



Seeds for Sustainable Solutions - Assessing Transformation in WASH

SIWI World Water Week
21 August 2023

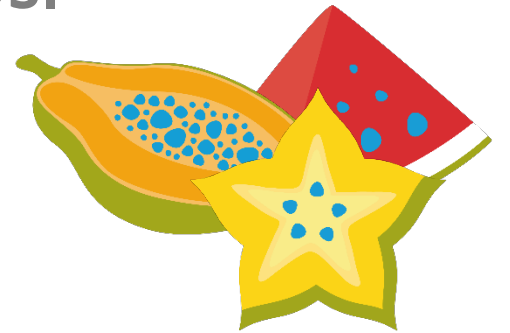


 SNV in Nepal



Objectives

- Reflect on **GEDSI transformation and why it is important** to climate-resilient water and WASH
- Familiarise yourselves with **three Water for Women GEDSI tools** to assess GEDSI transformation in water and WASH
- Practise using the tools through “**marketplace tool tasters**”
- Reflect on and discuss **how these tools can be used in your teams, projects and organisations.**



What do we mean by transformative change?

- 1. Significant Shift** from existing norms, practices, relationships or power structures, leading to new ways of thinking, behaving, or being.
- 2. Long-lasting Impact** that reshapes how we look at ourselves, others and the world.
- 3. Processes and outcomes** that challenge the status quo and can lead to greater equality, innovation, growth, or adaptation to new circumstances. It is no longer business as usual.
- 4. Challenges** are inherent in achieving transformative change because the process entails overcoming resistance and managing uncertainties and insecurities.
- 5. A Positive Value** is generally given to transformative change. While "transformative" might not necessarily refer to positive change, the term often suggests change that has positive impacts for society.

Why transformative change in WASH?

- Delving deep: norms change for positive and sustainable behaviour change
- Inequality goes to the heart of everything = access, participation, resilience, sustainability
- New ways of working for climate-resilient solutions: partnerships and leadership



**GEDSI
unaware/
harmful**

**GEDSI
aware**

**GEDSI
responsive/
accommodating**

**GEDSI
transformative**



A **GEDSI unaware** WASH program fails to recognise the different roles, responsibilities, needs, interests and capacities of different people and identities, and their ability to enact power and access resources. It therefore fails to address barriers to participation in WASH processes, decision-making and benefits, and is likely to maintain the status quo and perpetuate, if not exacerbate, existing social inequalities. Programs may be **GEDSI harmful** by targeting those easiest to reach, thus further marginalising others, or exploiting differences to achieve program goals.



A **GEDSI aware** WASH program recognises the different roles, responsibilities, needs, interests and capacities of different people and identities, and their ability to enact power and access resources, but takes minimal action to address inequality or vulnerabilities, such as the risk of violence, or challenge discriminatory norms. It focuses on practical needs more than strategic interests of women, people with disabilities, people of diverse genders and sexualities, and other marginalised groups.



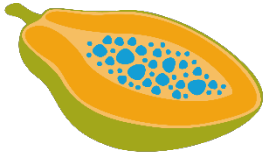
A **GEDSI responsive** WASH program understands and addresses barriers faced by women and different marginalised groups at different levels, such as household, community, organisational, sectoral and/or structural. It addresses practical needs and strategic interests, supporting increased access and control over WASH by women, people with disabilities, people of diverse genders and sexualities and other marginalised groups. It may include **GEDSI accommodating** strategies, which recognise existing attitudes and barriers, but may result in superficial or temporary results.



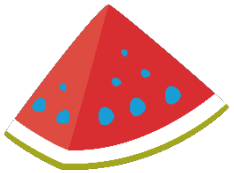
A **GEDSI transformative** WASH program explicitly challenges harmful social norms and power imbalances to positively change the position of marginalised people, groups and identities. It recognises and addresses the risk of violence as a barrier to challenging power through Do No Harm approaches and resources GEDSI strategies, including supporting local rights holder organisations, and has articulated channels for referral to services where available. It understands, and has nuanced approaches to address, bias, resistance and backlash and reflects the principle of transformation starting with oneself.

Assessing transformative change

How do we know it is happening? How do we know we are contributing to it?



The **GEDSI Towards Transformation Self assessment tool (SAT)** – reflecting on our practice individually and collectively



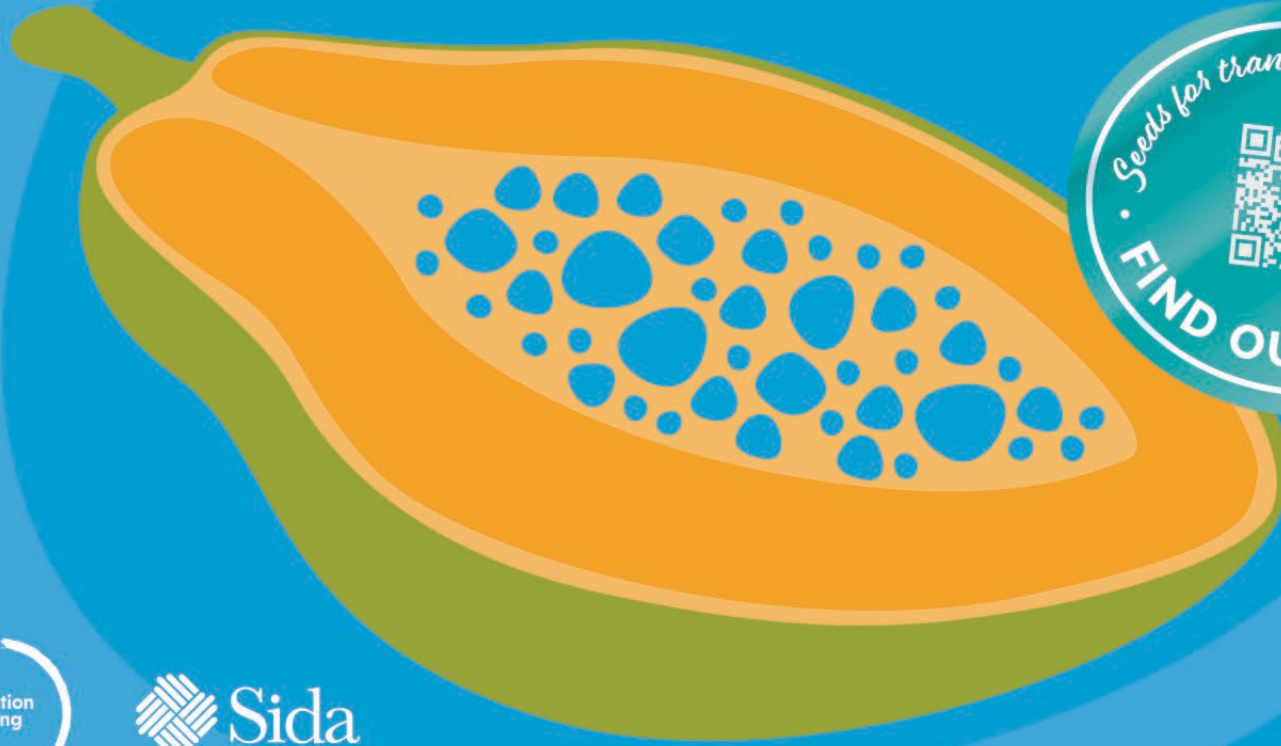
The **qualKit** – qualitative M&E / research methods to understand dimensions and impacts of change



