

Research & Training Specialist

My whole career has been with the **development of mobilisation strategies** for the empowerment of women in rural communities in Africa with a view to sustainable hygiene behaviour change.

My earliest experience in the field working for WaterAid developing **IEC materials for illiterate communities in Water and Sanitation programmes in Kenya and Tanzania**, provided me with insights as to what makes women in particular change their hygiene behaviour. As an ethnographic illustrator in Zimbabwe from 1991-1996, I developed the first PHAST Tool kit for Zimbabwe with Ministry of Health (funded by WHO) which has now been used throughout the country for 30 years.

Having completed a BA in Social Psychology, I focused on the cultural value of **group consensus** with a **gender-based, right-based perspective**. The Community Health Club approach that I subsequently developed, combined the PHAST methodology, is based on the assumption that to achieve change there is a need to cultivate shared values in a group, so changing norms which control behaviour in order to improve family health and survival.

In 1999 I co-founded an NGO Zimbabwe AHEAD (now Africa AHEAD) in order to replicate and scale up the CHC approach throughout Zimbabwe. Since then trained over 30 International and local NGOs have been trained in the CHC Model and the organisation itself started over 3000 CHCs in Zimbabwe reaching 2.3 million people. Africa AHEAD – Zimbabwe is now one of the most dynamic NGOs in the country, funded by UNICEF, USAID/OFDA and EU with a team of 40 working throughout the country on 18 projects to mitigate the effects of Covid 19.

In 2005 we set up Africa AHEAD Association an international consultancy based in South Africa from where I have worked in many countries: Tanzania, Kenya, Zimbabwe, Uganda, Guinea Bissau, Sierra Leone, Namibia, Albania, Bhutan, Indonesia and Vietnam. In the past 15 years I have worked in public health Programmes with many NGOs: Red Cross, OXFAM, SNV, WaterAid, Oxfam, CARE, Mercy Corps, as well as institutes such as ISOE, and agencies DFID, Danida, Unicef, ILO & UNDP developing training materials and training trainers for a variety of sectors including Gender, Agriculture, Labour, Disability, Environment, Hygiene, Water & Sanitation. As a consultant, I continue to assist governments and NGOs to provide high quality development projects which are integrated, sustainable and above all gender sensitive.

In 2006 I completed my PhD research through the London School of Hygiene and Tropical Medicine, looking at the 'Cost-effectiveness of Community Health Clubs in Zimbabwe'. I am considered a leading authority internationally on hygiene behaviour change, being honoured with an AMCOW Award in 2010 for my contribution to improving sanitation in Africa.

My most enduring impact has been in Rwanda, where I developed the syllabus, manual, visual aids and trained the core for the national **Community Based Environmental Health Promotion Programme**.



Current Position

Research & Training Director
Africa AHEAD Association

Status:

Married, with 3 adult children

Nationality and Residence

British (Born in UK) / Zimbabwean
Resident in South Africa

Contact

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Qualifications

PhD. (Public Health) (2006)

M.Phil (2005)

London School of Hygiene & Tropical Medicine

B.A. Soc. Science (Sociology) UNISA

Institution Membership

- **WISA:** Water Institute of Southern Africa
- Royal Society of Tropical Medicine & Hygiene

Key Skills

- **Design of Training material / Syllabus**
- **Design Ethnographic visual aids**
- **Training of Trainers**
- **Community Health Club expert**
- **Management:** leadership skills
- **Mentoring MoH / NGO practitioners**
- **Fundraising:** Proposal writing
- **Advocacy:** writing / presenting
- **Monitoring:** Cost-effectiveness in health promotion and livelihoods programmes
- **Evaluation:** qualitative and quantitative
Community based, participatory
- **Research:** ODK collect tool online / SPSS
- **Computer:** SPSS, p/point, excel, word
- **Website:** Wordpress content and management

Awards:

- 2013:** University of North Carolina Conference award for best paper
2010: **AMCOW Award** for *'Distinguished Woman Leader in Sanitation'*
2005: Finalist in Development Marketplace competition, World Bank
2003: Fellowship of the **Royal Society for Tropical Medicine and Hygiene** for best student research in progress

Country Experience

KENYA: 1985 - 1990

Set up a Health Education Department for Kenya Water For health Organisation (KWAHO, and indigenous NGO developing community readers for Watsan projects in Lake Victoria and Tana River. Promotional materials for conferences and donor reports.

