Youth –Guidelines for youth mainstreaming”, OSCE, 2021
<https://www.osce.org/files/f/documents/8/7/487267.pdf>



3.1.3 Promote the use of adequate, neutral language⁵:

- **Keep language – both verbal and written - as simple as possible and comprehensible to all target groups/individuals.**
- **Keep language gender/youth-neutral and inclusive** (see details in the next section)
- **Pay special attention to the use of proper vocabulary referring to titles, stereotypes in roles and attributes, as well as professional occupations regardless of gender or age.**
 - **Titles: Use courtesy titles that promote gender equality regardless of marital status** (e.g. avoid «Miss» or «Mrs.» and prefer «Ms»; prefer «The Smiths» or «Ms. and Mr. Smith» instead of «Mr. and Mrs. John Smith»)
 - **Professional occupations:**
 - **Avoid when alternatives exist, the use of masculine generic occupational titles** (i.e. businessman, chairman). Instead use more neutral terms (e.g. chairperson, business people, entrepreneur, manager)
 - **Use, when feasible, gender-neutral forms**, especially for professions that are still male-dominated, or those that are typically female-dominated (e.g. legislator, farmer, fisher)
 - **Avoid the unnecessary references to gender:** adding “female”, “women” or “male” to generic neutral terms.
 - **Stereotyping roles/attributes:** Refer to women and men of all ages without assuming stereotypical roles or attributes related to their gender or age (see next section for more details).
 - **Avoiding tokenism** ⁶, do not choose female and young participants only as a performative or “symbolic” effort.
 - **In principle, female and young participants** should be competent and, as much as possible, **of the same level** with the majority of the group.
 - Finally, and ideally, female and young participants, whenever possible, should be recruited **among different social classes and ethnic origins.**

⁵ UN-Women “Gender-inclusive language guidelines”

<https://www.unwomen.org/-/media/headquarters/attachments/sections/library/gender-inclusive%20language/guidelines-on-gender-inclusive-language-en.pdf?la=en&vs=2633>

⁶ For a more comprehensive definition of the concept of “tokenism”, see Wikipedia: <https://en.wikipedia.org/wiki/Tokenism>

3.2. Recommendations relevant to the design and implementation of activities

3.2.1 During the design/preparation of activities

- **Logistical preparation of in-person events (workshops, etc.)**
 - **Check the timing:** dates of events should enable the participation of women, incl. mothers, and young people (e.g. avoid university exam periods).
 - **Ensure that the venue is adequate for female and young participants** (e.g. cultural/religious norms, distance/access, safety, hygiene, etc.)
 - **Bear in mind women’s (and youth’s) needs when taking care of lodging/travel arrangements**
- **Preparation of documents, presentations and reports⁷**
 - **Use gender and youth-inclusive/-neutral language in speeches, documents, presentations, etc. you prepare or review**, to avoid bias toward a particular gender or age category and do not convey «stereotypes».
 - **Use gender-neutral expressions^[1]** (e.g. «humanity» instead of «mankind»)
 - **Use inclusive language** (e.g. omit the masculine reference word; use plural forms for both nouns and reference words; use «they»/ «their» to refer back to singular nouns (“Singular they”) or use the passive voice).
 - **Use both feminine and masculine forms** (e.g. use slashes [/] and write both the feminine and the masculine forms of words, for instance: “**she/he**”, “**his/hers**” and “**him/her**”).
 - **Consider, when feasible, linguistic specificities** since **each language has its particularities**, which need to be considered when communicating with the **different audiences/target groups across the WES countries, remembering that apart from English, French and Arabic, are also used.**
 - **Assess the speaking/presentation order** – ensure that the **agenda is balanced, diverse**, and that female and young presenters are given **equivalent speaking/presentation slots** with male or more senior counter-parts **fair in terms of chronological order and duration.**
 - **Include** when appropriate **gender- and youth-sensitive images and graphs in illustrated communications material** (e.g. leaflets, brochures, social media, workshop announcements, etc.)⁸.

⁷ UN-Women “Gender-inclusive language guidelines”

<https://www.unwomen.org/-/media/headquarters/attachments/sections/library/gender-inclusive%20language/guidelines-on-gender-inclusive-language-en.pdf?la=en&vs=2633>

⁸ “Working with and for Youth –Guidelines for youth mainstreaming”, OSCE, 2021

<https://www.osce.org/files/f/documents/8/7/487267.pdf>



Selection and invitation of participants for Gender and Youth activities

- **Keep in mind fair gender balance and equal participation.** Choose women and young adults to participate as speakers, “trainers”, presenters, moderators, facilitators, experts, advisors, registrants, and of course as beneficiaries/trainees.
- **In order to identify/invite female and young participants,** depending on the issue/theme of the activity, you may contact **women- and youth-led organizations /networks/councils,** or other gender- or youth-focused institutions or bodies.
- **An extensive list of relevant organisations, institutions and networks** present in the Mediterranean and/or the WES countries is found in the WES Gender and Youth Action Plan.
- Kindly, suggest to EU Delegations, Ministries and other partner institutions to **include women and/or young persons in their nominations.** You may also indicate optimum **quotas for nominations of participants involved in WES activities** (e.g. not less than 35% women, 20% participants under 30 years old).
- **If feasible, consider providing pre-, live, and post-coverage of the event** on social media platforms (Twitter, Facebook, Instagram, LinkedIn) in order to reach a more diverse range of audiences, incl. women and youth.

