



सुचना :-
• आजचा कार्यक्रम व तुला कक्षा
• घरच्या घरी उीलया कल्पना
• उपडना वर लपतीस व शीष
• कक्षातून हादर करण्यासात
• विंगल पुत्र प्सास्टिकाचा वाप
रामा स्वच्छ

Moving from access to agency and transformation for women: Case of Wai Municipal Council

September 2021

Definitions

1. Gender

The socially and culturally constructed ideas of what it is to be male or female in a specific context.

Gender is evident in the roles, responsibilities, attitudes and behaviors that a society expects and considers appropriate for males and females, independent of an individual's own identity or expression. Societal and individual expectations about gender are learned, and changeable over time. They can be different within and among cultures, and often intersect with other factors such as race, class, age and sexual orientation. The accompanying pressures to perform and conform and the sanctions for not adhering to gendered expectations are also absorbed through social learning, often from a very young age. Gender is a relational concept that is best understood by examining interactions between individuals and social groups.

2. Gender Lens

A perspective that pays particular attention to how gender differences and relations are relevant for investments and projects.

Applying a gender lens to investments is one application of gender analysis. Using a gender lens to analyze power structures and roles within a specific context can provide important insights into whether an investment supports or exacerbates imbalances in gender-related power. Understanding a context through a gender lens can lead to better development interventions by revealing opportunities and helping to mitigate risks..

Source: [Gatesgenderqualitytoolbox.org](https://www.gatesgenderqualitytoolbox.org), 2020. *Gender Equality Lexicon*. [online] Available at: <https://www.gatesgenderqualitytoolbox.org/definitions-concepts/gender-equality-lexicon/> [Accessed 12 October 2020].





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Context Setting

In 2018, Wai was chosen as one of eight cities across the globe for the CityWide Inclusive Sanitation Program (CWIS) funded by Bill & Melinda Gates Foundation (BMGF). The municipal council of Wai (WMC) with support from Center of Water and Sanitation (CWAS), CRDF, CEPT University (CEPT) are aiming to implement the CWIS goals and principles towards inclusive sanitation for all in Wai. One of the principles of CWIS program upholds integrating gender and social equity into planning, management and monitoring. WMC with support from CWAS has been successful in initiating such interventions across the sanitation value chain not only for providing access but more on developing agency and move towards transformation for women.

WMC has acknowledged the importance of integrating gender inclusivity and along with support from CWAS it aims to take up more work and also to realign the ongoing interventions, practice, plans and proposals to address gender inclusivity.



Summary

- Equity and inclusivity in sanitation have been one of the core focus areas of work at CWAS, to put this into practice CWAS has been successful in supporting the Wai Municipal council for implementing interventions for gender inclusivity.
- With the launch of the CWIS program in Wai in 2018, the idea was to orient officials of WMC on the need to move from access to developing agency among women and gradually aim towards transformation. For doing this, CWAS with support from PRIA, conducted an assessment on the gender inclusivity situation in Wai. