

# Monitoring, Evaluation & Learning

## SCaN Regional Network for Capacity Building in Sustainable Water Management

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Reporting period January 2013 to December 2013

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## Executive Summary

In order to improve the leanings from the capacity building programmes and ensure appropriate and adequate monitoring, CapNet, UNDP, which is a Network of Networks spread across 23 countries for training and capacity in building in ' Sustainable Water Resource Management' has initiated Monitoring, Evaluation and Learning' ( MELP) activity in the year 2014. As a response to this initiative ScaN, the South Asia Regional Network of CapNet hosted at SaciWATERS, Hyderabad undertook evaluation of its training programmes organized during the year 2013( Jan- Dec).

### **The objectives of this evaluation are to:**

- Summarise the results in terms of; the number of people trained, country, subject etc.
- Evaluate, analyse and describe the main outcomes of the network's select activities in the period and the prospect for further impact.
- Describe the opportunities and challenges that were faced while conducting the activities so that lessons can be learnt for the future.

Out of the six training programmes conducted by ScaN during the year (Jan- Dec) 2013, three training activities were selected for evaluation after a time lag of six to eight months. Out of these three selected training programmes, feedback was collected via email from the participants of the two training programmes. A web link to the documentary film that was developed based on the third training programme is presented as a Case Study here as well.

Overall it was a very productive and fruitful exercise for ScaN as it helped the Network understand its strengths and weaknesses and learn lessons to move forward for better performance.

## INTRODUCTION

### About SaciWATERS-CapNet Network (ScaN)

The SaciWATERS-CapNet Network (ScaN) is a platform for partnership towards capacity building in Integrated Water Resources Management (IWRM) across the South Asia region. It consists of autonomous regional and national institutions and individuals committed to capacity building in the water sector. SaciWATERS hosts the network and acts as its legal, administrative and financial umbrella.

### **Vision:**

To strengthen the human and institutional capacity by adopting an integrated approach within the water sector in South Asia region through education & training; research; knowledge based development; advocacy; and networking.

### **Objectives:**

1. Facilitating network members to conduct capacity building programmes in IWRM through partnerships;

2. Providing network members a platform for sharing skills, expertise and resources to strengthen and upscale their efforts and impact in IWRM;
3. Expanding multidisciplinary knowledge base in IWRM and its reach in the water sector.

Who can be a member?

The SCan is open and inclusive and operates based on mutual benefit and trust. It aims to integrate the available skills and knowledge, which is otherwise scattered throughout various institutes and disciplines. Individuals and institutions from varied disciplines interested in the capacity building activities in IWRM are welcome to join the network. Network members should be willing to share their expertise, experiences and resources.

**Member Benefits:**

1. Network members will be eligible to apply for funding to Cap-Net towards capacity building activities;
2. Members will also be eligible to participate in various capacity building activities organised by Cap-Net, SaciWATERS and their partners;
3. Additional benefits include sharing of resources; improved delivery capacity through accessing multi sectoral knowledge and skills; economies of scale; learning environment; enhanced impact; increased visibility, influence and prominence.

## LIST OF ACTIVITIES OF THE MONITORING PERIOD AND MAIN PARTNERS INVOLVED

Activity	Date	Place	Partners	Countries Covered	Participants			Outcome Monitoring done (Yes/No)
					M	F	Total	
Training Programme on Climate Variability and Water Insecurity	Feb 24 <sup>th</sup> - March 1 <sup>st</sup> 2013.	Hyderabad	SCaN, IRAP, SaciWATERss	India, Nepal	18	4	22	Yes
Regional South Asia Water (SAWA) Fellows Training on Integrated Water Resources Management held in Kathmandu Nepal	3-8 of October 2013	Kathmandu	SCaN, IDRC,Canada	Nepal, Srilanka, Bangladesh & India	3	17	20	Yes
Training Programme for water and agriculture professionals in ‘Managing Agricultural water Demand in India: Integrated approaches	Oct 21st to 25 <sup>th</sup> 2013	Ahmadabad, Gujarat, India		India	18	4	22	Yes
Training of Trainers in ‘Sustainable Sanitation and Water Management’,	November 30- December 4 <sup>th</sup> 2013	Hyderabad, India		Laos, Jordon, Indonesia, Philippines, Malaysia,Pakistan, Bangladesh, Srilanka, India, Nepal	20	6	26	Yes

## **MONITORING APPROACH, METHODS AND TOOLS USED**

For the purpose of monitoring and evaluation 1) immediate feedback from the participants 2) feedback/survey through questionnaire after eight- 12 months 3) case study 4) and telephonic interviews with the participants all these four methods were used.

In the year 2013, SCaN conducted six programmes which fall under the category of training capacity building and awareness creation. Out of these six programmes one was a “Round Table Conference undertaken in partnership with British High Commission which had participants who were the “Heads of Various Higher Education Institutions “in the State of Andhra Pradesh India. This was a short one day conference and its objective was mainly to create awareness about Climate Change, IWRM and CapNet activities.

Another short- one day training programme on IWRM was conducted at India’s most prestigious administrative training Institute for Senior Bureaucrats Lal Bahadur Shastri National Academy for Administrative Training. This one day was meant to create basic awareness amongst 180 Bureaucrats about problems with conventional approaches to Water Resource Management and Importance of IWRM.

Since both these programmes were meant mainly for awareness creation and were very short- one day duration in nature, they were not chosen for long term feedback.

Out of the four remaining training programmes which were of duration of five days each one was a training of trainers (ToT).

For the purpose of Monitoring, out of these four training programmes participants from the ToT on “Water and Sanitation” and one training programme on “Managing Water Demand for Agriculture in India: Integrated Approaches” were contacted via email for feed back after six months and eight months respectively.

Another training programme that was conducted in Kathmandu, Nepal, was a training programme for young Water Professionals (mostly irrigation engineers or professionals with degrees in sciences/technical subjects) now pursuing their courses in IWRM. These professionals belonged to four countries of South Asia namely; Bangladesh, India, Nepal and Srilanka. 80% of them were women water professionals. A film has been made on this training programme by the partner organization IDRC Canada, which is being presented here as a “Case Study”. This film completely sponsored by IDRC (all rights reserved by IDRC) describes in detail the training programme and the feedback from the participants. It is available on Youtube and link for which is given below.