3.2.2 During the implementation of activities (capacity building, workshops, etc.)

- **Inform participants about the WES “Code of conduct” with respect to gender and youth,** particularly during study visits or similar activities, where there is high interaction of the trainees/participants.
- **Logistical organization during workshops and other participatory events**
 - **Ensure that female or young participants are not actively separated from senior and/or male guests, decision-makers** or others in general during conference sessions, meals and other gatherings. Strive to **enable inter-generational and inter-gender exchange.**
 - **Strive for fair sitting arrangements of presenters/speakers,** reflecting your aim to **promote equality of participation.** (e.g. do not seat a female or young speaker at the corners or at the back by default).⁹
- **Moderation of workshops and other participatory events**
 - **Encourage moderators/facilitators to treat all attendees** with the same respect.
 - **Make women and men equally visible in speeches, texts and presentations** referring to or addressing both women and men.
 - **Be inclusive in information sharing and group involvement. Encourage women and young people** to participate and share their views.

⁹ “Working with and for Youth –Guidelines for youth mainstreaming”, OSCE, 2021
<https://www.osce.org/files/f/documents/8/7/487267.pdf>

- **Incite moderators/facilitators to encourage and incentivize female, young and/or marginalized attendees to actively participate** in discussions and activities (e.g. by giving them often the floor in discussions, encouraging to express their views and ideas, incentivizing them to take the lead in a group activity...).
- **Give the same time to women and young persons** who wish to speak as to any other participant.
- **Ensure young people (as speakers) are not identified only and/or primarily by their age.** They have other qualities, skills and/or identities, as well.
- **Be aware of any cultural norms that you may need to address, such as** norms precluding women/youth from traveling, from overnighing together, or from sitting next to each other.
- **If there are certain protocols/procedures** in place for the activity or event, provide instructions or guidance to ensure that all participants are aware and understand these.
- **Explore ways in which participants of different ages, genders, and backgrounds are affected** or will be impacted by the topic discussed.
- When discussing problems or obstacles related to the topic at hand, **explore in which way women and young people could be or become positive agents of change.**¹⁰

3.2.3. In the aftermath of the activity/during follow-up phase

- **Gender- and youth-specific/disaggregated data collection and analysis**
 - Seek to **identify relevant gender-related issues** during the analysis in the aftermath of activities and if possible, even during the activities.
 - **Collect and disaggregate, as much as possible, information and data** (notably by using the [dedicated WES template for data collection](#)) according to gender and age (above 30 y.o. up to 30 y.o.) and include findings in activity reports and future gender- and youth-related analyses.

¹⁰ “Working with and for Youth –Guidelines for youth mainstreaming”, OSCE, 2021
<https://www.osce.org/files/f/documents/8/7/487267.pdf>



KEY REFERENCES & FURTHER READINGS

On Gender:

EU Joint Staff Working Document “Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020”

https://ec.europa.eu/international-partnerships/system/files/staff-working-document-gender-2016-2020-20150922_en.pdf

UN-Women “Gender-inclusive language guidelines”

<https://www.unwomen.org/-/media/headquarters/attachments/sections/library/gender-inclusive%20language/guidelines-on-gender-inclusive-language-en.pdf?la=en&vs=2633>

UNDP “User’s Guide to Measuring Gender-sensitive basic service delivery”

https://www.undp.org/content/dam/aplaws/publication/en/publications/democratic-governance/dg-publications-for-website/a-users-guide-to-measuring-gender-sensitive-basic-service-delivery-/users_guide_measuring_gender.pdf

“Gender Equality and the Environment – A Guide to UNEP’s Work” (2016)

<https://wedocs.unep.org/20.500.11822/7642>

UNESCO’s “Gender Equality Guidelines for UNESCO Publications”

https://www.unesco.org/ge_guidelines_for_publications_-_annex_4.pdf

On Youth:

OSCE “Working with and for Youth - Guidelines for youth mainstreaming” (2021)

<https://www.osce.org/files/f/documents/8/7/487267.pdf>

«Regional Framework of Joint Strategic Actions for Young People in the Arab States/Middle East and North Africa Region» (2016 – 2017), UN Inter-Agency Technical Task Team^[L1]_[SEP] on Young People -UN IATTTYP)

https://documents.wfp.org/stellent/groups/public/documents/op_reports/wfp282333.pdf

The Commonwealth Short Guide «Youth Mainstreaming in Development Planning: Transforming Young Lives» (2017)

https://thecommonwealth.org/sites/default/files/events/documents/P15371_YTH_Youth_Mainstreaming_Short_Guide.pdf

ANNEX

WES GENDER AND YOUTH-MAINSTREAMING ROADMAP FOR NATIONAL AND REGIONAL ACTIVITIES

Introduction

After examining all national, regional and horizontal WES activities and identifying the most appropriate ones for “gendering” or youth mainstreaming actions, they were prioritized and clustered under the three categories for Gender (A_G, B_G, C_G) and Youth (A_Y, B_Y, C_Y) as detailed in the Gender and Youth Action Plans respectively (*step 3a of each Action Plan, see sections 2.5 and 3.5 of the report*).

In the tables/matrixes that follow, there is a **brief description of the suggested specific interventions** for each one of the type A and B activities, as well as specific **indicators** (process and impact) for each activity. Where “**Specific Session**” is mentioned, it is expected, if possible, to integrate a session within the planned training(s) or consultation(s) dedicated to e.g. how and why gender and/or youth mainstreaming is of significance to the specific issue. It is noted that the horizontal provisions and interventions as described in the Gender and Youth Action Plans that ensure adequate gendering and youth mainstreaming of the entire WES project (Type C activities) are not repeated here.

