

Programme Guidelines

1. Emergence of Water and Livelihoods Foundation

Water and Livelihoods Foundation (WLF) is a non-profit public Trust, without affiliation to any political party and is secular in character. The Trust emerged in the context growing water scarcity in India and shall promote water resources conservation and management addressed towards betterment of livelihoods of poor and needy in rural and urban areas without any consideration of religion, race, caste or creed, and this the Trust intends doing by associating with other non-government organizations, community based organizations, academic institutions, universities, research institutions, Government departments and other agencies that are working on similar objectives of the Trust stated below.

WLF emerged as an organization with focus on water related issues and associated livelihoods, from the rich experiences of Sustainable Ground Water Management (SuGWM) Project, a project implemented by Centre for World Solidarity (CWS) during 2011-16. SuGWM project was supported by EU and Bread for the World, Germany. The founding staffs of Water and Livelihoods Foundation come from the SuGWM project of CWS and have cultivated rich experience in water conservation, management and related livelihoods enhancement, both at grass-roots level and policy engagement, over last 20 years. The founding Trustees of Water and Livelihoods Foundation are eminent personalities in water, natural resources management, energy issues and financial management sectors with a long experience in development sector.

2. Vision and Objectives

Water and Livelihoods Foundation (WLF) strives towards the vision of realizing a water-secure society by facilitating inter-disciplinary convergence of hydrological and social sciences. By facilitating better access to drinking water, sanitation and irrigation water, it aims to contribute to the improved health, improved agricultural productivity, and other water-dependent livelihoods of rural and urban population in India.

The objectives of the Trust are:

1. Achieving water security and livelihoods enhancement of poor through community development initiatives, scientific research and innovating better water, sanitation, irrigation and agricultural technologies and processes that helps in better water harvesting, recharge, efficient use of resources, reducing environmental pollution, improves farm productivity and ultimately enhances incomes to farmers and people in general.
2. Education, skill development, dissemination and capacity building activities for human resources in CBOs, grass-roots NGOs, their networks, Government staff, local bodies, children and youth for improving knowledge, behavioral change,

better productivity in their work, skill enhancement, livelihoods and career development

3. Collaborate with other civil society organizations, farmers associations, mutually-aided cooperative societies and cooperative societies; strengthen their capacities in water management and sustainable livelihoods and facilitate network programs on issues and themes around water management and livelihoods

3. Logo and its Significance

Water and Livelihoods Foundation has its core focus on water security, with emphasis on action research and innovations. Contributing to safe drinking water and sanitation improvement, sustainable agriculture, enhancing farm productivity and incomes of farmers in rural areas is one major area of engagement of the Trust. Other being conservation, use and management of water in urban, industrial and other sectors.

Though agriculture consumes major share of around 90% of all water used, water demand and use in urban and industrial sectors is growing rapidly in India. On the other hand, there are growing concerns of over-exploitation, inefficient use, wastage leading to poor service delivery to people, contamination and over-exploitation of resources in urban and industrial sectors. WLF would like to contribute to these sectors as well through its research, action research and innovative work by engaging with various Government & research institutions and industrial bodies.

The logo of WLF embodies the philosophy of integrated approach to water management. The 'blue' half-circle around, represents its core focus area of 'water security' and the 'green' segment of the circle represents rural water applications such as drinking water, sanitation and agriculture related livelihoods. The 'orange' segment of the circle stands for the keen interest of WLF in water issues in urban and other sectors.



4. Activities of the Trust

Water and Livelihoods Foundation will carry out the following activities, which are indicative in nature but not a complete list. WLF will engage itself with actions that are directed towards the stated vision and mission of the organization and ultimately benefit the target communities:

- Enable farmers, women, disadvantaged and other rural and urban people and their groups to over-come drought impacts and water scarcity as well as promote sustainable agricultural practices; skill development and facilitate agricultural processing and collective approaches to marketing of their produce