Thus out of the six programmes conducted last year, long term feedback for three training programmes was collected.

## **RESULTS OF COURSE OUTCOMES MONITORING**

For the purpose of Monitoring, out of these four training programmes participants from the ToT on “Water and Sanitation” and one training programme on “Managing Water Demand for Agriculture in India: Integrated Approaches” were contacted via email for feed back after six months and eight months respectively.

The ToT had 26 participants and the other training programme had 19 participants respectively. For a qualitative survey, a very brief questionnaire containing three questions was sent out by email to the participants by SCaN and SCaN's partner GIDR, Ahmadabad. Also a few telephonic interviews were collected of three participants and partner coordinators of the training programmes.

### Course I ToT- Sustainable Sanitation and Water Management (SSWM)



### About the Course

SaciWATERs-CapNet Network (SCaN) in collaboration with Seecon International GMPH conducted a 5-day Training-of-Trainers Course between 30<sup>th</sup> November- 4<sup>th</sup> December 2013 on Sustainable Sanitation and Water Management (SSWM), with the support of Cap-Net at Hyderabad, India .

### Specific Objectives

The following were the specific objectives of the programme

- Allow participants to fully understand the importance and the principles of breaking down integrated water resources management to the local level and to bring it in relation with sustainable sanitation.
- Allow participants to fully understand the underlying philosophy and principles of the concept of SSWM.
- Introduce planning, process and implementation tools (hardware and software) as the backbone of initiatives in the field of sustainable sanitation and water management.
- Allow the participants to learn how to find specific information regarding planning, process and implementation tools (hardware and software) within the SSWM Toolbox online and offline version.
- Allow participants to learn about the "Training-of-Trainers" Toolbox and adult learning.
- Allow participants to learn how to prepare and facilitate trainings and workshops (including following main areas: pre-training preparations, facilitation, training methods, and post-training methods).
- Develop action plans at the end for the participants' home organisations in order to apply the new learning methods and tools directly in the home organization
- Understand regional and thematic aspect of SSWM related to South and South East Asia.

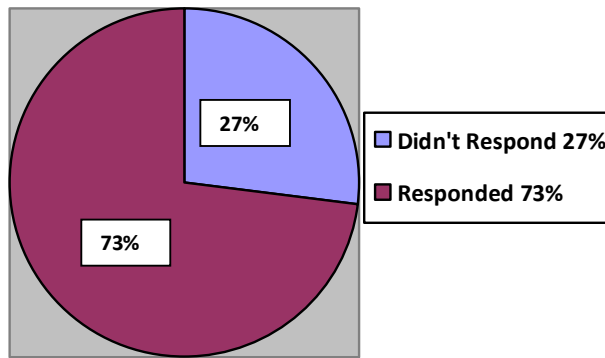
- Allow participants to assess future challenges in SSWM and to identify business opportunities.

### Target Audience

Trainers from academia, central, state and local government units, non-governmental organisations (NGOs) and civil society groups dealing with water management and sanitation issues & engineers and practitioners from the private sector as well as individuals dealing with water and sanitation issues formed its target group.

### Evaluation

Out of 26 participants of the ToT on Water & Sanitation 19 participants sent their responses; which is around 73% of the total respondents.



% age of respondents

#### 1) The first question asked was:

How have you used the knowledge from the course to improve your own performance at work?

This question got unanimously (100%) positive answers. All the respondents have been able to use knowledge and insights they gained through the ToT to improve their performance at work place. Pie chart 100%

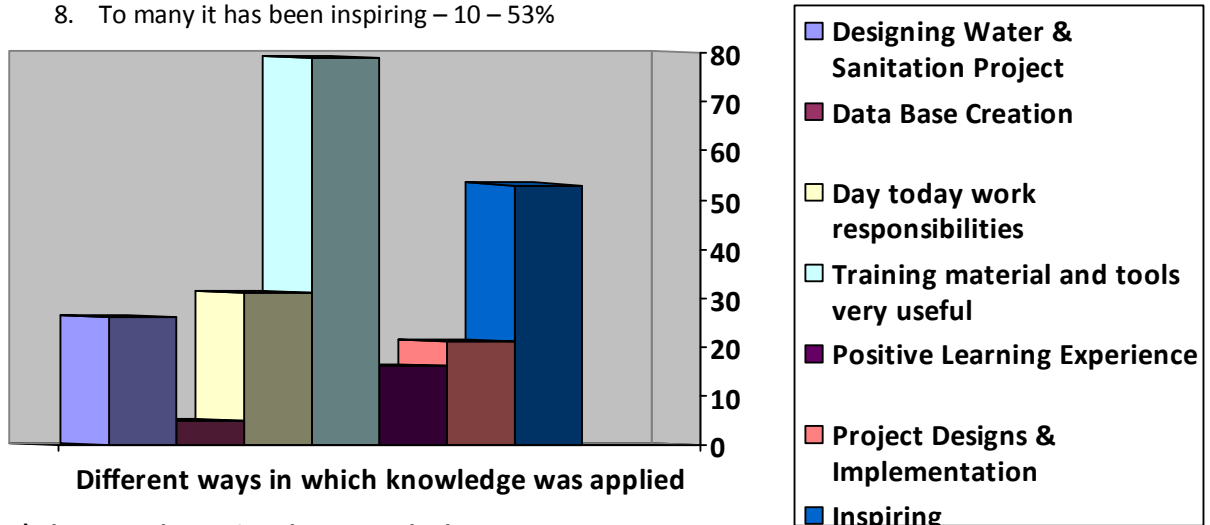
This they seem to have done this in different ways. All the respondents have been able to share the knowledge and skills obtained (in the ToT) with their own colleagues. Majority have been able to impart this knowledge to the wider constituencies or stakeholders while doing their own trainings for awareness creation and capacity Building.

To quote one of the participants- I have used the knowledge from the course in awareness and IEC activity "Observation of National Safe Drinking water and Sanitation week in February 2014" ...as a part of 'Nirmal Bharat Abhiyan', at Basanti block of Sunderban areas, s. 24 Parganas district, West Bengal. I have given training to 250 Swachhta Doots and other functionaries of the 13 GPs in Basanti block about imparting sanitation and hygienic habits and usage of safe drinking water among the stakeholders."