A series of **communication materials** (e.g. targeted leaflets both in electronic and printed formats), will be produced and appropriately used to support the gendering and youth mainstreaming of the WES activities (*step 3c of each Action Plan*). Herewith, short descriptions of the content of eight (8) different types of leaflets are given. *It is emphasized that other communication materials may also be produced or other media used, as appropriate, in order to enhance the efficiency and effectiveness of any specific communication intervention. In other words, the term ‘leaflet’ is used very indicatively.*

Options for communication materials to be considered. One-two can be developed on a trial basis before expanding to other actions:

Type 1 Leaflet: on efficient municipal water use in households, combined with guidance for reduction of losses and Non-Revenue Water (NRW). This will be produced in three (3) languages (Arabic, English, French) and will be utilized in activities **1, 2, 5, 11, 19, 20, 23, 33, 34** and potential follow-up actions.

Type 2 Leaflet: on efficient water use in agriculture. This will be produced in three (3) languages (Arabic, English, French) and will be used in activities **24, 27, 31, 33, 34** and any follow-up actions.

Type 3 Leaflet: on Sustainable Consumption and Production and Circular Economy. This will be produced in three (3) languages (Arabic, English, French) and will be utilized in activities **4, 13, 29, 37, 38, 39** and any follow-up actions.

Type 4 Leaflet: on marine litter, plastic pollution and Single-Use Plastics (SUPs). This will be produced in three (3) languages (Arabic, English, French) and will be used in activities: **3, 18, 22, 35, 36** and any follow-up actions.

Type 5 Leaflet: on marine fossil fuel pollution – coastal preparedness and response. Information for women, young people and the general public on necessary measures for the implementation of the contingency plan. This will be produced in Hebrew and will be utilized in activity N-E-IL-1 (number **10**).

Type 6 Leaflet: on management of pharmaceutical and medical waste by households, pharmacies, laboratories/clinics. This will be produced in Arabic and will be utilized in activity N-E-PS-1 (number **25**).

Type 7 Leaflet: on enhancing the gendering and youth related components of formal, non- formal and informal ESD. This will be produced in three (3) languages (Arabic, English, French) and will be utilized in activities HE-2-REG and HE-3-REG (number **42 and 43**) and follow-up actions.

Type 8 Leaflet: on Access to Environmental Information, Participation and Justice (Aarhus Convention). This will be produced in three (3) languages (Arabic, English, French) and will be utilized in activity HE-4-REG (number **44**).



WES NATIONAL ACTIVITIES

WES WATER ACTIVITIES - ALGERIA										
	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
1	Technical Assistance & Capacity Building Topic 1: Water Use Assessment, estimation Topic 2: Water Efficiency Gains at Decentralised Level Topic 3: Water Resources Valuation, Cost Recovery, Affordability of water services Subtopic 2.2: Non-Revenue Water (NRW) Management	N-W-DZ-1: Conduct a diagnosis for the performance of Non-Revenue Water (NRW) in a pilot utility and develop a plan for NRW improvements focusing on minimum cost of interventions with fast investment paybacks	B _G	C _Y	<ul style="list-style-type: none"> Specific information leaflet Type 1 		<ul style="list-style-type: none"> Production of the leaflet Use/dissemination to gender stakeholders 		<ul style="list-style-type: none"> Use/dissemination of the leaflet by stakeholders (to wider audiences) Reporting on eventual initiatives of stakeholders 	
2	Technical Assistance & Capacity Building Topic 1: Water Use Assessment, estimation Topic 2: Water Efficiency Gains at Decentralised Level Subtopic 2.3: Water Demand Management (WDM)	N-W-DZ-2: Potential of Water use efficiency and water saving in municipal water	A _G	A _Y	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Specific information leaflet Type 1 	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Specific information leaflet Type 1 	<ul style="list-style-type: none"> Production of the leaflet Use/dissemination 		<ul style="list-style-type: none"> Activities by Stakeholder indicating multiplication of dissemination and impact of information (including dissemination/distribution of leaflet) Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> Activities by Stakeholder indicating multiplication of dissemination and impact of information (including dissemination/distribution of leaflet) Reporting on eventual initiatives of stakeholders

WES ENVIRONMENT ACTIVITIES - ALGERIA										
	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
3	Technical Assistance & Capacity Building Topic 1: Curbing Plastic Pollution & Marine Litter Sub-Topic 1.1: Marine litter monitoring and management	N-E-DZ-1: Support for the monitoring and management of marine litter in Algeria	A _G	A _Y	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Specific information leaflet Type 4 	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Specific information leaflet Type 4 	<ul style="list-style-type: none"> Information on plastics, SUPs and marine litter provided to women Production of a leaflet for both gender and youth Use/dissemination 	<ul style="list-style-type: none"> Information on plastics, SUPs and marine litter provided to youth Production of a leaflet for both gender and youth 	<ul style="list-style-type: none"> Activities by Stakeholder indicating multipl/tion of dissemination and impact of information (including of leaflet) Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> Activities by Stakeholder indicating multipl/tion of dissemination and impact of information (including of leaflet) Reporting on eventual initiatives of stakeholders
4	Technical Assistance Topic 2: Promotion of Circular Economy Horizontal: PPP & Access to sustainable Investment Sub-Topic 2.1: Support the shift to sustainable consumption and production	N-E-DZ-2: Support for the promotion of Sustainable Consumption and Production and Circular Economy in Algeria	A _G	A _Y	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Specific information leaflet Type 3 	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Specific information leaflet Type 3 	<ul style="list-style-type: none"> Information provided to women Production of a leaflet for both gender and youth Use/dissemination 	<ul style="list-style-type: none"> Information provided to youth Production of a leaflet for both gender and youth 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multipl/tion of dissemination and impact of information (including dissemination/distribution of leaflet) Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multipl/tion of dissemination and impact of information (including dissemination/distribution of leaflet) Reporting on eventual initiatives of stakeholders

