



Thematic sharing session: Gender Equality and Social Inclusion

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Session Objective and Outputs

Objective:

- For CS WASH Fund CSOs and Change Agents to share reflections and experiences about working towards gender equality and social inclusion in WASH

Outputs:

- Consolidated lessons, challenges, gaps in knowledge, useful guidance documents and actions for future sharing about gender equality and social inclusion in WASH

Session structure

Presentation:

- A quick introduction and examples from Plan Indonesia and Plan Vietnam

Group work:

- Small group discussions about lessons and experiences in gender and social inclusion in WASH

Feedback:

- Key points from group discussions

Consolidation:

- 4-5 key points to summarise the feedback

GENDER Equality and social INCLUSION



Gender equality and social inclusion in the CS WASH Fund



- **Fund Outcome 2** – Improved Gender Equality
- **Operational Plans** –Concept and Analysis; Deliverables, Expected Changes, Impacts, Sustainability, M&E, Risks
- **KPIs:** 2.1-2.4 (gender); 5.11 and 6.4 (universally accessible infrastructure)
- **KPQs:** Outcome 2 –Improved gender equality
- **AusAID/DFAT policies:**
 - *Australian aid: promoting prosperity, reducing poverty, enhancing stability (2015)*
 - *Gender equality and women’s empowerment strategy (2016)*
 - *Development for All 2015–2020 (2015)*



‘Working Definitions’

Gender Equality

- The condition of fairness in relations between females and males, leading to a situation in which each has equal status, levels of responsibility and access to power and resources
- Equal rights, responsibilities and opportunities for women and men, girls and boys



Transformative (Strategic) change:

- Engages men and women to address gender roles, responsibilities, perceptions, and power

'Working Definitions'



Social inclusion

- Supports achievement of basic human rights
- Empowers poor and marginalized people
- Ensures people have a voice in decisions
- Ensures equal access to markets, services and political, social and physical spaces



Disability Inclusive Development aims to ensure that people with disabilities **participate** and **benefit** from the development activities on an equal basis with others

Strategies supporting Gender Equality



Organisational level

- Policy, strategies, commitments
- Staffing and resourcing
- Annual gender equality self-assessment (GESA)

Program/project level

- Project GESA:

gender unaware —————> transformative



Program/project level

- **Analysis** – *formative research*
- **Objectives and Outcomes** - *strategic change impacts*
- **Activities** - *representation, participation, facilities, influencing*
- **Resources** - *dedicated budget for gender equality*
- **M&E** - *action to monitor strategic gender changes*

Strategies supporting Disability Inclusion



- Collect data
- Involve
- Raise awareness
- Identifying and addressing barriers
- Linking with DPOs



Discussing disability inclusion within training for sanitation entrepreneurs

Monitoring strategic gender change



- Plan International's **Gender WASH Monitoring Tool (GWMT)**
- 120 villages in Vietnam since 2011; used in Indonesia since 2014
- 2015 review in Vietnam found some progress
- 2016 DFAT Impacts and Innovations Grant is investigating if tool itself has transformative impact
- Intention to include disability and broader social inclusion aspects in future versions



Disability inclusion – monitoring change

Aiming for ‘practical’ changes:

- Physical/environmental barriers
- Participation and representation

And ‘transformative/strategic’ change:

- Attitudinal barriers
- Institutional barriers



Maria, 62 years old, Ngada District, NTT province – Pathway from cobble stones helps her access her toilet

Lessons so far

- WASH can be an ***entry point for transformative change***— but it is only one among many factors
- You ***do not need to be an ‘expert’***
- ***Conscious consideration*** backed by institutional commitment and ***resources*** are critical
- ***Going beyond infrastructure accessibility*** to address other barriers
- Successful ***strategies used in one area can be used for another***



Gaps/Challenges

- **Resources and time** for monitoring gender equality and disability changes
- **Maximising opportunities for impact** for PWD
:- changing attitudes
- Understanding **'Intersectionality'**



Intersectionality?

- People live multiple and layered identities
- People are members of more than one ‘community’ and have more than one identity at any given point
- Each element or trait of a person is inextricably linked with all of the other elements to form a person’s identity¹
- Social identity is not static

Discussion

What did you find most interesting and new from this presentation?

What is your/ your CSOs experience of these issues?

What can you do within your own project to improve your gender and disability strategies?