**Some other ways in which the knowledge has been applied is as follows:**

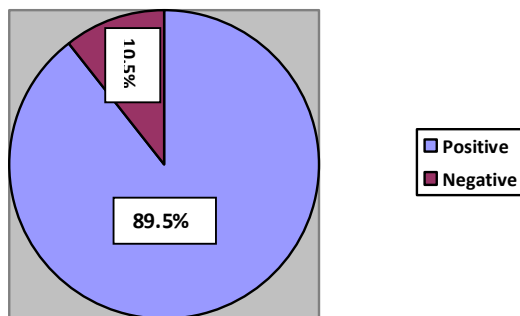
1. Designing water & sanitation project -5 – 26%
2. Data base creation -1 – 5%
3. Day to day work responsibilities -6 – 31%
4. Training material and tools very useful – 15 – 79%
5. Awareness Creation -all
6. Use of skills like different ways in which was feedback was collected was also a positive learning experience- 3 – 16%
7. Identifying gaps in the existing project designs & implementation -4 – 21%
8. To many it has been inspiring – 10 – 53%



**2) The second question that was asked was:**

How have you shared the knowledge from the course to improve the performance of your organisation?

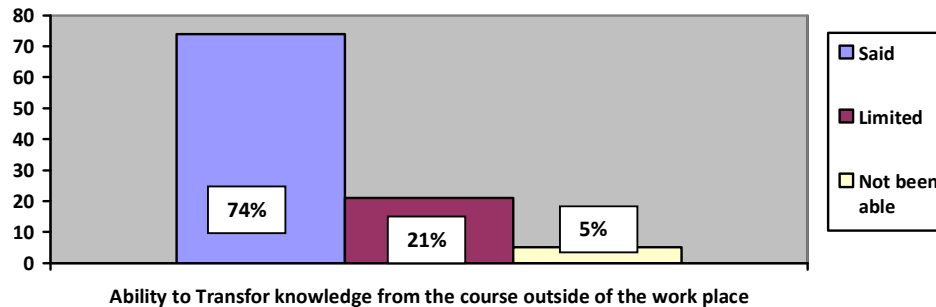
Except for two participants all have answered this question positively. They say that they have been able to contribute towards improvement in the knowledge related to water & sanitation in some way or the other. Out of the two (10.5%) who have not answered positively one is an independent consultant and the one says that there has been positive contribution to the organization but limited to the certain tools only.



### 3) The third question asked was:

Have you spread the knowledge from the course to other people and institutions?

Out of all the respondents 14 have said yes which is equivalent of 74% four said to have been able to spread the knowledge to other institutions to a limited extent, i.e. 21% And one respondent said that he hasn't been able to but plans to it in the near future which is 5%



### Course II

'Managing Agricultural Water Demand in India: Applying Integrated Approaches' For Training programme on Water Management in Agriculture out of 19 participants 9 participants sent their responses, which is roughly around 47%. This was a programme for Agriculture staff working at the grass roots level.



### About the programme

The Gujarat Institute of Development Research (GIDR), Ahmadabad in collaboration with the Institute for Resource Analysis and Policy (IRAP), Hyderabad conducted a training workshop on 'Managing Agricultural Water Demand in India: Applying Integrated Approaches' from the 21st to

the 25th of October, 2013. This workshop was sponsored by CAP-NET and SaciWATERs-CAPNET Network (SCaN).

### Specific Objectives

The objectives of the workshop were to:

- 1) Create a comprehensive understanding of the issue and challenges in agricultural water management, by detailing various concepts, theories and practices which are embedded in the larger framework of integrated water resources management.
- 2) Explore a wide range of technological, agronomic, institutional and policy alternatives for improving water productivity and affect water saving in agriculture relevant for India and.
- 3) Explore both the opportunities and constraints for water productivity improvements and saving in agriculture in different water-scarce regions in India, based on analysis of how various drivers of change in water productivity operate in these regions.

### Target Audience

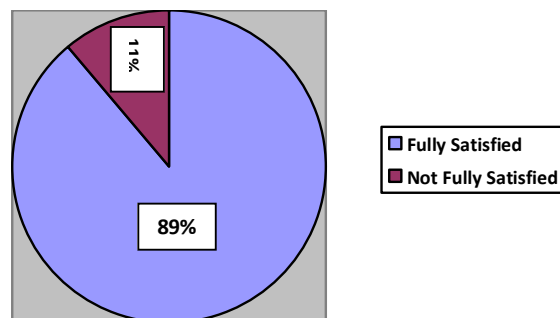
The training program was designed for managers of water in the irrigation sector; professionals from NGOs who were actively involved in water resource management projects and advocacy; young researchers from academic/research institutions; and middle level managers of donor agencies s working in water sector.

### Evaluation

The first question asked was:

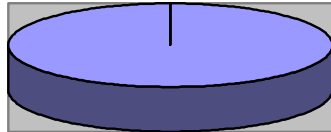
#### 1) How have you used the knowledge from the course to improve your own performance at work?

All nine respondents said that the training programme was a “value add” to their knowledge and it helped them improve their work. Eight out of nine answered that the training programme helped them apply the knowledge gained in at least one or more than one ways. One participant said that he was able to relate the knowledge with his work however; he felt the training material was very theoretical and lacked practicality. Also he felt that the training didn’t focus enough on issues of marginal and small farmers. Thus respondents fully satisfied and able to apply knowledge gained in more than one areas of their work are - 89% not fully satisfied although able to apply knowledge in some areas of work are- 11%.



**2) Second question asked was:**

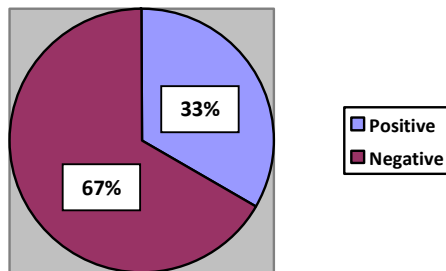
How have you shared the knowledge from the course to improve the performance of your organisation?



All the respondents have shared their knowledge within their institution.