WES WATER ACTIVITIES - EGYPT										
	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
5	<p>Technical Assistance & Capacity Building</p> <p>Topic 1: Water Use Assessment, estimation</p> <p>Topic 2: Water Efficiency Gains at Decentralised Level</p> <p>Topic 3: Water Resources Valuation, Cost Recovery, Affordability of water services/</p> <p>Subtopic 2.2: Non-Revenue Water (NRW) Management</p>	<p>N-W-EG-1: Strengthen the water utilities capacities to manage/reduce non-revenue water (NRW) and detect leakage</p>	B _G	C _Y	<ul style="list-style-type: none"> Specific information leaflet Type 1 		<ul style="list-style-type: none"> Production of the leaflet Use/dissemination 		<ul style="list-style-type: none"> Use/dissemination of the leaflet by stakeholders Reporting on eventual initiatives of stakeholders 	
6	<p>Technical Assistance</p> <p>Topic 2: Water Efficiency Gains at Decentralised Level</p> <p>Topic 5: Enhancing Water Efficiency and Productivity in Agriculture</p> <p>Horizontal: PPP & Access to Investment</p> <p>Subtopic 4.1: Agriculture Water Use Efficiency</p>	<p>N-W-EG-2: Assist Egypt in the preparation of a framework related to PPP to provide (in addition to other financing instruments) opportunities to create guarantees for the banking system, allowing the private sector to be involved and improve “water network management and resources efficiency (on-farm and main network)”</p>	C _G	C _Y						

WES ENVIRONMENT ACTIVITIES - EGYPT										
Activity no	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
7	EGYPT	N-E-EG-1: Support for sustainable Construction and Demolition Waste management	C _G	C _Y						
8	EGYPT	N-E-EG-2: Support for Extended Producer Responsibility (EPR) schemes	C _G	C _Y						



WES WATER ACTIVITIES – ISRAEL										
Activity no	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
9	Technical Assistance Topic 3: Water Resources Valuation, Cost Recovery, Affordability of water services Subtopic 3.1: Tariffs	N-W-IL-1: Evaluation of new methods to reduce the cross subsidies in the agricultural water tariff in Israel.	C _G	C _Y						
10	Technical Assistance Topic 2: Water Efficiency Gains at Decentralised Level Subtopic 2.1: Non-Conventional Water Resources	N-W-IL-2: Storm water management and Natural Water Retention Measures	C _G	C _Y						
WES ENVIRONMENT ACTIVITIES - ISRAEL										
Activity no	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
11	Technical Assistance Topic 3: Prevention & Reduction of Industrial Pollution & Horizontal: PPP & Access to sustainable investment	N-E-IL-1: Marine fossil fuel pollution – coastal preparedness and response	B _G	B _Y	<ul style="list-style-type: none"> Specific information leaflet on the contingency plan (Type 5) 	<ul style="list-style-type: none"> Specific information leaflet on the contingency plan (Type 5) 	<ul style="list-style-type: none"> Production of leaflet Use/dissemination 	<ul style="list-style-type: none"> Production of leaflet 	<ul style="list-style-type: none"> Use/dissemination of the leaflet by stakeholders Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> Use dissemination of the leaflet by stakeholders Reporting on eventual initiatives of stakeholders



WES WATER ACTIVITIES – JORDAN										
Activity no	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
12	Technical Assistance & Capacity Building Topic 1: Water Use Assessment, estimation Topic 2: Water Efficiency Gains at Decentralised Level Topic 3: Water Resources Valuation, Cost Recovery, Affordability of water services Subtopic 2.2: Non-Revenue Water (NRW) Management	N-W-JO-1: Conduct a diagnosis for the performance of Non-Revenue Water (NRW) in a pilot utility and develop a plan for NRW improvements focusing on minimum cost of interventions with fast investment paybacks	B _G	C _Y	<ul style="list-style-type: none"> Specific information leaflet Type 1 		<ul style="list-style-type: none"> Production of the leaflet Use/dissemination 		<ul style="list-style-type: none"> Use/dissemination of the leaflet by stakeholders Reporting on eventual initiatives of stakeholders 	
13	Technical Assistance Horizontal: Legal and Regulatory aspects (of mainstreaming WUE) Subtopic 2.1: NCWR	N-W-JO-2: Explore the potential of Natural Water Retention Measures (NWRM) at the catchment scale	C _G	C _Y						

WES ENVIRONMENT ACTIVITIES - JORDAN										
Activity no	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
14	Technical Assistance & Capacity Building Topic 2: Promotion of Circular Economy Sub-Topic 2.1: Support the shift to sustainable consumption and production	N-E-JO-1: Contribution to the development of a joint public-private roadmap to reduce the use of Single-Use Plastics in Jordan	A _G	A _Y	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Specific information leaflet Type 3/4 	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Specific information leaflet Type 3/4 	<ul style="list-style-type: none"> Information on SUPs, etc., provided to women Production of a leaflet for both gender and youth Use/dissemination 	<ul style="list-style-type: none"> Information on SUPs, etc., provided to youth Production of a leaflet for both gender and youth Use/dissemination 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination/distribution of leaflet) Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination/distribution of leaflet) Reporting on eventual initiatives of stakeholders
15	Technical Assistance & Capacity Building Horizontal: PPP & Access to sustainable investment	N-E-JO-2: Consolidation activities on green banking and support to green investment opportunities (linked to N-E-JO-1)	C _G	C _Y						