The **WASH-Gender Equality Measure (WASH-GEM)** – quantitative and qualitative measurement to understand connections between WASH and gender at household and community levels

GEDSI SAT

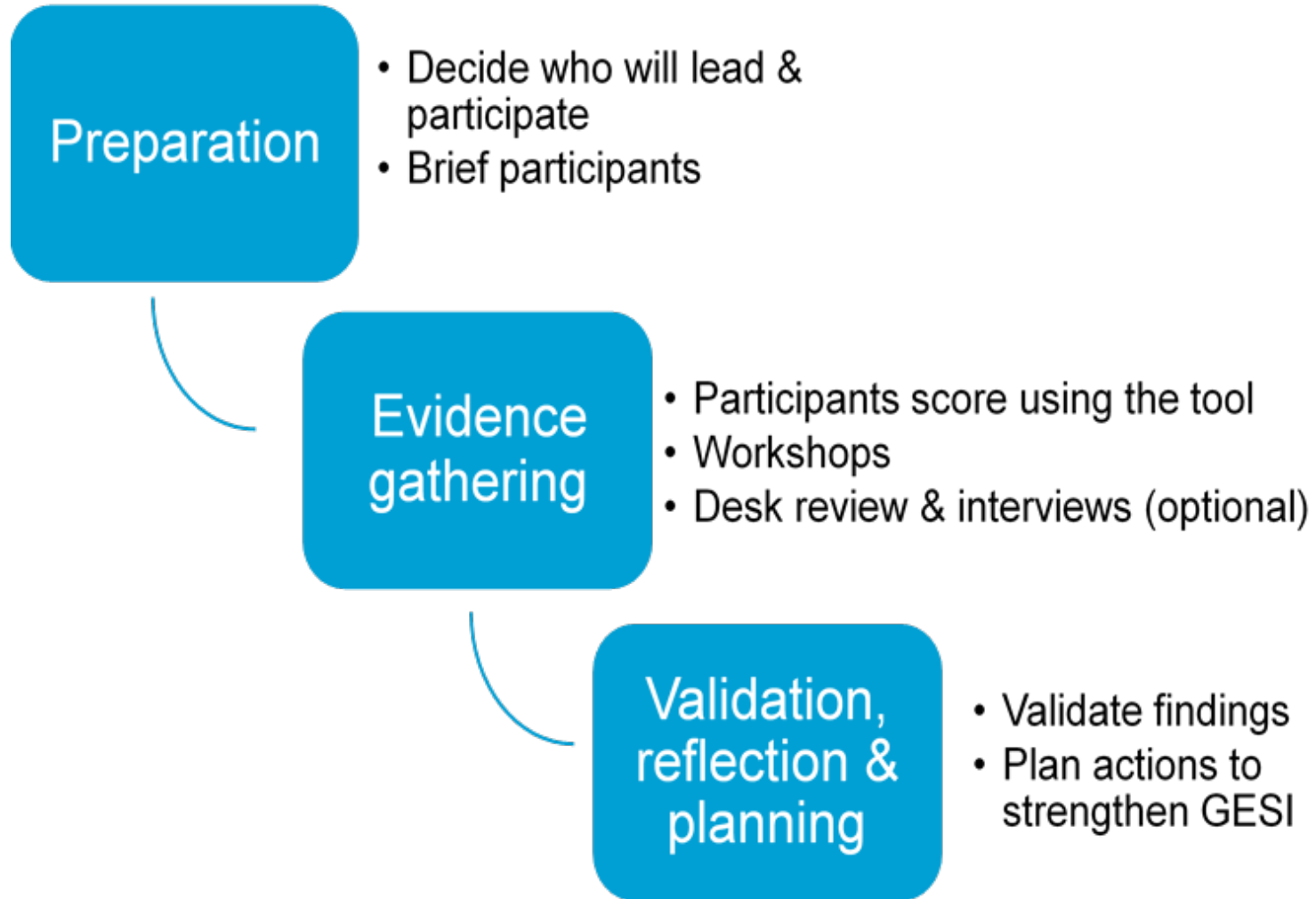
GENDER EQUALITY, DISABILITY
& SOCIAL INCLUSION
SELF-ASSESSMENT TOOL



Purpose of the SAT

- **Self-monitoring and reflection tool** - opportunity for a conversation to reflect on current strengths and how to improve processes to better influence and drive positive change in GEDSI through the project and organisation.
- Opportunity to measure **progress towards GEDSI transformative practice** and outcomes in the project and within the organisation - identify strategies to strengthen gender equality/diversity and social inclusion, consider strategies to make change, and highlight opportunities for improvement.