**3) Third question asked was:**

How have you spread the knowledge from the course to other people and institutions?



Three respondents (33%) have said that they haven't been able to share the knowledge with others although they intend to do it in the future. Out of the three one respondent mentioned that it he didn't have much opportunity interact with other institutions and that was the reason he couldn't share the knowledge with Institutions other than his own.

Six respondents (67%) said that they had shared the knowledge with others outside of their workplaces and Institutions. This did in various ways. Some of it was in form of trainings or story telling or through village meetings, farmers' clubs, Self Help Group Meetings etc at the grass roots level.

The following testimony by one of the participants speaks a lot about the value of the programme to the participants:

**Note:** - “There is one suggestion from my side to arrange such type of water management trainings and invite us, so that we can improve our self as best in our duties.”

### Course III

From the SAWA Training programme for young professionals feedback was collected through interviews and a Case Study was developed in form of a documentary film. This film was developed on the training programme with the financial support of IDRC Canada which is made available in the public domain on You. It is being presented here as a Case Study and covers the feedback from the participants extensively. The two links are given below..

- 1) <http://www.saciwaters.org/sawafellowships/videogallery.html>
- 2) <http://www.youtube.com/watch?v=6YgOfroEfeE>



A

**Picture 5 : Exercises as part of the session on Leadership**

training programme on Integrated Water Resource Management was organized for young water professionals in Kathmandu, Nepal between the 3<sup>rd</sup> and the 8<sup>th</sup> of October 2013 as part of the South Asia Water Fellowships (SAWA) programme of SaciWATERS. The training programme was entitled “Regional South Asia Water (SAWA) Fellows Training on Integrated Water Resources Management”. The training programme was financially supported by Cap-Net and International Development Research Centre (IDRC), Canada.

#### **The objectives of the programme were:**

- 1) Promote IWRM with a focus on issues such as gender, climate change and food security at sub continental level.
- 2) Enhance understanding of water issues and best practices for mitigation at the regional level.
- 3) Train participants to deal with issues of water and regional cooperation.

- 4) Increase exposure to water issues of the neighbouring countries.
- 5) Initiating and encouraging “regional co-operation” among water professional in the long run.
- 6) Promoting an interdisciplinary approach to water resource management and research.

### Target Group

The training programme targeted the twenty recipients of the IDRC- SAWA Fellowships from four institutions in four South Asian countries: Bangladesh (Institute of Water and Flood Management - Bangladesh University of Engineering and Technology), India (Centre for Water Resources -Anna University), Nepal (Nepal Engineering College) and Sri Lanka (Post Graduate Institute of Agriculture – University of Peradeniya). Five additional participants were nominated by the local host Nepal Engineering College, giving us a total of twenty five participants. They were all young water professionals 80% of whom were women.

### NETWORK SELF ASSESSMENT, KNOWLEDGE PRODUCTS AND MEETINGS.

#### Score each indicator as follows:

☺ Good Indicates that the item has been properly addressed and the team is satisfied with what is being done.

A Indicates improving Effort has been applied to the item but the situation is not yet as desired.

B Indicates needs attention Indicates this item has not been given enough attention

Answers are given in Blue Font

#### Furnishing Evidence

**In 1 paragraph:** What is the evidence; who provided it and how was it confirmed.

Network Function Indicator, Result and Evidence Network Management

1 An operational guideline is available and is being followed

**Result:** ☺ A B – ☺

#### Evidence

**In 1 paragraph:** What is the evidence; who provided it and how was it confirmed. Operational Guidelines were prepared at the time of inception of the Network and are in the custody of network Manager. These are made available to the SaciWATERS Board Members upon enquiry and can also be made available to CapNet Secretariat anytime.

2 A current work plan is available and shared

**Result:** ☺ A B- ☺

#### Evidence

**In 1 paragraph:** What is the evidence; who provided it and how was it confirmed.

[Available on the Website](#)

Network has transparent operating procedures

3 A current annual report is available

Result: 😊 A B 😊

#### **Evidence**

**In 1 paragraph:** What is the evidence; who provided it and how was it confirmed.

#### **Available on the Website**

4 Activities are implemented by members (proportion of activities undertaken by members in current annual report)

Result: 😊 A B

Evidence

**50% of the activities are undertaken entirely by partners outside of SaciWATERs. Please see the Annual Report which is available on the website.**

**In 1 paragraph:** What is the evidence; who provided it and how was it confirmed.

5 Members fundraise for activities

**Result:** 😊 A B 😊

Evidence

**In 1 paragraph:** What is the evidence; who provided it and how was it confirmed.

**Partner organizations/ Scan members always raise 50% funding. Please see the annual report or work plan.**

There is local ownership of networks with members committed to plan and lead network activities

6 Members have access to network training materials and or reports

Result: 😊 A B 😊

Evidence

**In 1 paragraph:** What is the evidence; who provided it and how was it confirmed.

**The Training material is available online in the public domain free for all.**

Network has a strategy that addresses network development and

**7 Strategy is available and addresses financing**

Result: 😊 A B

**Network follows Capnet's strategy. It prepares its own strategy in alignment with the CapNet strategy at the Global Level.**

Network Competence

**8 Network has been evaluated (Report of last internal and/or external evaluation is available)**

Result: 😊

Evidence

**In 1 paragraph:** What is the evidence; who provided it and how was it confirmed.

**Network has been evaluated during the CapNet peer review process in 2013 and also by external evaluators in 2014.**

9 Activity monitoring and/or follow up reports available (proportion of activities evaluated at completion and proportion of courses followed up)

Result: 😊

Evidence

**In 1 paragraph:** What is the evidence; who provided it and how was it confirmed.

**CapNet secretariat sent us the copy of the peer review of SCaN done by our Malaysian counterparts in 2013.**

Network monitors its own performance and is open to review and evaluation.

10 Planning and implementation of activities draws from lessons learn during evaluation

Result: 😊

Evidence

**In 1 paragraph:** What is the evidence; who provided it and how was it confirmed.

**Every activity related to SCaN is advertised and later displayed on SCaN website which is open to all.**

11 Membership list available and up to date with member expertise

Result: 😊

Evidence

**In 1 paragraph:** What is the evidence; who provided it and how was it confirmed.



### Online membership database

12 Website up to date

Result: 😊

Evidence

In 1 paragraph: What is the evidence; who provided it and how was it confirmed.

**Please check it for yourself at <http://www.saciwaters.org/scan/>**

13 Up to date promotional material available

Result: 😊 A B **A**

Evidence

**In 1 paragraph:** What is the evidence; who provided it and how was it confirmed.

**Website is well maintained however, brochures etc need to made.**

Up to date Knowledge map with existing and new knowledge.

14. Data base of client agencies available

Result: 😊 A B 😊

Evidence

**In 1 paragraph:** What is the evidence; who provided it and how was it confirmed.

**Available through online membership data base**

Delivery of Capacity The network is contributing directly to capacity development on the ground.

15. Members aware of capacity needs and opportunities (Report of last needs assessment or opportunity assessment is available)

Result: 😊 A B 😊

Evidence

**In 1 paragraph:** What is the evidence; who provided it and how was it confirmed.

**Opportunities are made known through SCA N website and SaciWATERS email blast. No opportunity assessment done so far.**

### MONITORING, EVALUATION AND LEARNING PLAN

## PART 2

16 People trained/educated (Number of training activities and participants reached- male and female) Result: 😊 A B 😊

Evidence

**In 1 Paragraph:** What is the evidence; who provided it and how was it confirmed.

**Please see the annual reports**

17 Network competences in capacity building recognised by other Stakeholders (lists of partners, capacity building contracts awarded) Result: 😊 A B 😊

Evidence

**In 1 Paragraph:** What is the evidence; who provided it and how was it confirmed.

**Peer review report**

\* If considered necessary anecdotes can be attached to demonstrate evidence of the fulfilment of a network function. The attachments should show to which indicator they refer.

## LESSONS LEARNED

- Collecting feedback after a gap of six to eight months is a challenging task especially, if the partner organization is not aware of it right in the beginning i.e. at least at the time of conducting the training programme. Like in the current MELP process, the decision to conduct MELP was very recent and these programmes were conducted last year.
- Also, it was observed that it is difficult to get feedback from participants at the grass roots via email or via phone. It was easier to get feedback from the participants of the ToT and young well educated water professionals.
- The experience of long term feedback collected of the training programme for women at the grass roots level by one of our partners SOPPECOM illustrates this point well. A number of people had to be recruited and sent to the field to collect feedback from women who were members of the Water Users Association and had received training from SOPECCOM & CapNet. The feedback is also attached to this document.

- Also, it is observed that if training is given to trainers they are able to spread the knowledge faster. This is not to suggest that training should be given to trainers only. However, this should be kept in mind while analysing the impact.
- Also, analysing and quantifying descriptive answers is a bit challenging. May be ranking or scoring methods could be introduced for feedback collection.

## SUMMARY

Overall the MELP exercise proved to be an important exercise for SCaN. It was definitely a very useful exercise that helps one learn from the gaps in one's effort in the past and improve upon it further. It is also a pleasing experience to see that knowledge you are trying to spread is impacting people positively. It encourages the network to undertake their activities with greater enthusiasm. As has been mentioned above in the challenges section, it was easier to collect feedback from the ToT participants. Being trainers themselves they are aware and understand the process of MELP. As a result are happy to give feedback. With other participants especially if, they are not readily accessible by email it is bit of challenge. Especially, if it is a grassroots-local level programme or also if it is a regional level training programme where the participants are spread across many countries it is much more challenging.

Also, it may be pertinent to institutionalise the process of long term feedback by way of incorporating its requirement in the contract with the network. It can also be made mandatory for the partner organization to commit to collect this long term feedback. This can be done by incorporating a specific clause to this effect in the terms and conditions of the contract. Overall it is a very good initiative started by CapNet. It helps networks understand their own areas of strengths and weaknesses.

## Annexure I

Evaluation of capacity building of women water leaders in the water users associations in Maharashtra

### Background

The Maharashtra Management of Irrigations Systems by Farmers Act, of 2005, seeks farmers' participation in irrigation management. With this Act, it has now become mandatory that the managing committee of water users association should include at least three women members. Currently there are 1500 WUAs registered under MMISFA in Maharashtra. This means that about 4500 women would be entering the planning and decision-making sphere in the irrigation sector. This is a large number of women with a great deal of potential waiting to be tapped. Most of these women come from conventional rural backgrounds with little or no exposure to the public sphere. Training and support for action through networks would thus go a long way in bringing out the potential of these women.

With this background SOPPECOM, with financial support from Capnet, organised a capacity building programme for women committee members of 13 WUAs from Ghod project area. The aim of the programme was to move towards facilitating effective participation of women WUA management.

### Situation in Ghod

When we started the trainings none of the WUAs were yet functioning. It was the Irrigation department that was managing the WUAs since neither the handing over was done and nor were the repair works completed.

Before the training most of these women were unaware about the WUA functioning. Some of them were not even aware that they were elected for the managing committee. In fact women had said that our trainings were only meetings they have attended. Mostly men from their households used to go to the meetings, if ever they were conducted. It is in this background that we initiated the trainings.

### Trainings

The training course included sessions on ideas of equity and gender, WUA concepts, new laws and water governance and planning. Dialogue with government officials was also an important part of the training programme. Training material was developed in such way, that participating women would find it easy to understand the content.

The trainings were expected to provide motivation to the women and also give them useful and relevant information to run their WUAs in an effective manner. Most importantly, the training was to bring women out of their private domain into the public sphere, build their confidence to participate in public sector irrigation.

First evaluation after the trainings, January 2012

After completing the training programme, an evaluation was done through the discussion with women. They were asked to tell their opinions about training content, methods of teaching, training material etc. We had also asked them about relevance and applicability of the trainings.

All the women were happy with the training content, the methods of teaching and the training material. For most of the women, all of this was new information. They thought that methods were participatory and there was ample opportunity to express their issues. They had said that they have received lot of new information and at the same time have enjoyed a lot. Going out of their house has been an enriching experience for them. At the end of the training programme, most of them were enthusiastic about participating in the management in the future. The training programme had definitely increased their confidence at least a little bit.

As far as the use of this training and its application in their lives is concerned women felt that gender trainings had helped them build their confidence however, the WUA specific trainings although useful needed a space to be applied. Most of the WUAs had not yet stood up on their own as management had not been transferred. Meetings are not being held and management functions are yet not transferred to the community. For women thus the big question was how do they participate? What do they do, how will they know about the meetings and the issues?

Second evaluation, November 2012

It has almost been a year since the trainings have been conducted. This time, again we did a dialogue with some of the women who were involved in the training programme, with the aim of understanding if they have been able to use the information gained in the trainings in the management of WUAs.

When we went to meet the women, even after a year, they were talking enthusiastically about the trainings. They told us again that how they had learned so many new things in the training. Suman Adhore, one of the participants, told us, "I learned so many new things during the trainings. It was so interesting. Now I try to find out more and more about what is happening in water sector." She has been taking a keen interest in the recent developments going on in her village and the canal going through it. She has made it a habit to listen to related news, and she actually was well aware about those things. Most of the women said that they would be happy to participate again, if further trainings are conducted. In fact one of the women, Malan Gawde, said, that she she thought we had come to invite for training.

Unfortunately, these women have not been able to use the knowledge they had received from the trainings. The first thing that we asked them was whether they attended any meetings after the training. All of them replied that they would have attended if there had been any. In the past year nothing has much changed in terms of management. Women told that since last January no meetings have been conducted. "Either the meetings were not

conducted, or I was not informed about the meetings. But I am sure they did not take place, because nobody came with the register, for me to sign as they used to do earlier,” says Sitabai.

Although in most of the WUAs construction of offices have been completed, those office buildings are still empty. This was also confirmed from the discussion with the .Canal inspector of the area. He told us that they are still managing the records for WUAs and WUAs are not yet functioning.

Women have voiced this concern in earlier evaluation as well. This time as well they said the same thing that they would like to participate, but right now there is not much they can do. And soon a new management committee would be appointed as term of this committee would end in December 2012. When the new committee is formed, some of these women might not get another chance to participate in the management.

This year, situation is even more complicated, as there was very little rain this year. Women told us that the last rotation they received was in month of March. Since then they have not received rotation, and it is unlikely that they will receive it soon. So in this situation, they feel that WUA would not have much role to play this year.

In this situation it is complicated to evaluate, whether women were able to exercise the knowledge gained.

## Conclusion

It was clear from both the evaluations that these trainings have been beneficial for women in many ways. For the first time they have been involved in the WUA functioning. They had started discussing their problems. Importantly they started demanding that they be given an opportunity to talk to the senior level officials. All of this is rather new in this particular region and hence the biggest achievement for us has been to create a culture and a facilitating environment for the women to participate.

But for women to participate effectively in WUA management along with the training programme other measures would be necessary. Mainly that will include: financial allocation for continuous trainings and support for women members, creating awareness at the WUA level for proper functioning and advocacy at the state level.

One of the important findings of this involvement for SOPPECOM has been that unless there is a long term and concerted effort at improving irrigation management women's participation is not likely to improve. A three year intensive capacity building programme would thus be necessary. Capacities will have to be built around governance but also around issues of water management, preparing operational plans, measuring of water etc. Women's participation in this process would depend on how vibrant the WUA is.

The other conclusion is that presence of a local organisation is very important if training inputs have to succeed.

**Annexure II**  
**Water & Sanitation TOT Feedback**  
**CAPNET & SCaN**

*Melp responses*

Of the 25 participants of the ToT in SSWM conducted in Hyderabad in 2013, 20 responded to the follow up survey.

**Q1. How have you used the knowledge from the course to improve your own performance at work?**

1. I have used the knowledge gained for the re designing of the Thanamalvila ADP integrated water and sanitation project in Sri Lanka. Here we have designed project activities for the next five years of the program mainly including increase of sanitary condition, capacity building for government officials and awareness among the children and adolescents. For the Lunugamvehera ADP I have conducted awareness session for the children above 14 years old, and a separate session for public health midwives in the area. Moreover, a national level database on sanitation and water management is going on. I have overseen the whole process of planning for the program effectiveness department of world vision Lanka. Outside of my region, there was a request for proposal for sustainable sanitation and watershed management project in Meegahakiwula ADP. I have successfully completed the report and it was approved by the support office.
2. Since I left Ministry of Drinking Water and Sanitation (MDWS) and joined a conservation organization working on education for sustainable development, the training helped a lot to incorporate activities on sustainable water and sanitation in the schools the organization was already working.
3. I work for an NGO called IRAP. The knowledge from the course was very useful especially exploring tools (useful for the field visits).
4. I have used the knowledge from the course in an awareness and IEC activity "Observation of National Safe Drinking water and Sanitation week in February 2014" as a part of 'Nirmal Bharat Abhiyan', at Basanti block of Sunderban areas, s. 24 Parganas district, West Bengal. i have given training to 250 Swachhta Doots and other functionaries of the 13 GPs in Basanti block about imparting sanitation and hygienic habits and usage of safe drinking water among the stakeholders. During my training session at Sunderban area I could communicate better with the participants and getting the feedback by using flip charts, question answer sessions, group skill or techniques of training polished further activity etc all of which I was given training at

the course. The feedback from the participants was the most popular and key element at the training session.

5. I organised a staff orientation on ToT in SSWM after returning, within my organization. I organise regular training, orientation, FGD on SSWM for our WASH program.
6. I am a technical officer in department of water resources, ministry of natural resources and environment. The water management knowledge gained from the course, I have used for my daily responsibilities to improve my performance such as involving in national water resources strategy updating, water law revising, river basin and sub-basin management planning, technical guideline development for water resource management, etc.
7. The technical aspects have been useful for me to appreciate the WASH aspects in my work. However, my focus of work has been around community planning, post Haiyan typhoon in the Philippines where I was developing community led plans. Interestingly WASH, while being a major concern for the development agencies, was not a priority at the community level. Participants after training are able to identify gaps in the way WASH programmes are being designed and implemented in their countries.
8. I am now promoting net zero vision in the management of water, energy and waste - living within the natural loops.- Inspired to promote
9. In framing our initiatives towards wastewater management, we factor in our discussions the loop concept of the nutrient and water cycle
10. I look after water management projects spread over 60 villages of Haryana and Rajasthan covering a wide range of water management and sanitation interventions such as soak pit for waste water disposal to check dam measuring > 700 feet and 3.5 m height for water conservation. I have been using the knowledge gained during the training program for community mobilization, community and staff training around our interventions.
11. The ToT has played an important role in improvement of my work. presently I am working in a Bihar technical assistant support team ( b-tast ) as a regional water and sanitation coordinator and my prime duty is to provide technical assistance to public health & engineering department and build their capacity to achieve sustainability in WATSAN. The ToT had many implementation tools and was applied to my field of specialisation especially for awareness generation among



communities and capacity building of staff. After using the awareness tools I got an impressive result and after that we make 21 Panchayat open defecation free.