WES WATER ACTIVITIES - LEBANON										
	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
16	Technical Assistance Topic 1: Water Use Assessment, estimation Topic 2: Water Efficiency Gains at Decentralised Level Subtopic 2.1: Non-Conventional Water Resources	N-W-LB-1: Explore the potential of Natural Water Retention Measures (NWRM)	C _G	C _Y						
17	Capacity Building Topic 2: Water Efficiency Gains at Decentralised Level Subtopic 2.5: Wastewater Treatment for reuse	N-W-LB-2: National plan for sludge management and treatment focusing on bio digesters and the generation of biogas in a decentralised way	C _G	C _Y						
WES ENVIRONMENT ACTIVITIES - LEBANON										
	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
18	Technical Assistance Topic 3: Prevention & Reduction of Industrial Pollution Sub-Topic 3.3: Promote the engagement of civil society	N-E-LB-1: Review of guidelines and comparative study on ELVs for eight industrial activities in Lebanon	C _G	C _Y						



19	<p>Technical Assistance</p> <p>Topic 1: Curbing Plastic Pollution & Marine Litter</p> <p>Sub-Topic 1.1: Marine litter monitoring and management</p> <p>Sub-Topic 1.2: Addressing single-use plastic</p>	<p>N-E-LB-2: Technical assistance to the MoE in tackling the pollution of the Mediterranean Sea by combatting pollution from plastics.</p>	A _G	A _Y	<ul style="list-style-type: none"> • Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders • Specific information leaflet Type 4 	<ul style="list-style-type: none"> • Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders • Specific information leaflet Type 4 	<ul style="list-style-type: none"> • Information on plastics, SUPs and marine litter provided to women • Production of a leaflet for both gender and youth • Use/dissemination 	<ul style="list-style-type: none"> • Information on plastics, SUPs and marine litter provided to youth • Production of a leaflet for both gender and youth • Use/dissemination 	<ul style="list-style-type: none"> • Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination/distribution of leaflet) • Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> • Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination/distribution of leaflet) • Reporting on eventual initiatives of stakeholders
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WES WATER ACTIVITIES - MOROCCO										
	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
20	<p>Technical Assistance</p> <p>Horizontal: Legal and Regulatory aspects (of mainstreaming WUE)</p> <p>Subtopic 2.3: Water Demand Management (WDM)</p>	<p>N-W-MO-1: Support WDM in relation to water scarcity</p>	A _G	A _Y	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Specific information leaflet Type 1 	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Specific information leaflet Type 1 	<ul style="list-style-type: none"> Information provided to women Production of a leaflet for both gender and youth Use/dissemination 	<ul style="list-style-type: none"> Information provided to youth Production of a leaflet for both gender and youth Use/dissemination 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination /distribution of leaflet) Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination /distribution of leaflet) Reporting on eventual initiatives of stakeholders
21	<p>Technical Assistance & Capacity Building</p> <p>Topic 3: Water Resources Valuation, Cost Recovery, Affordability of water services</p> <p>Subtopic 3.3: Water Services Cost recovery</p>	<p>N-W-MO-2: Elaboration of strategies for cost recovery, and development of tools for the evaluations of costs related to water</p>	B _G	C _Y	<ul style="list-style-type: none"> Specific information leaflet Type 1 		<ul style="list-style-type: none"> Production of leaflet Use/dissemination 		<ul style="list-style-type: none"> Use/distribution by stakeholders of the leaflet Reporting on eventual initiatives of stakeholders 	

WES ENVIRONMENT ACTIVITIES - MOROCCO										
Activity no	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
22	Technical Assistance & Capacity Building Horizontal: PPP & Access to sustainable investment	N-E-MO-1: Joint initiative for the establishment of the management chain for PET bottle packaging within the framework of EPR in Morocco	B _G	B _Y	<ul style="list-style-type: none"> Specific information leaflet Type 3/4 	<ul style="list-style-type: none"> Specific information leaflet Type 3/4 	<ul style="list-style-type: none"> Production of a leaflet for both gender and youth Use/dissemination 	<ul style="list-style-type: none"> Production of a leaflet for both gender and youth Use/dissemination 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination of leaflet) Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination of leaflet) Reporting on eventual initiatives of stakeholders
23	Technical Assistance & Capacity Building Topic 1: Curbing Plastic Pollution & Marine Litter Sub-Topic 1.1: Marine litter monitoring and management	N-E-MO-2: Consolidation activities on the ongoing marine litter activities in Morocco: expanding marine litter monitoring (e.g. in other coastal sites, other marine compartments - sea surface, sea floor);	A _G	A _Y	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Specific information leaflet Type 4 	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Specific information leaflet Type 4 	<ul style="list-style-type: none"> Information on plastics, SUPs and marine litter provided to women Production of a leaflet for both gender and youth Use/dissemination 	<ul style="list-style-type: none"> Information on plastics, SUPs and marine litter provided to youth Production of a leaflet for both gender and youth Use/dissemination 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination of leaflet) Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination of leaflet) Reporting on eventual initiatives of stakeholders