TANZANIA: WaterAid 1987

Development of a community reader for Watsan project in Dodoma Region, Tanzania

ZIMBABWE: WHO 1993

Design of PHAST Tool Kit for Ministry of Health with 300 illustrations

ZIMBABWE: International Labour Organisation 1994

Design of information on labour based roads. Design and illustration of a series of booklets on various disability

ZIMBABWE: Unicef 1994-95

Field trial of Community Health Clubs in Makoni district

ZIMBABWE: Oak Foundation 1996 – 1998

Replication of CHCs and scaling up in Makoni District

ZIMBABWE: Danida 1999 - 2002

Management of first large scale CHC project with 285 CHCs in Makoni to 20 wards with income generating projects

SIERRA LEONE: Care International 2001

Rapid Rural Assessment and Participatory Evaluation of Health Promotion component of Water & Sanitation Programme in 2 Districts

SIERRA LEONE: Care International 2000

Training of field staff for CHC health promotion project with 50 health clubs, resulting in complete sanitation coverage in all 25 villages (3,000 participants.)

ZAMBIA, MALAWI, ZIMBABWE: OXFAM. 2003

Evaluation and Review of Public Health component of OXFAM's Regional Emergency Drought Relief Programme, assessing health promotion and sanitation strategies / outputs in Zimbabwe, Zambia and Malawi.

UGANDA: ACDI Voca 2003

Design of hygiene training intervention and Hygiene Calendar to complement a Food Distribution Programme in 108 Centres for 15,000 people living positively with AIDS

SOUTH AFRICA: 2004

- Development of comprehensive training manual for CHCs / PHAST in informal areas for future pilot programme in 3 areas.
- Two Training workshops of 75 trainers for CHCs in all 200 informal settlements in Western Cape
- Research design and mentoring for Reduction of Disease through Hand washing / soap: 2 year intervention study in Philippi and Dunoon informal settlement (University of Utah/ Rekitt & Benkeser

UGANDA: WaterAid 2008

Feasibility of CHCs in Uganda. Training Workshop for 6 partner organisations in Community Health Club Approach.

UGANDA: CARE International 2004 -2005

Emergency Programme in 15 IDP Camps in Gulu District to establish 120 Community Health Clubs. Target exceeded with 11,800 latrines built in 8 months / improved hygiene.

GUINEA BISSAU

Effective Interventions 2006-2007

Feasibility of setting up health clubs in rural villages as the main intervention in a large clinical trial (50,000 participants) to reduce Infant mortality rate by 25% by improved hygiene, health knowledge, and anti natal care. Development of Training PHAST kit and mentoring to set up a programme of 200 CHCs.

BHUTAN: SNV 2008

Design and conduct a base line survey for assessing levels of Hygiene in rural villages of 4 district in Bhutan. Training enumerators and project officers in SPSS.

SOUTH AFRICA Durban, DWAF-Danida 2008 -2010

- Feasibility Study and inception report for starting up CHCs in three Districts in South Africa
- Providing training and training material as well as project design for informal settlement in Durban.
- Design of Health Promotion programme and Training of trainers and mentoring for pilot CHC project in Kwa Zulu Natal.

INDONESIA 2009 Canadian Red Cross

Evaluation of a PHAST programme in 26 villages of Nias Island, verify KAP survey and provided recommendations for improved 'software' approach for CRC.

SRI LANKA 2010 Canadian Red Cross

Evaluation of a PHAST Programme in 6 districts of Sri Lanka and advice on improved methodology for sustaining hygiene behaviour change and demand driven sanitation.

