



# Women's leadership in water management and WASH: experiences from Cambodia

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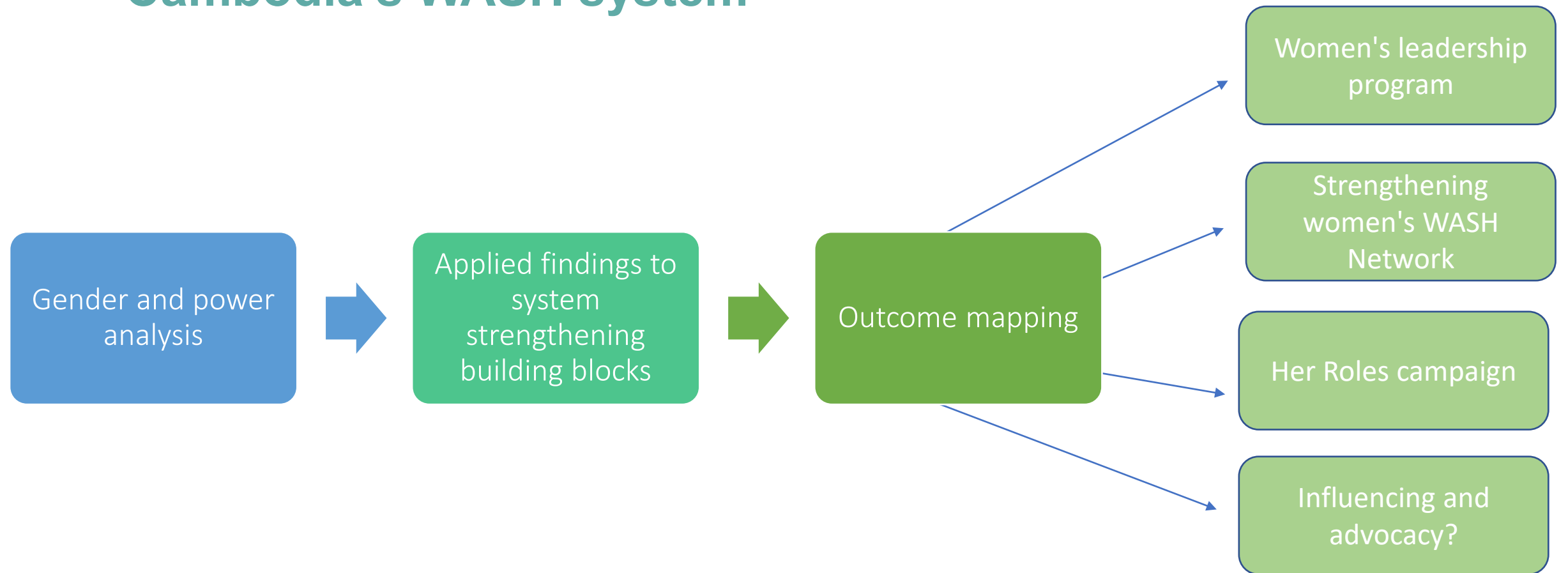
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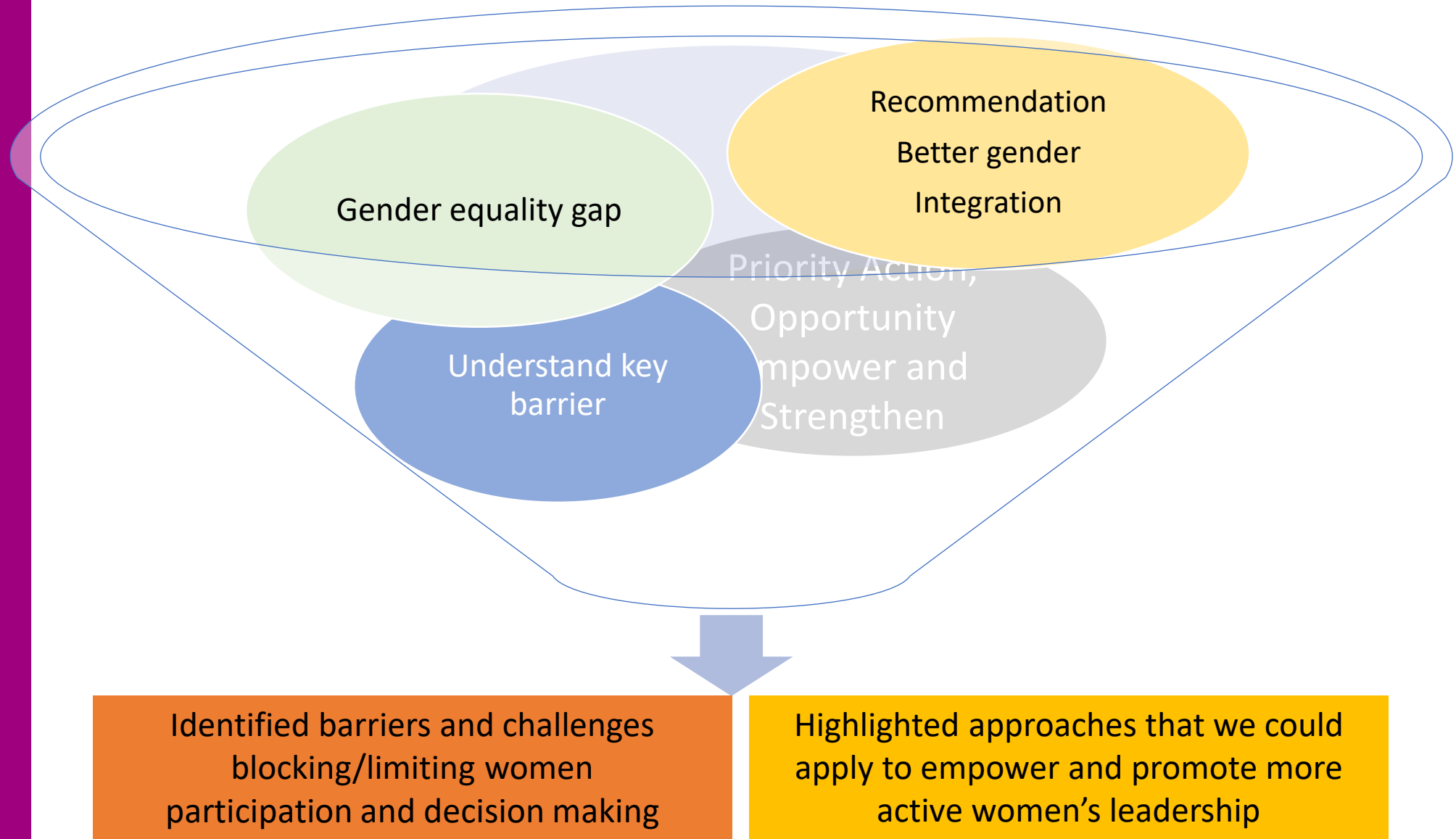