WES WATER ACTIVITIES - PALESTINE										
	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
24	<p>Technical Assistance & Enhancement of the Enabling Conditions</p> <p>Topic 2: Water Efficiency Gains at Decentralised Level</p> <p>Topic 3: Water Resources Valuation, Cost Recovery, Affordability of water services</p> <p>Horizontal: PPP & Access to Investment</p> <p>Subtopic 2.2: Non-Revenue Water (NRW) Management</p>	<p>N-W-PS-1: Design actions/modalities for improved water billing and fees' collection rates also with a view to support outsourcing and public private partnership and engagement through Micro PSP</p>	B _G	B _Y	<ul style="list-style-type: none"> Specific information leaflet Type 1 	<ul style="list-style-type: none"> Specific information leaflet Type 1 	<ul style="list-style-type: none"> Production and dissemination of leaflet 	<ul style="list-style-type: none"> Production and dissemination of leaflet 	<ul style="list-style-type: none"> Activities by Stakeholder indicating multipl/tion of dissemination and impact of information (including dissemination of leaflet) Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> Activities by Stakeholder indicating multipl/tion of dissemination and impact of information (including dissemination of leaflet) Reporting on eventual initiatives of stakeholders
25	<p>Technical Assistance & Capacity Building</p> <p>Topic 2: Water Efficiency Gains at Decentralised Level</p> <p>Topic 4: Enhancing Water Efficiency and Productivity in Agriculture</p> <p>Subtopic 4.1: Agriculture Water Use Efficiency</p>	<p>N-W-PS-2: Capacity building/trainings with pilot farmers' associations and relevant communities on optimal irrigation management and practices using appropriate irrigation methods for improved irrigation efficiency and soil fertility and highlighting the benefits of using treated wastewater and rainwater harvesting.</p>	A _G	A _Y	<ul style="list-style-type: none"> Specific Session to be included (online or physical); Report of multiplying activities by stakeholders Specific information leaflet Type 2 	<ul style="list-style-type: none"> Specific Session to be included (online or physical); Report of multiplying activities by stakeholders Specific information leaflet Type 2 	<ul style="list-style-type: none"> Information on water efficiency Production and dissemination of leaflet 	<ul style="list-style-type: none"> Information on water efficiency Production and dissemination of leaflet 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multipl/tion of dissemination and impact of information (including of leaflet) Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multipl/tion of dissemination and impact of information (including of leaflet) Reporting on eventual initiatives of stakeholders



WES ENVIRONMENT ACTIVITIES - PALESTINE

Activity no	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
26	Technical Assistance Topic 3: Prevention & Reduction of Industrial Pollution & Horizontal: PPP & Access to sustainable investment	N-E-PS-1: Technical assistance on sustainable Medical Waste Management.	A _G	A _Y	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Specific information leaflet Type 6 	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Specific information leaflet Type 6 	<ul style="list-style-type: none"> Information on pharmaceutical and medical waste provided to women Production of a leaflet for both gender and youth Use/dissemination of leaflet 	<ul style="list-style-type: none"> Information on pharmaceutical and medical waste provided to youth Production of a leaflet for both gender and youth Use/dissemination of leaflet 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination/distribution of leaflet) Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination/distribution of leaflet) Reporting on eventual initiatives of stakeholders
27	Technical Assistance & Capacity Building Topic 3: Prevention & Reduction of Industrial Pollution Sub-Topic 3.1: Environmental mainstreaming in sector policies	N-E-PS-2: Assessment and institutional setup for mineral used oil, pharmaceutical and metal painting industries in terms of environmental sound management for hazardous waste.	C _G	C _Y						



WES WATER ACTIVITIES - TUNISIA										
Activity no	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
28	<p>Technical Assistance & Capacity Building</p> <p>Topic 2: Water Efficiency Gains at Decentralised Level</p> <p>Topic 4: Enhancing Water Efficiency and Productivity in Agriculture</p> <p>Subtopic 4.1: Agriculture Water Use Efficiency</p> <p>Subtopic 2.1: Non-Conventional Water Resources</p>	<p>N-W-TN-1: Improving the efficiency of water use in agriculture</p>	A _G	A _Y	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Specific information leaflet Type 2 	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Specific information leaflet Type 2 	<ul style="list-style-type: none"> Information on water efficiency and agriculture provided to women Production of a leaflet for both gender and youth Use/dissemination of leaflet 	<ul style="list-style-type: none"> Information on water efficiency and agriculture provided to youth Production of a leaflet for both gender and youth Use/dissemination of leaflet 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination/distribution of leaflet) Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination/distribution of leaflet) Reporting on eventual initiatives of stakeholders
29	<p>Technical Assistance & Capacity Building</p> <p>Topic 2: Water Efficiency Gains at Decentralised Level</p> <p>Topic 4: Enhancing Water Efficiency and Productivity in Agriculture</p> <p>Subtopic 2.4: Water Supply Productivity</p>	<p>N-W-TN-2: Reservoir Sedimentation Hazard and Mitigation Measures towards Sustainability in Tunisia, Study of the siltation of two Tunisian dams: Siliana and Lebna dams</p>	C _G	C _Y						



WES ENVIRONMENT ACTIVITIES - TUNISIA										
Activity no	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
30	<p>Technical Assistance</p> <p>Topic 2: Promotion of Circular Economy</p> <p>Sub-Topic 2.1: Support the shift to sustainable consumption and production</p>	<p>N-E-TN-1: Support for the implementation of Sustainable Public Procurement operations</p>	B _G	B _Y	<ul style="list-style-type: none"> Specific information leaflet Type 3 	<ul style="list-style-type: none"> Specific information leaflet Type 3 	<ul style="list-style-type: none"> Production of a leaflet for both gender and youth Use/dissemination 	<ul style="list-style-type: none"> Production of a leaflet for both gender and youth Use/dissemination 	<ul style="list-style-type: none"> Activities by Stakeholder indicating multiplication of dissemination and impact of information (including dissemination /distribution of leaflet) Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination/distribution of leaflet) Reporting on eventual initiatives of stakeholders
31	<p>Technical Assistance</p> <p>Topic 3: Prevention & Reduction of Industrial Pollution Horizontal: PPP & Access to sustainable investment</p>	<p>N-E-TN-2: Technical assistance for Industrial pollution prevention and monitoring in a coastal area.</p>	C _G	C _Y						