The process at-a-glance



The tool at-a-glance

Domains of change

- 1. SYSTEMS STRENGTHENING.** Strengthened national and subnational WASH sector systems with greater emphasis on gender and social inclusion.
- 2. LEAVE NO ONE BEHIND.** Increased equitable, universal access to and use of sustainable WASH services, particularly for marginalised community members.
- 3. TRANSFORMATIVE CHANGE.** Strengthened gender equality and social inclusion in households, communities and institutions.
- 4. KNOWLEDGE AND LEARNING.** Strengthened use of new evidence, innovation and practice in sustainable gender and inclusive WASH by other CSOs, national and international WASH sector actors.
- 5. ORGANISATIONAL CULTURE AND PRACTICE.** Strengthened gender equality and social inclusion in the organisation (culture, policies, processes, systems).

Domain 1: Strengthened national and subnational WASH sector systems with greater GEDSI emphasis

1.1 The program seeks to meaningfully engage with rights holder organisations for improved WASH and GEDSI outcomes.

S0 The WASH project does not engage with rights holder organisations (RHOs) or engages in an adhoc way.

S1 The program engages directly with RHOs to support their WASH work (eg. in communities and at WASH coordination meetings).

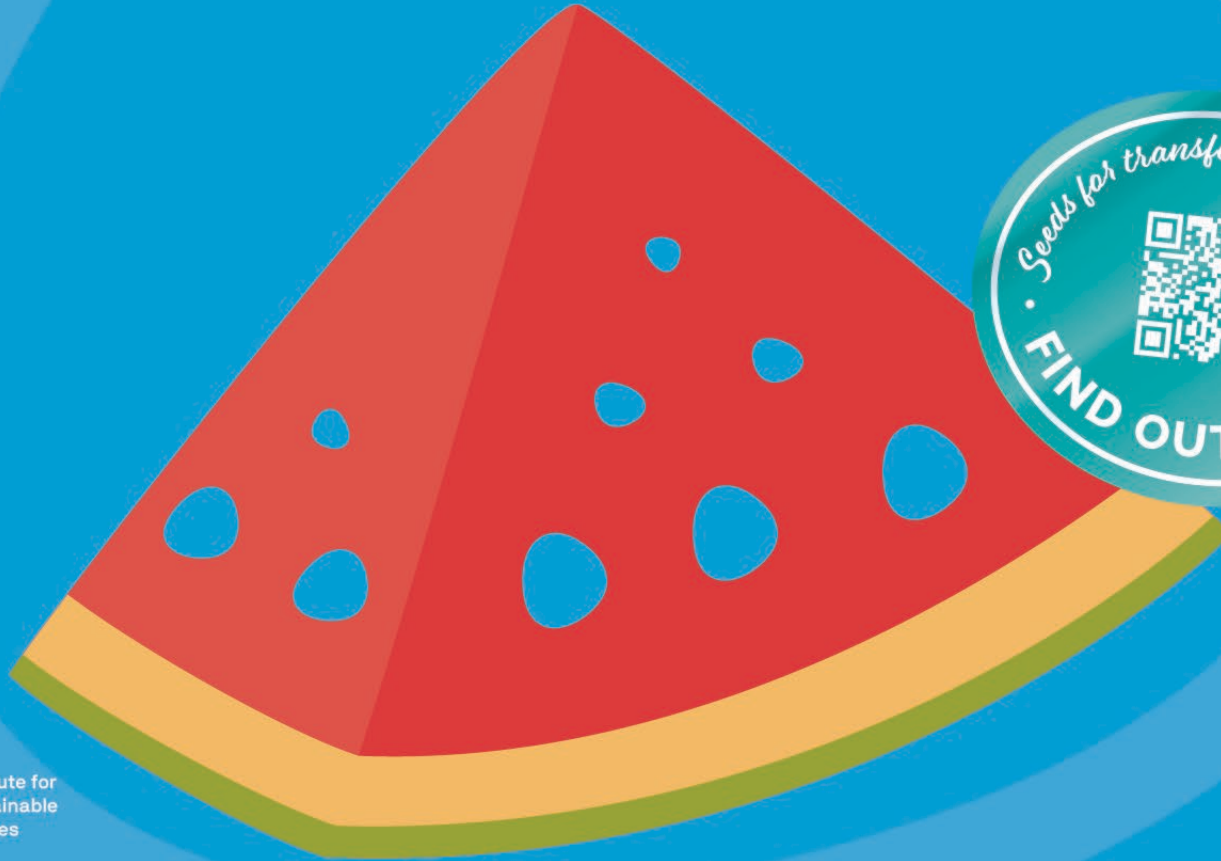
S2 The program regularly works with RHOs and supports RHOs' participation in WASH coordination fora including providing some resourcing and/or capacity building support.