- Promote equitable and sustainable water supply and sanitation improvement measures in rural and urban areas as well as carryout studies and generate knowledge on the problems in the sector and to offer solutions
- Identify water quantity and quality related issues that are of concern to people and articulate innovative solutions, both related to rural and urban water management issues
- Take up action research on the viability of such innovations through field experimentation towards achieving optimum resource use as well as sustainable yields from agriculture to farmers
- Develop and promote low-cost, appropriate, innovative technologies and products for water conservation and efficient use in water scarce areas and rain-fed agriculture by conceptualizing, piloting and dissemination activities among people
- Explore and conduct research and demonstrations on inter-disciplinary areas such as energy-water co-management, preventive health management due to water-induced contaminations, water as a productivity enhancing resource in agriculture / horticulture etc.
- Relating action research with existing practices and policy, so as to contribute to their improvement at state and national level
- Research, documentation and revival of traditional water management practices and systems in India towards securing the livelihoods of small and marginal farmers
- Facilitate water conservation and auditing for reducing wastage and for productive use of water in rural and urban areas in the sectors of water supply, surface irrigation and ground water irrigation as well as industrial and recreational water uses.
- Promote integrated water resources management in the areas affected by droughts, water stress as well as work on climate change adaption, mitigation, disaster preparedness and management in the areas affected by floods so as to increase the productivity of rain-fed and irrigated agriculture, livestock and fisheries and to reduce human suffering.

5. Partnerships

To achieve its objectives, WLF would collaborate with various Government departments, institutions, autonomous academic, research and training institutions, international academic and technical agencies as per laws of the land and work towards better implementation of various welfare and development schemes of State and Central Governments within India. WLF would also collaborate with CSR arms of corporate and their industrial federations receive grants and use such corporate grants and CSR funds towards the objectives of the Trust.

The Trust may transfer part of its funds as grants to other non-government Organizations; community based organizations and other agencies / institutions for specific purposes, to further its objects. All such transfers shall comply with the existing and future laws of land that will be in force at the time of fund transfer Partnerships are based on mutual trust, scope for mutual learning & sharing and complementarity of skills / expertise with ultimate objective of benefiting the target communities and contributing to the vision of the organization. Partnerships with national and international donors are explored within the statutory frameworks and existing laws of the land. Donor specific program and financial conditions of accounting / reporting are adhered to, based on the specific MoUs entered with the donors. Programmatic focus and priorities are as per the Trust Deed and Program core focus areas discussed in this document.

The underlining principle in exploring all the above types of partnerships is the vision of the organization, 'contributing to achieving a water-secure society'. WLF would like to work, either in collaboration with different partners, networks or community based organizations or directly in any State in India. Small and marginal farmers, women, landless and poor are the primary target communities for the organization in all its actions.

6. Core Values

WLF is committed to the conscious cultivation and promotion of the following core values within the organization as well as in all its programmatic interventions:

Non-discriminatory: WLF does not and shall not discriminate on the basis of race, color, religion (creed), gender, age, geographical origin, disability, marital status, or sexual orientation in any of its activities or operations. WLF is committed to providing an inclusive and welcoming environment for all members of the organization. WLF is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, and advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, geographical origin, age, religion, creed, disability, sexual orientation, or gender identity. WLF respects rights of all individuals as bestowed by the Constitution of India.

Gender equality: WLF will make effort to address gender discrimination and inequalities in all its programs and within the organization, by giving equal opportunities to women and men; equal wages for equal work; andn consciously engaging women in decision making processes. A positive discrimination is followed towards women in its programs and internally, for tilting the current inequalities and creating spaces for women to contribute to their fullest abilities and to emerge as leaders in organization as well as in the program operational areas. WLF integrates the gender values in all its engagements at policy, grass-roots and in partnerships. WLF encourages its partners to promote gender equality within their organisations and at the community level. WLF will orient newly joined staff on gender issues and sensitize them on how to address and integrate gender issues. WLF will also encourage staff to opt for further learning by attending periodic gender sensitization programs / training courses / workshops etc.

Inclusive approach: WLF believes that development is sustainable and strengthens the social harmony when there is wholesome participation of communities without any exclusion based on social or economic status. Therefore, in the processes of decision making within and outside in its projects, WLF does not subscribe to exclusion of certain groups or individuals in the development process. Participation of last person in the social and economic hierarchy is consciously attempted in all its developmental operations. All decisions are taken in shared and mutually acceptable way in all its decision making forums including BoT. WLF believes that empowering and strengthening the constitutionally established democratic institutions at grass-roots leads to inclusion of marginalized people, enables better access to various social security and government schemes and finally leads to social / economic empowerment. In the process of working with indigenous tribes and communities with special knowledge and practices, WLF stands to respecting customary practices, indigenous knowledge and customary rights of local people on local resources.