RWANDA: Unicef: 2010

- Design of 2 training manual for National Community Based Environmental Health Promotion Programme to enable Community Health Clubs to be established in all villages.
- Visualisation and supervision of artist to illustrate Tool Kit of 400 visual aids
- Training of core national MoH staff who trained Trainers throughout country.

VIETNAM: Danida 2009 - 2011

- Training of national trainers and design of training for pilot project of CHC programme – first Asian Country to scale up CHCs to national level through Ministry of Health
- Evaluation of the CHC Programme in 3 districts of Vietnam showing high response from communities with reduction of diarrhea.

NAMIBIA: Institute for Social-Ecological Research 2011

Design, training material and training for pilot CHC project in northern Namibia, starting up in 3 informal settlements.

SIERRA LEONE: DFID / Adam Smith: 2013

Evaluation of Unicef's rural WASH Programme using CLTS in 5 districts.

SOUTH AFRICA: Africa AHEAD

CEO of newly established UK Charity Africa AHEAD. Fundraising, promotional materials and policies for team in Zimbabwe and international Associates

RWANDA: Bill & Melinda Gates Foundation: 2014 - 2016

Team Leader of a Monitoring Programme of CBEHPP in Rwanda with design of monitoring tools, online registration and digital data collection. Research and publication of two papers.

SOUTH AFRICA: Africa AHEAD Association - 2014 ongoing

Director of Research and Training, Africa AHEAD for Training and Research in Africa. Organisation of all training materials into a Media Library. Development of Online training through Zoom in a practical development course for Public Health Interventions: 100 participants from 18 countries in 2021, during lock down.

Website Management (2)

I have designed and manage two websites including writing of all the content and supplying all media.

- **Africa AHEAD www.chcahead.org**
Registry of Community Health Clubs for implementing organisations using Drupal, linked to ODK for collation and presentation of data.
- **Africa AHEAD www.africaahead.com**
Promotional website with documentation on CHC, extensive Media Library, Learning Management System

Manuals (4)

- **Zimbabwe:**
Waterkeyn J & Mutandiro J. 2007. The Community Health Club Approach: Training Manual for Workshop participants. Available from <https://www.africaahead.org/wp-content/uploads/2019/07/Rural-Zim-Manual-cover.pdf>
Waterkeyn J and Rosenfeld J. (2010) School Health Club Manual for CHCs (2008) funded by UNICEF
- **South Africa:**
Waterkeyn J. 2007. *Community Health Clubs in Informal Settlements: A Training Manual for Community Workers using Participatory Activities for Africa AHEAD.* ISBN: 978-0-620-39734-6 [Internet] Available from https://www.africaahead.org/wp-content/uploads/2019/08/2007-SManual_intro.jpeg.pdf
- **Vietnam:**
Waterkeyn, J. 2009. Introduction to Community Health Club approach: Workbook for Participants. Module 1. Ministry of Health, Viet Nam. [Internet] Available from https://www.africaahead.org/wp-content/uploads/2021/03/2009-11-11-Trainers-Manual_Final.pdf
- **Rwanda:**
Ministry of Health, Unicef & Africa AHEAD. 2012. *Gahunda y'abaturatione yo Guteza Imbere Ubukikije: Inyoborabiganiro yagenewe abazahugura kelebe z'isuku n'abajyanama b'ubuzima: Manual for Community Health Club facilitators.* Kigali. [Internet] Available from <https://www.africaahead.org/wp-content/uploads/2020/09/2020-CBEHPP-TRAINING-MANNUAL-ENGLISH-Signed.pdf>

Textbooks (5)