S3 The program provides resourcing and/or capacity to support the RHOs' direct engagement with govt. and private sector to influence WASH issues/systems/decisions, and to advance the RHO's own rights agenda.



qualKIT

QUALITATIVE MONITORING,
EVALUATION, & LEARNING
(MEL) TOOLS



WASH-GEM

THE WATER, SANITATION,
AND HYGIENE – GENDER
EQUALITY MEASURE

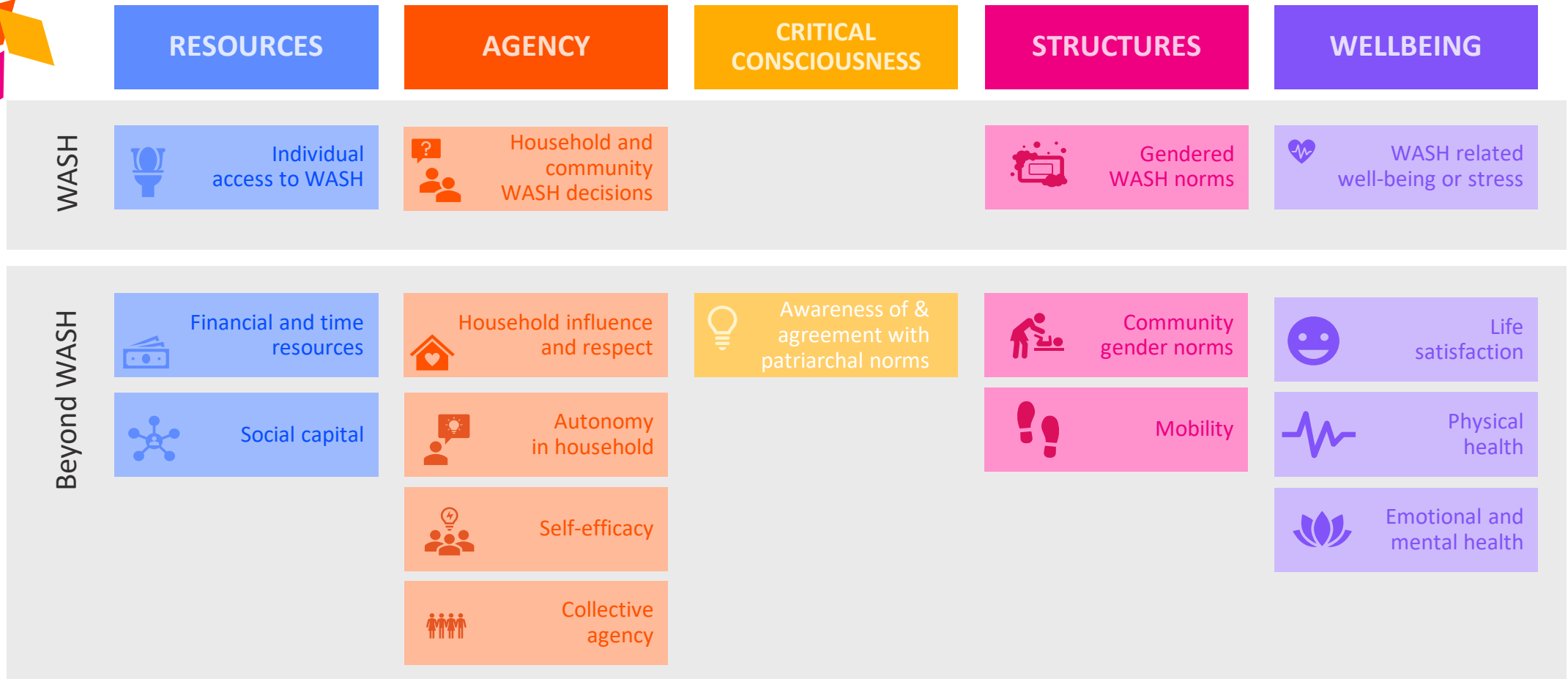


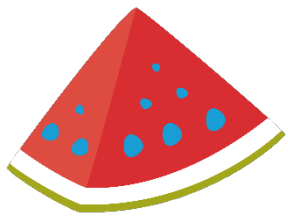
The **WASH-GEM** and the **qualKit** make up a toolbox to help explore gender-transformative change





The **WASH-GEM** is a multi-dimensional measure of made up of 16 themes and five domains



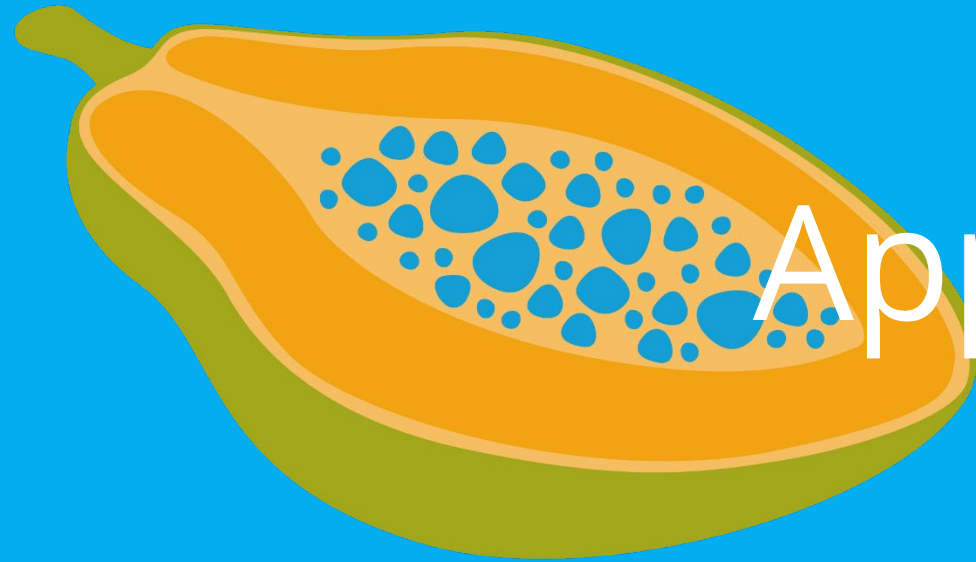


The **qualKit** contains 9 qualitative approaches and 16 tools and techniques to explore transformative change in WASH programs

Exploring
GESI Change
qualKit

	women	men
A		
B		
C		

[#] [case type]
[verb] [observation]
because [why]



Applying the SAT

Reflections from Ruhil Iyer (Sanitation Learning Hub)

Why?

To reflect and improve on our practices both internally and externally
To measure progress towards transformative practices

How?

