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**:
  - *Gender equality and women’s empowerment strategy* (2016)
‘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?