1. **Waterkeyn, J. (2006):** District Health Promotion using the Consensus Approach. WELL/DFID/LSHTM. *A Guideline for Classic CHC Implementation in Rural Areas*. <https://www.africaahead.org/documentation/text-books/>
2. **WHO (undated):** *Guidance on communication with respect to safe drinking water and household hygiene*. John Hopkins & Cranfield University. <https://africaahead.org/wp-content/uploads/2011/01/WHO-Cranfield.pdf>
3. **Waterkeyn, J. (2010)** *Hygiene Behaviour Change through the Community Health Club Approach*. Lambert Academic Publishing. Germany. ISBN: 978-3-8383-4491-1. www.amazon.com
4. **Waterkeyn J. et al (2019).** Comparative Assessment of Hygiene Behaviour Change and Cost-effectiveness of Community Health Clubs in Rwanda and Zimbabwe in *Health Access*. IntechOpen. DOI: [10.5772/intechopen.89995](https://doi.org/10.5772/intechopen.89995)
5. **Waterkeyn, J., Nyamandi V, Nguyen, N.** 2021. A Comparative Study of the Efficacy of Community Health Clubs in rural areas of Vietnam and Zimbabwe to Control Diarrhoeal Disease. Accepted for publication in the book under the working title *Rural Health*. ISBN 978-1-83969-371-7.

Training Booklets

- **Kenya:**
 1. Two community readers
 2. Instruction manual on building VIP Latrines –
- **Tanzania:** ‘Safi Sofi’: community reader
- **Zimbabwe:**
 1. Series of illustrated booklets on disability (1997) funded by ILO
 2. National CHC Manual PHAST Toolkit (300 illustrations) (1995) funded by WHO/UNICEF
 3. Herbal training manual /poster (2003) funded by FAO / LEAD

Conference Presentations (20)

All links to these presentations / conference papers below can be found
<https://www.africaahead.org/documentation/publications/conference-papers/>

- 1999: **Water Engineering & Development Centre: Addis Ababa, Ethiopia.**
Waterkeyn, J. [Structured Participation in Community Health Clubs.](#)
- 2000: **Water Engineering & Development Centre: Dhaka, Bangladesh.**
Waterkeyn J & A. [Demand Led Sanitation in Zimbabwe.](#)
- 2003: **Social Capital Conference: Rhodes, Greece.**
Waterkeyn J. [The Need for Knowledge: Maslow’s Hierarchy of Needs applied to rural communities in Africa.](#)
- 2003: **29th Water Engineering & Development Centre Conference: Abuja, Nigeria.**
Waterkeyn, J. [Cost Effective Health Promotion: Community Health Clubs.](#)
- 2004: **Water Sanitation Programme - World Bank-East Africa:**
Waterkeyn J & A. [Taking PHAST the Extra Mile Through Community Health Clubs.](#)
- 2005: **31st Water Engineering & Development Centre Conference: Kampala. Uganda.**
Waterkeyn, J, Kwame, V, Okot, P. [Rapid Sanitation Uptake in the Internally Displaced People Camps of Northern Uganda through Community Health Clubs.](#)
Waterkeyn, J. [Decreasing Communicable Diseases through Improved Hygiene in Community Health Clubs.](#)
Waterkeyn, A. [Hygiene & Sanitation Strategies in Uganda: How to achieve sustainable behaviour change?](#)
- 2009: **Water Engineering & Development Centre (WEDC) Conference**
Rosenfeld J & Waterkeyn J. [Using Cell Phones to monitor and evaluate behaviour change through Community Health Clubs in South Africa.](#)
- 2010: **International Water Association (IWA): Mexico City, Mexico.**
Waterkeyn, J, Matimati. R and Muringaniza. A. [ZOD for all – Scaling up the Community Health Club Model to meet the MDGs for Sanitation in Rural and Urban areas : Case Studies from Zimbabwe and Uganda.](#)
- 2010: **Water Institute of South Africa (WISA): Durban, South Africa.**
Maksimovski, N & Waterkeyn, A. [The Community Health Club Approach in Informal Settlements: Case study from eThekweni municipality, Kwa Zulu Natal, South Africa.](#)
- 2011: **Blue Planet Conference: Boseman, USA**
Waterkeyn J & A. *School Health Clubs in Zimbabwe*
- 2011: **University of North Carolina (UNC) Water Institute**
Waterkeyn J [Low cost-high Impact: Hygiene Behaviour Change in Vietnam in Community Health Clubs. 2011.](#)
- 2011: **University of North Carolina (UNC) Water Institute / Africa AHEAD Side Event**
Waterkeyn, J. *WaSH in the Community Health Clubs*