Preparation – meetings and reading
Evidence gathering – choosing and reviewing Hub documentation
Validation, reflection and planning – workshops, commitments and actions

The results

What did we do well?

- Clear and long-standing commitment to equity and inclusion
- Our approach to partnerships
- [IDS strategy](#) - a twin track approach

What can we do better?

- Mainstream GESI across broader portfolio
- Make GESI considerations explicit
- Create clear statements of key terms
- Increase engagement with rights holder organisations,
- Strengthen GESI monitoring processes

Reflections from Manohara Khadka (IWMI Nepal)

Why?

- To reflect and improve on GEDSI practices in the RES-WASH project
- To capacitate local NGO partners to measure progress towards transformative practices

How?

- Preparation – meetings, translation, and briefing partners on SAT
- Evidence gathering – participants score the indicators
- Validation, reflection and planning – workshop, commitments and actions

The results

What did we do well?

- Clear commitment and actions to gender equality, equity and diversity
- [IWMI GESI](#) strategy – a twin track approach

What can we do better?

- Ensure integration of GEDSI across all projects
- Capacitate research Project Leaders on GEDSI
- Increase our collaboration with right holder organizations
- Strengthen GEDSI monitoring and reflection processes
- Increase research on systemic barriers of change on water management



Applying the WASH-GEM

Domain: Structures

Gender Norms and WASH Norms

sb1	Among men you know, how many regularly care for children, the sick or elders in the household?
sb2	Among people you know, how many approve of women playing elected leadership roles?
sb3 ^	Among people you know, how many think that only men should make big household decisions?
sb4	Among families you know, how many give girls the same chance to be educated as boys?
sw1 ^	Among people you know, how many believe water collection is a woman's responsibility?
sw2 ^	Among people you know, how many think promoting hygiene is only a woman's responsibility?
sw3 ^	Among people you know, how many think building or maintaining a water system is only a man's responsibility?
sw4 ^	Among people you know, how many think building and repairing toilets is only a man's responsibility?

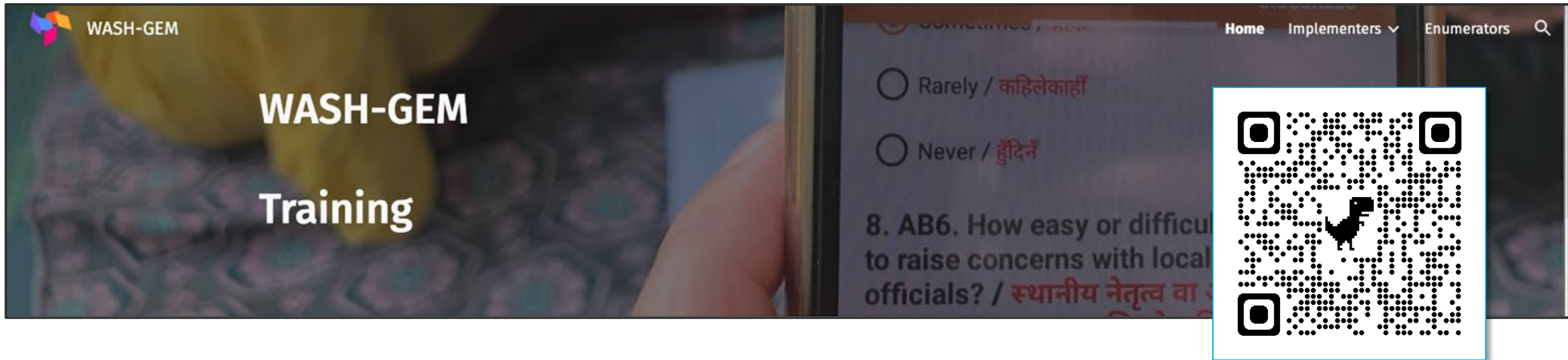
All

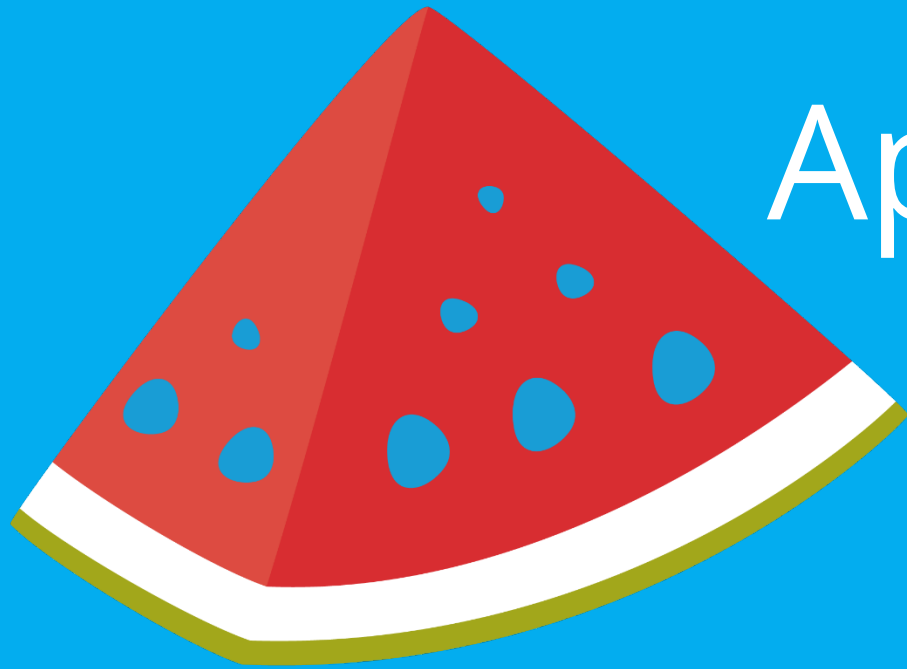
Most

Few

Nobody

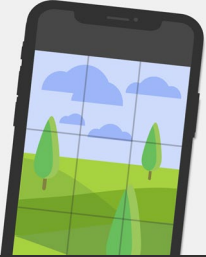
Explore the 12-module WASH-GEM **online training site** to learn more