12. I have used some tools from the SSWM toolbox to explain my ideas to my colleagues at my organization and different stakeholders involved in water and sanitation field.
13. The knowledge gained from the course helped me to look into new dimensions in developing work proposals at work. I have already contributed to one of the new proposals of the organization to incorporate SSWM in it, particularly as a tool for the local level administrative staff and awareness raising of estate community of the upper catchment in the particular project area "closing the loop" in natural resource management, which is the main theme put forwarded in the training, is the main theme of work for me now. Apart from the subject matter/technical knowledge, the presentation skills learnt from Dorothee has made a greater change in me. I need to practice it more and develop myself as a good presenter, however I can definitely say that I am inspired by that and it will help me a lot in the long run.
14. The toolbox has been quite a hit with me and I often refer to it while preparing my lecture notes and get a resourceful link to further reading material. Personally feel 'armed up" with handy notes!!
15. I have prepared revised module and planned as capacity building activity in my KRC and conducted two training programs with support of government of India. I took support from Dr. Neena Rao in January,2014 in preparation of capacity building module....so for excellent learning
16. The ToT was very fruitful and beneficial for me. It had proved very effective in enhancing redressal for day to day water related issues and sanitation problems in our state particularly in my own dept of PHE KMR.
17. I have used the knowledge gained from the training to improve my performance at work. The input received through the training and the tools introduced in the course are very useful to perform better at my work. I appreciate the organisers and trainers for their valuable information.
18. SSWM broadened and strengthened my understanding regarding the important relationship between water, sanitation and quality of human life.
19. I used this tool for my own performance in various training and implementing agencies like, plan India and Oxfam, India.

**Q2. How have you shared the knowledge from the course to improve the performance of your organisation?**

1. I have shared knowledge with other DME colleagues at the zonal reflection which was held last April. As their ADPs are at different phases such as assessment, designing, implementation it was a fruitful presentation for the practical application of the gained knowledge.
2. The organization was working on developing model ESD schools in 4 states. Their focus was only on talking campus, greening and other common activities early. I included sustainable water management and sanitation part in the manual they developed for the schools to evaluate the activities they conducted. Now they include this in the training curriculum for teachers.
3. Some of the implementation tools were useful while working in our organization. After I got back from the ToT I have arranged a session with my director and other colleagues to enlighten them about what I have learned from the course so that they can use the knowledge when they are working in their own areas. I have also shared the SSWM course material with them for better understanding and imparting for future activities.
4. The ToT was most helpful within our organization. It assisted in the development of modules, sessions, organize technique, training content, management of information etc.
5. After training, I have shared with my colleagues in my organization not only knowledge I gained but also the useful documents and toolbox that I took back from India.
6. No, as I work as an individual consultant.
7. I always take the opportunity to spread SSWM within my own organisation - the last opportunity was at the biannual conference for senior managers of DID in Malaysia.
8. In a way yes, but at discussion level yet, since we only have integrated waste water management in our strategic plan during our review this year for the years 2015 to 2020
9. I shared the proceedings and tools of the conference with people working on water projects and interested in the subject.
10. I spread the concepts learned in the ToT through building the capacity of water and sanitation staff on sustainable sanitation and water management tools.

11. I have used the gained knowledge in two presentations delivered in conference and workshop.
12. Even though my organization does not have a mandate on SSWM I am working on integrating SSWM to the proposed work as a mean of social development and sustainable natural resources management. There is a good acceptance by the organization for this new approach of introducing SSWM within the larger concept of sustainable natural resources governance. I believe that in itself is a good achievement.
13. The nature and content of my class lectures has drastically improved and so as of my students.
14. After coming back from the training, in the new session that began in January' 14, I specifically conducted some sessions exclusively on SSWM and introduced the tool box but not in depth.
15. Planned capacity building activity in my organisation.
16. I shared the knowledge and technical skills which we learned with my colleagues and friends. I distributed that pen drive and hard copy material among my friends and colleagues. In the same fashion I was once again sent to training programme at ESCI at Hyderabad regarding design, construction and operation and maintenance of WSS sponsored by CCDU in association with WSSO.
17. I applied for funding to the ministry to carry out the inputs to the target audience, society. The organisation is aiming to provide necessary information to the public to keep clean and hygienic. The methodology involves funding and for which we have applied to the ministry. The knowledge gained is transformed into the action oriented projects by the organisation. Creating awareness, establishing a demo projects, enhancing the new tools to improve sanitation and hygiene are the objectives of the organisation.
18. SSWM concept spread out to my colleagues in my organization in any possible way, i.e., internal workshop, monthly meeting/discussion and any other interactive method;
19. I shared my knowledge with chief engineer, SWSM, Odisha for wide application of the tool across the state. They appreciated my idea and accordingly designed yearly training calendar for wise use of the tool.