#WaWF23

# Strategies to improve women's leadership in Cambodia's WASH system



# 1. WaterAid Gender Power Analysis Tools



## 2. Applying GPA findings to WASH systems strengthening

### Step 1

- See the 'big picture': Framing Gender Equality as an additional building block

### Step 2

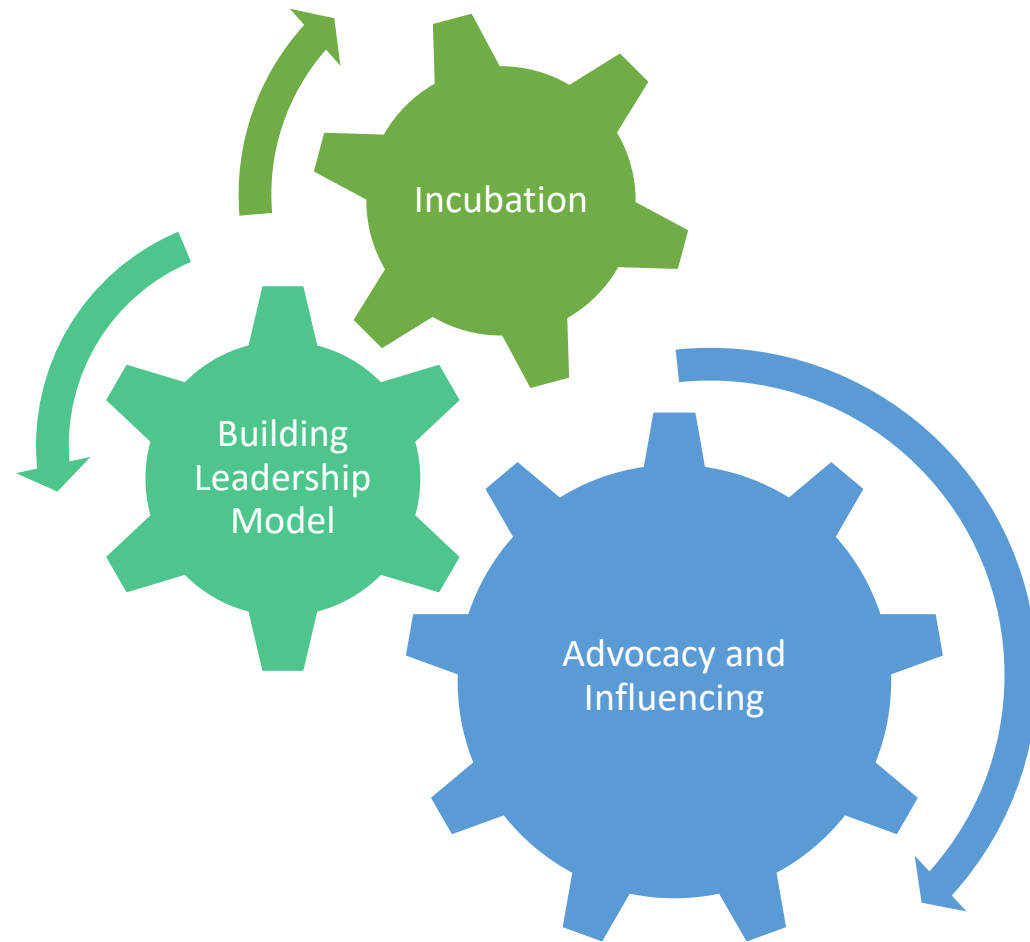
- Conducting a deeper analysis of gender across each building block.

### Step 3

- Mapping outcomes to create participatory action plans



### 3. Outcome Mapping and action planning: collaboratively designing women leadership initiatives in WASH



# Approach to promote women's leadership in Cambodia's WASH system

## Incubation

- Leadership training
- Building women networking
- Mentoring & coaching
- Support participant implement action plan

## Advocacy and influencing

- Herold Campaign
- Series of gender dialogues
- Engaging male leader in the dialogues
- Gender budgeting training

## Building Leadership modal

- Promote Women leadership champion
- Promote women leadership profile
- Leadership journey story

# Lessons learned

- Effective programming to address gender inequality in water management and WASH requires an adaptive approach which responds to changes in the context'
- Undertaking a gender power analysis helped WaterAid to identify the priority issues and identify entry points to start discussing these issues.
- Deeply held gender norms and attitudes are difficult to change through one-off activities. We need to consider how to change these norms at a systems level.
- Because gender equality is cross-cutting we need to engage diverse actors in conversations if we want to effectively change perceptions of gender in water and WASH.



# Impacts of advancing women's leadership in WASH

1. Participants increased skills and confidence to raise their concerns with colleagues
2. Increased leadership skills, teams work, proposal writing
3. Participants reported that their confidence in public speaking, decision making, and impact voice is upgraded into another level after joining the program
4. Unique program with a good combination of theory and practical learning.
5. Making meaningful connections through the program.
6. Most women lead WASH at district and province achieved open defecation free





# Implication for future



1. Advancing Women leadership program
2. Strengthen women in WASH network
3. Run series campaigns such as 'HerRoles' to promote stories of women in WASH sector
4. Targeted influencing and advocacy to create a more equitable enabling environment.

***Participant quote: “my husband asked me, did you study anything recently because I feel you know how to persuade in a way that is convincing. Not only did my husband notice, but my colleagues and line manager also asked about my experience in the program and I promised to inform them when the upcoming program begins. People noticing my confidence and knowledge is one of the achievements that I feel proud of.”***

Nareth Chuon

For more information

WaterAid Cambodia

[www.wateraid.org.au](http://www.wateraid.org.au)

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