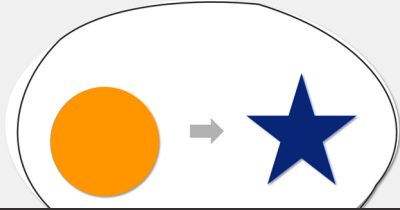


Applying the qualKit

qualKit approaches: Focused on visual and storytelling modes of qualitative assessment



Photovoice



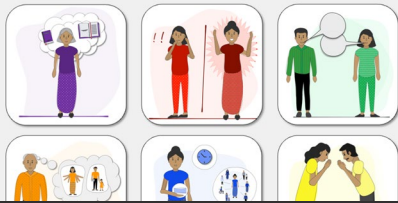
Stories of Transformation



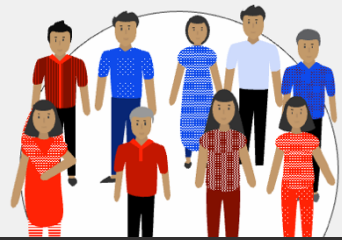
Positive Deviance



Learning Diaries



Micro-narratives



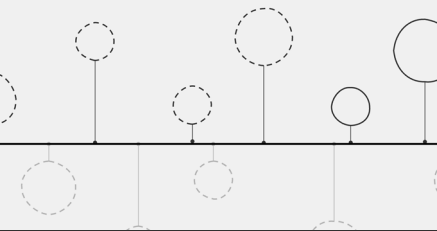
Participatory Rapid Appraisal



Theory-based Most Significant Change

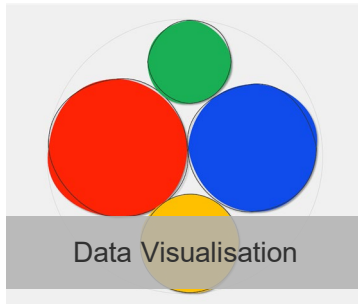
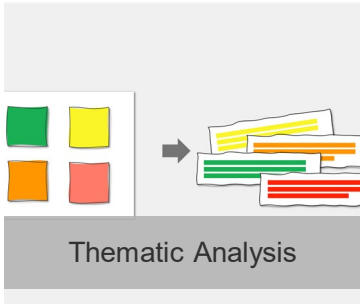
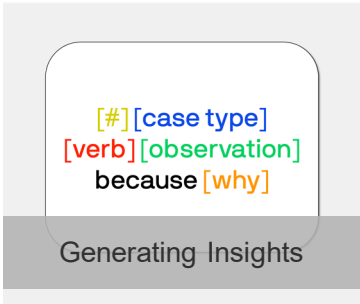
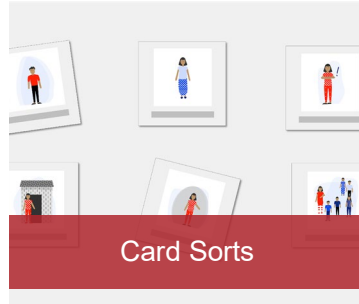
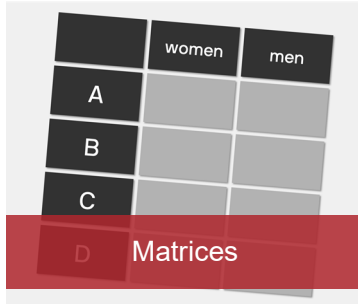
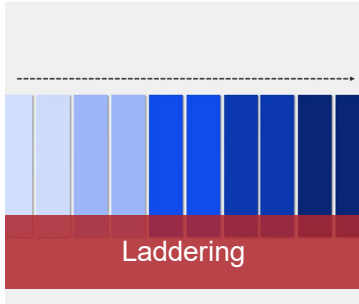
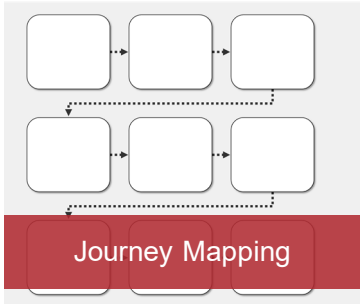
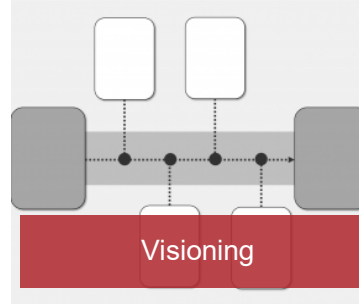
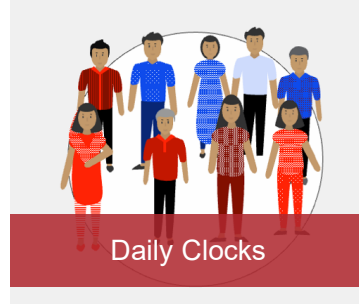
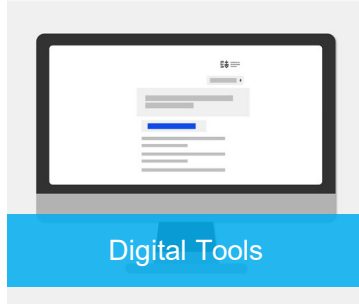
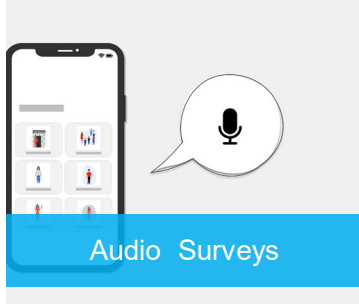
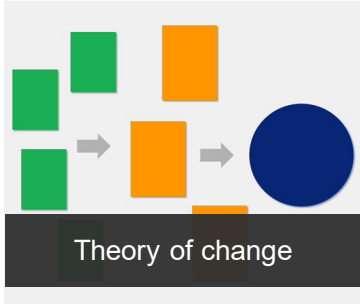