**Q3. How have you spread the knowledge from the course to other people and institutions?**

1. With national coordinator and, other participants of Cap-Net Lanka we have drafted our future plan on dissemination of knowledge on SSWM at national level.
2. As a faculty at teachers training in Assam state on ESD, discussed on SSWM with 87 teachers. Low cost technologies for sustainable water management in schools and houses were discussed. Thus tried my bit to spread the knowledge from the course to teachers, which in turn spread to students and thus to society or community.
3. While interacting with other institutions and people, I have discussed about various tools available in the toolkit, especially some of the planning and process tools and implementation tools in water resources management.
4. Unfortunately, I could not spread the knowledge to other institutions yet. But I am planning to do so in future.
5. I already share experience and knowledge on SSWM to our organizational network (other like minded NGO)
6. I can say I am now the trainer! We have organized many workshops and trainings in my country especially training on water resources management for local authority/people that I have been a speaker by using some knowledge/skill/information from this ToT.
7. I have mentioned it but since there is no concrete plan, at least to my knowledge, if there are going to be further rounds I have desisted from referring people to saci waters except asking them to check your website.
8. I had made a presentation on these initiatives at the biannual Malaysian water resources management forum that was organized by Malaysian water partnership.
9. I was a resource speaker in the national convention of the Philippine association of water districts in February 2014. I was able to introduce during one technical session the toolbox and how to access it from the internet. This was attended by more than 1,000 delegates from all over the country. There are more than 500 water district members of this association.
10. Genuinely, very limited. Apart from sharing about the training program with some of my personal contacts, the knowledge was shared with some other water professionals working on similar issues but I am not sure how they used it.

11. After the ToT I passed on my experiences and materials shared by you to experts of water and sanitation and partners of our project and institution i.e. department of environment and water management (Anugrah Narayan college, Patna), Department of Environmental sciences (Central University of Bihar).
12. I have referred and will keep referring to SSWM toolbox in many occasions and encourage the people relevant to water and sanitation field to see the SSWM toolbox. It is very simple, efficient and useful approach. Also I am planning to use the gained knowledge from the course in my future training activities conducted by my organization in water and sanitation field.
13. From right after the training whenever I got the chance I have discussed about the global and local situation of sanitation and threats for natural resources and the future interventions which are possible with SSWM with colleagues, stakeholders of the projects that i am involved, academics, friends and family. The discussions are from awareness creation and simple household tips to planning for national level knowledge dissemination programme. As the two representatives from Sri Lanka to the training, Surangi and myself are determined to organize and conduct a national level ToT in SSWM for the administrative officers of the sanitation and water management sectors. Even though the busy schedules of our occupations have held us back from doing some real groundwork we have been discussing and planning on that. In fact, we are privileged to secure direct inputs from Indika on the planning of this workshop once she is in Sri Lanka in near future. We will be planning out the work and assigning responsibilities during that meeting, therefore, we will be in a better position to share a work plan by the end of July 2014.
14. Informally yes. I am conducting informal sessions with an orphanage that teaches some children of household help workers that is to sensitize and spread knowledge about usefulness of sanitation and hygiene. Not that much as yet,, but am planning a workshop for university students and faculty as a whole.
15. I have conducted two capacity building programs in our institution. Total 75 participants have participated in our capacity building program on sustainable water and sanitation program
16. I shared the whole training material and we even organised an awareness programme as well.
17. Spreading the knowledge to the nearby institutions, NGOs, society in the right dose.
18. In any possible related event I always inform/announce the importance of the SSWM concept to keep our water clean, available and sustainable to every one of us now and in the future, as our legacy, for next generation.

19. I spread that knowledge with state water and sanitation mission (SWSM) and district water and sanitation mission (DWSM), Odisha as resource person. I took several sessions on national drinking water programme and dovetail the SSWM tool. I am continuing as a resource person.

### **Annexure III**

#### **Gujarat Institute for Development and Research (GIDR) Feedback**

##### **How have you used the knowledge from the course to improve your own performance at work?**

1. I was able to connect several water governance literature related to capacity building with the program. However, the materials were mostly theoretical with very less practicality. They were not field oriented. No focus on small and marginal farmers.
2. We are implementing Water Resource and Agrobased Livelihood Programme so learning's of the trainings shared with implementation team. Implementation team applied in the field. We are implementing Water Resource and Agrobased Livelihood Programme so learning's of the trainings shared with implementation team. Implementation team applied in the field.
3. On the part of water management, I delivered concept of rain water harvesting and farm pond in farmers' community, through these a farmer can get water facility in off season and this can be best by using Micro Irrigation System.
4. The course helped me better understand the concepts of agriculture water demand management and I have used that in my research work.
5. I have revised my approach to water demand management, knowing that agricultural part was specific and needed the knowledge provided by the course.
6. I gained a lot of knowledge on issues related to water management in agriculture.
7. Got idea of Water management at broad level.
8. Water management calculation.
9. Cost benefit ratio through water management

## **2. How have you shared the knowledge from the course to improve the performance of your organisation?**

1. I shared the materials provided during the program with my colleagues working on water sector. Then I shared my experience and learning with my colleagues and friends during a study group meeting and discussed about the program.
2. Organized half day programme with the team and shared learning's of the training programme.
3. As all knows, second green revolution is based on water management and GGRC is already doing this through Micro Irrigation System. I have improved my promotional ways of MIS through the training knowledge. This knowledge has made me best in delivering concept of water management among farmers' community.
4. I have gained better understanding of the concepts and I have helped my organisation in doing some research work related to agriculture.
5. I could advice junior professionals from other major consulting firms for agricultural water demand management for a project they had in Pakistan for which they did not consider water productivity.
6. I have acquired specific skills in analyzing real water saving and water use efficiencies. These skills are now helpful for the organization.
7. Prepare a plan for water management at my location.
8. Scale of drip irrigation implementation.
9. Prepare proposal for loan base drip irrigation and submitted to NABARD for my location.

## **3. How have you spread the knowledge from the course to other people and institutions?**

1. Yes, but only within our institution.
2. Implementation team discussed with farmers club, SHGs, farmers and villages through monthly meet, training programme and in other community based events.
3. Basically, I am directly connected to farmers and I spread the course knowledge to farmers by water harvesting and turning off wasteful use of water on farm. I have also given a best of my understanding to employees of watershed department and other agricultural departments of Jamnagar district. Note: - there is one suggestion

from my side to arrange such type of water management trainings and invite us, so that we can improve our self as best in our duties.

4. I have not had much interaction with other people and institutions in similar fields so I have not been able to share the knowledge so far.
5. Through professional advice only, not through trainings yet.
6. If I'd train on that topic, I would not use the whole training material, just the main striking points, such as a synthetic diagram on agricultural water use efficiency.
7. I have started discussing the key issues related water management in agriculture during the field visits with the farmers and also other institutions.
8. Share with this to my team during meeting.
9. Basic theme share with during village level meetings and Prepare them success.