- 2012:** University of North Carolina (UNC) Water Institute
Waterkeyn, J. [*Best Practice in Hygiene Promotion Programme: an evaluation for assessing cost-effectiveness*](#)
- 2012:** University of North Carolina (UNC) Water Institute / Africa AHEAD Side Event
Waterkeyn, J. [*The Mechanics of Hygiene Behaviour Change*](#)
Waterkeyn, J. [*CHC and CLTS: How can they be integrated?*](#)
Waterkeyn, J. [*Best Practice in Health Promotion: comparing CHC & CLTS*](#)
- 2013:** University of North Carolina (UNC) Water Institute / Africa AHEAD Side Event
Waterkeyn, J. [*Integration, Sustainability, Institutionalisation & Scale*](#)
- 2014:** World Water Week (WWW) Stockholm, Sweden. Africa AHEAD/Stockholm Environment Institute Side Event
Waterkeyn, J. [*I am not nothing now: how Community Health Clubs empower women*](#)
- 2015:** University of North Carolina (UNC) Water Institute / Africa AHEAD Side Event
Waterkeyn, J. [*A Practical Model to achieve 8 x Sustainable Development Goals*](#)
- 2019:** African Ministers Council of Water (AMCOW) AfricaSan5 Conference.
Cape Town South Africa. Side Event World Bank/Africa AHEAD.
Waterkeyn J. Hygiene and the SDGs – Leave No one Behind

Africa AHEAD Training Courses:

<https://www.africaahead.org/online-training-resources/>

Online Presentations (1-2 hours, with powerpoint, and printed materials)

Module 1: The Community Health Club Approach

- 1.1. What makes people change?
- 1.2. Community and Common Unity
- 1.3. What happens in a Community Health Club?
- 1.4. Meeting the SDGs

Module 2. Planning a successful Health and Hygiene Project

- 2.1. Mapping your project area
- 2.2. Conducting a Health Assessment
- 2.3. Community Needs Assessment
- 2.4. Training, Trainers, Transport and Timing
- 2.5. Conducting successful Community Entry

Module 3: Measuring Hygiene Behaviour Change

- 3.1. The value of a Membership Card
- 3.2. Village Level monitoring
- 3.4. The Household Inventory Observation Survey
- 3.5. Data collection with Africa AHEAD App
- 3.6. Registering your CHC
- 3.7. Data analysis and presentation

Module 5: Mainstreaming Gender

- 5.1. Gender Equity and Equality
- 5.2. Gender Based Violence
- 5.3. Menstruation
- 5.4. Teenage Pregnancy
- 5.5. Early Marriage
- 5.6. Female Genital Mutilation
- 5.7. Maternal Reproductive Health
- 5.8. Healthy birthing
- 5.9. Child survival under 2
- 5.10. Weaning and child growth

Module 4: Participatory Facilitation of a Health Session

- 4.1. Handwashing
- 4.2. Personnel Hygiene
- 4.3. Transmission and Prevention of Diarrhoea
- 4.4. Prevention of Dehydration
- 4.5. Food hygiene
- 4.6. Safe Water Source
- 4.7. Safe Drinking Water
- 4.8. Zero Open Defecation
- 4.9. Improved Sanitation
- 4.10. Management of Solid Waste
- 4.11. How to have a balance diet
- 4.12. Coping strategies for Covid 19
- 4.13. Acute Respiratory Disease
- 4.14. Management of Tuberculosis
- 4.15. Super bugs: Anti-Microbial Resistance
- 4.16. Transmission and Prevention of Malaria
- 4.17. Transmission and Prevention of Bilharzia
- 4.18. Transmission and Prevention of Malaria
- 4.19. Transmission and Prevention of Skin Disease
- 4.20. Transmission and Prevention of Worms
- 4.21. Transmission and Prevention of HIV/AIDs
- 4.22. Immunisation of Children
- 4.23. Infant Care and Good parenting
- 4.24. Substance Abuse