Q-methodology



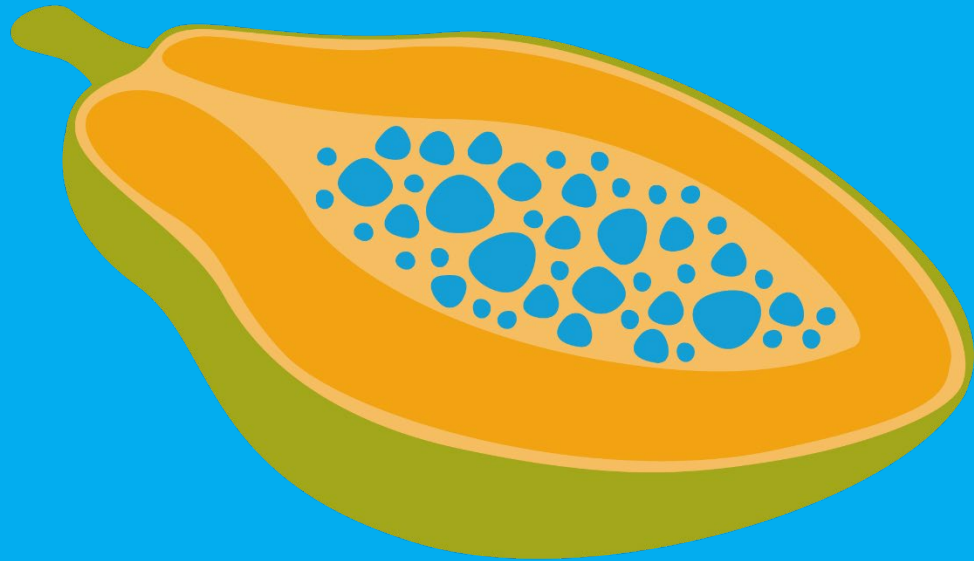
Life Histories

qualKit 16 tools and techniques: Including frameworks, activities and analysis techniques

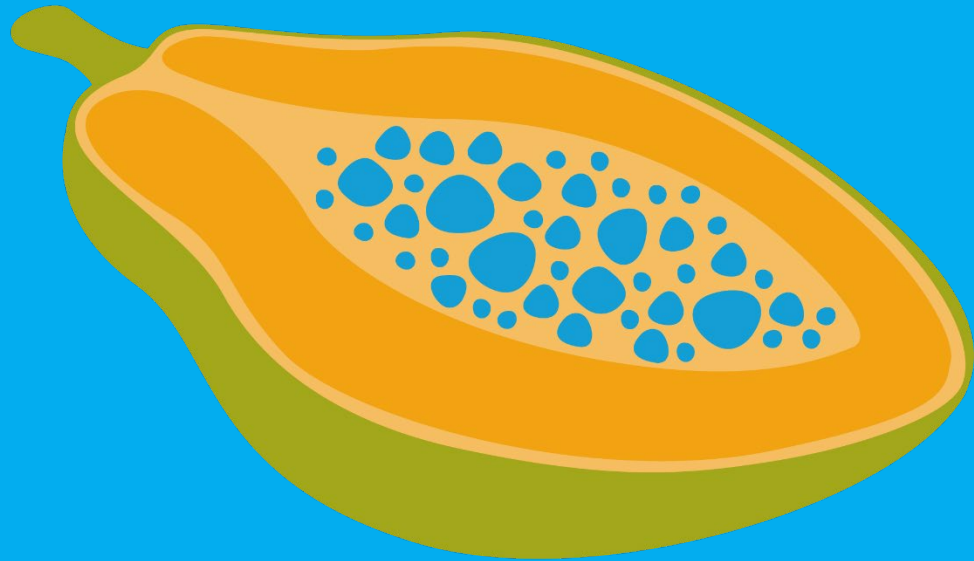




Reflections



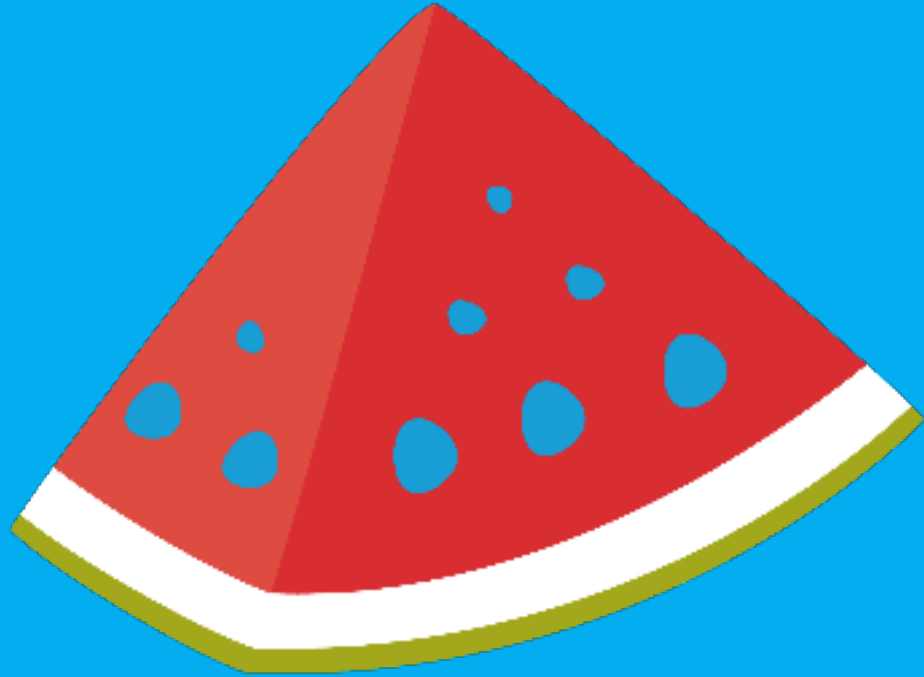
Sabitra Dhakal
GESI Advisor – Program Impact
SNV Nepal