WES REGIONAL ACTIVITIES

WES REGIONAL WATER ACTIVITIES										
Activity no	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
32	Capacity Building Topic 4: Enhancing Water Efficiency and Productivity in Agriculture Subtopic 4.2: WEFE Nexus	RW-1-REG: Training on the practical application of the water-energy-food-ecosystems nexus and related policies and regulations.	A _G	A _Y	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Specific information leaflet Type 2 	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Specific information leaflet Type 2 	<ul style="list-style-type: none"> Information provided to women Production of a leaflet for both gender and youth Use/dissemination of leaflet 	<ul style="list-style-type: none"> Information provided to youth Production of a leaflet for both gender and youth Use/dissemination of leaflet 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination/distribution of leaflet) Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination/distribution of leaflet) Reporting on eventual initiatives of stakeholders
33	Capacity Building Topic 3: Water Resources Valuation, Cost-Recovery and Affordability of Water Services Subtopic 3.2: Water Accounting & Valuation	RW-2-REG: Training on water accounting	C _G	C _Y						

34	<p>Capacity Building Topic 2: Water Efficiency Gains at Decentralised Level Horizontal: Legal and Regulatory Aspects Subtopic 2.3: Water Demand Management (WDM)</p>	<p>RW-3-REG/ P2P: Capacity building on (1) Water demand management (WDM) & methods of water conservation; (2) Policy instruments for water use reduction including tariff models for water/wastewater and agriculture; (3) Cost effectiveness analysis of WDM measures, Rain water harvesting and grey water reuse; (4) Role of the private sector, rebate programs and corporate social responsibility.</p>	1 Ag	Av	<ul style="list-style-type: none"> • Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders • Specific information leaflets Type 1 and 2 	<ul style="list-style-type: none"> • Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders • Specific information leaflets Type 1 and 2 	<ul style="list-style-type: none"> • Information provided to women • Production of leaflets for both gender and youth • Use/dissemination of leaflet 	<ul style="list-style-type: none"> • Information provided to youth • Production of leaflets for both gender and youth • Use/dissemination of leaflet 	<ul style="list-style-type: none"> • Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination/distribution of leaflets) • Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> • Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination/distribution of leaflets) • Reporting on eventual initiatives of stakeholders
35	<p>Capacity Building Topic 2: Investigation and Introduction of Water Efficiency Gains at the Decentralized Level Subtopic 2.1: Non-Conventional Water Resources (NCWR)</p>	<p>RW-4-REG/ P2P: CB on NCWR focusing on water harvesting including through retention & aquifer recharge with storm water</p>	Ag	Av	<ul style="list-style-type: none"> • Specific Session to be included (online or physical) eventually with Report of multiplying 	<ul style="list-style-type: none"> • Specific Session to be included (online or physical) eventually with Report of multiplying 	<ul style="list-style-type: none"> • Information provided to women • Production of leaflets for both gender and youth • Use/dissemination of leaflet 	<ul style="list-style-type: none"> • Information provided to youth • Production of leaflets for both gender and youth 	<ul style="list-style-type: none"> • Activities by Stakeholders indicating multiplication of dissemination and impact of information (including 	<ul style="list-style-type: none"> • Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination/di



					<ul style="list-style-type: none"> activities by stakeholders Specific information leaflets Type 1 and 2 	<ul style="list-style-type: none"> activities by stakeholders Specific information leaflets Type 1 and 2 		<ul style="list-style-type: none"> Use/dissemination of leaflet 	<ul style="list-style-type: none"> dissemination /distribution of leaflets) Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> istribution of leaflets) Reporting on eventual initiatives of stakeholders
WES REGIONAL ENVIRONMENT ACTIVITIES										
Activity no	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
36	Technical Assistance & Capacity Building Topic 1: Curbing Plastic Pollution & Marine Litter Sub-Topic 1.1: Marine litter monitoring and management Sub-Topic 1.2: Addressing single-use plastics	RE-1-REG / RE-1-P2P: Phasing out single-use plastics in the Mediterranean.	C _G	C _Y						
37	Technical Assistance & Capacity Building Topic 1: Curbing Plastic Pollution & Marine Litter Sub-Topic 1.1: Marine litter monitoring and management Sub-Topic 1.2: Addressing single-use plastics	RE-2-REG: Understanding better microplastics and identifying how to address the issue.	A _G	A _Y	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders 	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders 	<ul style="list-style-type: none"> Information provided to women Leaflet produced and circulated 	<ul style="list-style-type: none"> Information provided to youth Leaflet produced and circulated 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination /distribution of leaflet) 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination /distribution of leaflet) Reporting on eventual