Eco-friendly approaches: WLF treats protection of the environment as integral to all its operations and towards the sustainability of its program interventions. Ecological conservation and environmental protection are the prime concerns of WLF in all its activities of resource management and livelihoods promotions. WLF will not promote over-exploitation of resources and environmental destruction. Reducing emissions, abating resource contamination are integral to its development approach. WLF promotes sustainable agricultural practices that improve the quality of soil, water, save energy and other resources, contributes to regeneration of forest /green cover, bio-diversity and protection of wild life. WLF recognizes climate change as one of the key challenges for water resources availability, equitable distribution, and sustainability of livelihoods of poor and small / marginal farmers. WLF will make proactive efforts in capacitating vulnerable communities towards mitigation and adapting to the climate change impacts in its various water and livelihoods related program actions. WLF also promotes green procurement policies, including energy-efficiency devices and technologies, environmentally less harmful technologies etc. WLF will strive to inculcate resource optimization, reducing wastage etc. among its staff and members.

Transparency, ethical practices in operations: WLF goes beyond the statutory compliances and practices and strictly adheres to transparent and ethical practices in all its operations. Conflict of interest situations are prevented with an aim towards ensuring public good in all its actions. In order to bring in accountability, transparency and quality, mechanisms to engage different stakeholders will be devised and implemented with appropriate Project Monitoring and Evaluation (PME) systems in all its projects. WLF commits to disclose information about its projects, activities and operations in public domain, including on social media and website.

No child labour practice is encouraged in its offices or projects. Work place safety of all its staff is a matter of high concern to WLF. Care is taken about the safety of staff travelling to disturbed areas and special care is taken about women travelling and carrying out field operations. Accountability in fund management and financial systems is ensured by having in place good internal controls, prudent financial management systems and ethical governance practices. Honesty in actions and

reporting are strictly adhered to with an attitude to accept failures and learn from such experiences. WLF aims to become a highly regarded organization in the development sector by being accountable to all its stakeholders – communities, donors, collaborators etc., by continuously updating and learning from experiences and reinventing its role in the sector time-to-time.

Learning, skill development and performance orientation: WLF will strive to build job skills among its staff by identifying their capacity building needs; opening up opportunities to try new jobs and learn on the job; and cultivating performance orientation among its staff. WLF believes that skill development and acquiring new knowledge is a continuous process for its entire staffs. Setting performance standards and measuring the performance of staff against the pre-defined standards is the fundamental process that drives staff towards continuous learning, upgrading skills and reaching better performance standards. WLF will carry out a systematic and well-planned performance review of each project vis-à-vis the staff engaged in the project, periodically.

Research, innovations and visibility: WLF envisages being an organization that stands out in terms of the nature of its work with the target communities and relevance of its work to the larger society. In all its work, WLF makes best efforts to capture and improve upon the traditional knowledge systems among communities; innovate newer technologies / processes that address identified grass-roots problems; to apply research frameworks to the grass-roots implementation work and come out with findings relevant to mainstream practices and policy. Thus, being innovative in all the thinking as well as actions is the major philosophy of the organization. In order to disseminate its research findings and innovations, WLF would consciously undertake publication of same through various media and scientific journals, for reaching not only the fellow scientific community but also society at large. WLF makes all efforts to document its work truthfully and attempts consciously to document and disseminate for better visibility in India and globally.

7. Project Planning, Monitoring and Evaluation System

PMES forms an essential and important tool in the project management cycles of WLF. A simple but effective PMES system, that captures evidences to the required extent and builds on collective processes (that are in-built into the project implementation) is the core philosophy of WLF.

The WLF staff team meets every month to discuss work being done and plans different actions for the coming month. This exercise also helps to make smaller groups as per the demands of the tasks on hand and to elicit contributions of ideas from all the staff. Project planning and preparation of a proposal is done with the initiation of one staff or the Executive Director, but the other staff members are drawn into it for contributions, thus making it a collective exercise and builds ownership among them. Since WLF has action research and innovations as its core focus in water and livelihoods sectors, all the staff are encouraged to explore new ways of doing things, develop research dimensions that have a bearing to mainstream policies and practices as well as innovate new processes or technologies within the project coordinated by them.

Apart from this, each project will develop a participatory platform bringing together all the stakeholders, such as staff of WLF, community leaders, women leaders, collaborating individuals/organizations etc. This group will periodically meet and plan, monitor and take decisions regarding methods and activities etc.

The primary role of monitoring the progress of work is assigned to the respective Project Managers/Asst. Project Managers. This is done through interactions with local stakeholders, CBOs, visits to project sites, review of reports from local partners etc. At the organizational level, the progress of work, direction of progress etc., are monitored by the Executive Director through a quarterly review of all projects with all the program and finance staffs. These reviews also look at financial progress, adherence to the defined procedures and measures to be taken to improve the performance. Progress and achievements made in various projects are presented to the BoT in concise form for the expert inputs of the Trustees.

WLF management reserve the right, as its sole discretion, to change, modify, amend, apply, add or remove extracts, portions or the whole policy at any time without prior information.

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