Nancy Wobo
GESI Officer - WAVE Project
World Vision PNG



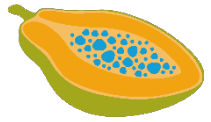
Rana Abdel Sattar
WASH Program Manager
iDE Cambodia



Vandy Moung
Design Strategist,
iDE Innovation Lab,
Cambodia

Join the “tool taster” marketplace

Three stalls – three tool tasters:



The SAT = papaya stall



The qualKit = watermelon stall



The WASH-GEM = Star fruit stall

Divide into three groups – 10 minutes at each stall (30 minutes total)

Reflection in groups

How would the **SAT**, **WASH-GEM** or **qualKit** be useful to apply:

- In your organisation?
- With your team?
- For your project?

Which one(s) would you like to apply? Why?

Wrap-Up

- Integrating a GEDSI transformative lens in programs and organisations:
 - leads to better outcomes in water and WASH,
 - is critical to achieving SDG targets and reducing social inequalities.
- Transforming norms is critical to leaving no one behind and ensuring that everyone is part of the solution for a more climate-resilient future.
- GEDSI needs to be integrated in meaningful and contextually appropriate ways
- It requires intentional investment in processes, resources, capacities, knowledge and structures that support transformation at the individual, program, organisation and systems levels.



Sowing the seeds for transformative change

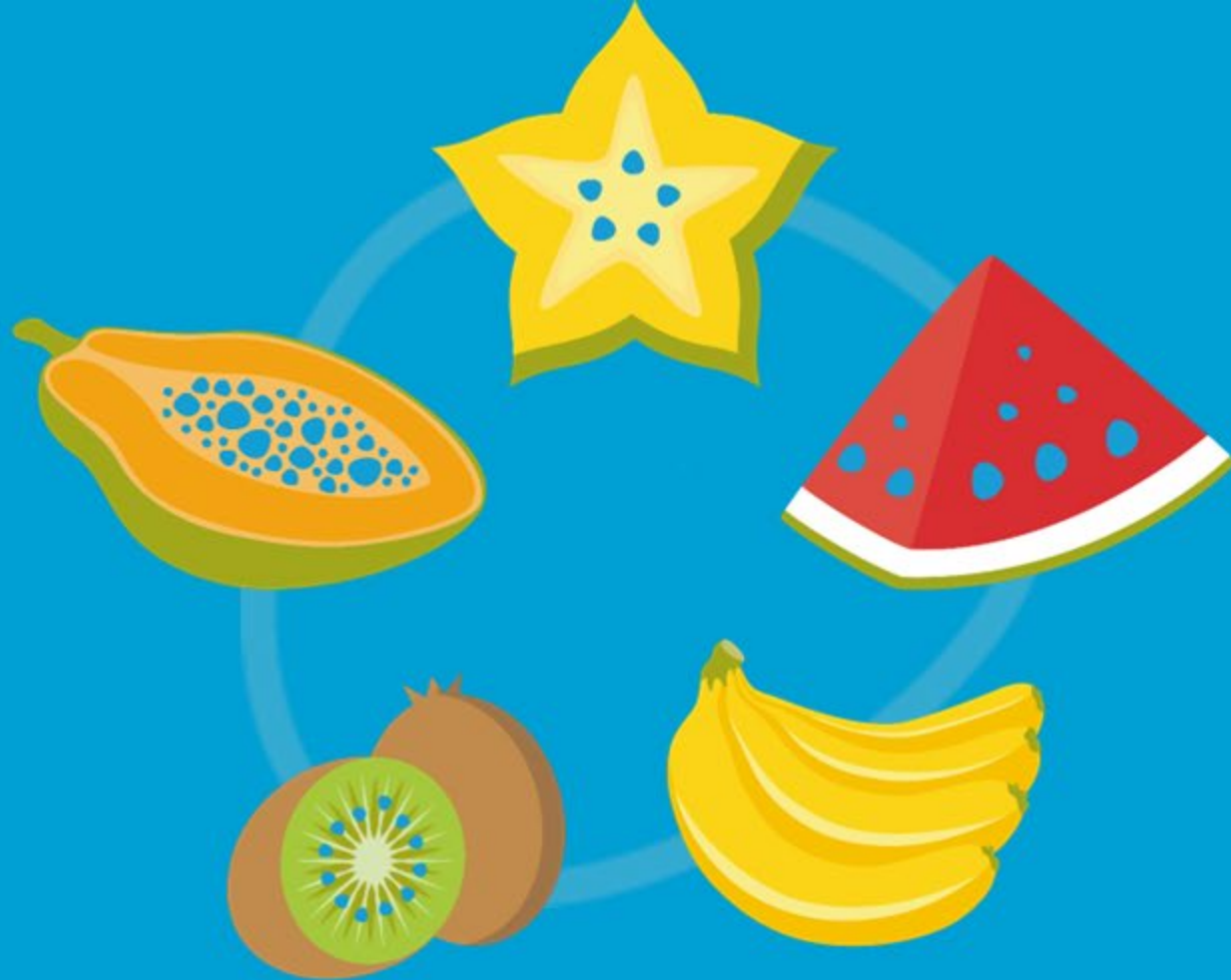
Join us at Booth 4:15 for morning tea

Wednesday 23 August

10:30 – 11:00

Level 4

Waterfront Congress Centre



Water For
Women



Institute for
Sustainable
Futures

Seeds for Sustainable Solutions - Assessing Transformation in WASH

MONDAY 21.08.23 • 16:00 – 17:30 CEST

Find out more: wfw.fund/WWWeek-Seeds