					<ul style="list-style-type: none"> Leaflet to be produced, Type 4 	<ul style="list-style-type: none"> Leaflet to be produced, Type 4 			<ul style="list-style-type: none"> Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> initiatives of stakeholders
38	<p>Technical Assistance & Capacity Building</p> <p>Topic 2: Promotion of Circular Economy</p> <p>Sub-Topic 2.1: Support the shift to sustainable consumption and production</p> <p>Sub-Topic 1.2: Addressing single-use plastics</p>	<p>RE-3-REG /R E-3-P2P: Innovative Circular Economy Business Models in the Mediterranean region</p>	A _G	A _Y	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Leaflet to be produced, Type 3 	<ul style="list-style-type: none"> Specific Session to be included (online or physical) eventually with Report of multiplying activities by stakeholders Leaflet to be produced, Type 3 	<ul style="list-style-type: none"> Information provided to women Leaflet produced and circulated 	<ul style="list-style-type: none"> Information provided to youth Leaflet produced and circulated 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination /distribution of leaflet) Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination/distribution of leaflet) Reporting on eventual initiatives of stakeholders
39	<p>Technical Assistance & Capacity Building</p> <p>Topic 2: Promotion of Circular Economy</p> <p>Sub-Topic 2.2: Waste management schemes and streams</p>	<p>RE-4-REG / RE-4-ST/ RE-4-P2P activity on the Management of Construction & Demolition Waste (C&DW)</p>	C _G	B _Y		<ul style="list-style-type: none"> More involvement of youth as an emerging employment opportunity sector Leaflet to be produced, Type 3 		<ul style="list-style-type: none"> Active participation of youth Leaflet produced and circulated 		<ul style="list-style-type: none"> Reporting on eventual initiatives of youth participants as well as of other stakeholders



40	<p>Technical Assistance & Capacity Building</p> <p>Topic 2: Promotion of Circular Economy</p> <p>Sub-Topic 2.2: Waste management schemes and streams</p> <p>Topic 3: Prevention and reduction of industrial pollution</p> <p>Horizontal: PPP & Access to sustainable investment</p>	<p>RE-7-REG: Best practices in achieving waste reduction in the Mediterranean</p>	B _G	B _Y	<ul style="list-style-type: none"> Leaflet to be produced, Type 3 	<ul style="list-style-type: none"> Leaflet to be produced, Type 3 	<ul style="list-style-type: none"> Leaflet produced and circulated 	<ul style="list-style-type: none"> Leaflet produced and circulated 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination/distribution of leaflet) Reporting on eventual initiatives of stakeholders 	<ul style="list-style-type: none"> Activities by Stakeholders indicating multiplication of dissemination and impact of information (including dissemination/distribution of leaflet) Reporting on eventual initiatives of stakeholders
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WES HORIZONTAL REGIONAL ACTIVITIES

	Dimension/Topic/Sub-Topic	Activity title/Description	Category		Gendering actions	Youth relevant actions	Process Indicators		Impact Indicators	
			Gender	Youth			Gender	Youth	Gender	Youth
41	<p>Enhancement of the Enabling conditions</p> <p>Topic: Awareness Raising & dissemination of Information</p>	<p>HE-1-REG: On-line UfM Stakeholder Consultation on the post-2020 Environment and Climate Action Agendas</p>	C _G	C _Y						

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42	<p>Capacity Building & Enhancement of the Enabling conditions</p> <p>Topic: Awareness Raising & dissemination of Information</p>	<p>HE-2-REG: Awareness raising and Education for Sustainable Development: Training of Trainers on campaigns for sustainable consumption</p>	A _G	A _Y	<ul style="list-style-type: none"> • Gendering components in ESD, formal, non-formal, informal • More female trainers and resource persons • Leaflet Type 7 	<ul style="list-style-type: none"> • Youth related components in ESD, formal, non-formal, informal • More young resource persons • Leaflet Type 7 	<ul style="list-style-type: none"> • Identification of Gender elements to be included in ESD curricula • Presentations of the female trainers • Preparation/circulation of a leaflet 	<ul style="list-style-type: none"> • Identification of Youth elements to be included in ESD curricula • Presentations of the youth • Preparation/circulation of a leaflet 	<ul style="list-style-type: none"> • Dissemination of the leaflet • Report of multiplying activities by stakeholders 	<ul style="list-style-type: none"> • Dissemination of the leaflet • Report of multiplying activities by stakeholders
43	<p>Capacity Building & Enhancement of the Enabling conditions</p> <p>Topic: Awareness Raising & dissemination of Information</p>	<p>HE-3-REG: Educating for Sustainable Development: focus on WWT for reuse and NCWRs</p>	A _G	A _Y	<ul style="list-style-type: none"> • Gendering components in ESD, formal, non-formal, informal • More female trainers and resource persons • Leaflet Type 7 	<ul style="list-style-type: none"> • Youth related components in ESD, formal, non-formal, informal • More young resource persons • Leaflet to be produced, Type 7 	<ul style="list-style-type: none"> • Identification of Gender elements to be included in ESD curricula • Preparation/circulation of a leaflet 	<ul style="list-style-type: none"> • Identification of Youth elements to be included in ESD curricula • Preparation/circulation of a leaflet 	<ul style="list-style-type: none"> • Dissemination of the leaflet • Report of multiplying activities by stakeholders 	<ul style="list-style-type: none"> • Dissemination of the leaflet • Report of multiplying activities by stakeholders
44	<p>Enhancement of the Enabling conditions</p> <p>Topic: Legal and Regulatory aspects</p>	<p>HE-4-REG / HE-4-P2P: Overall environmental governance - promotion of the Aarhus Convention in the whole of the Mediterranean</p>	A _G	A _Y	<ul style="list-style-type: none"> • Gendering components on access to information, participation and justice • Leaflet Type 8 	<ul style="list-style-type: none"> • Youth related components on access to information, participation and justice • Leaflet Type 8 	<ul style="list-style-type: none"> • Preparation/circulation of a leaflet 	<ul style="list-style-type: none"> • Preparation/circulation of a leaflet 	<ul style="list-style-type: none"> • Dissemination of the leaflet • Report of multiplying activities by stakeholders 	<ul style="list-style-type: none"> • Dissemination of the leaflet • Report of multiplying activities by stakeholders



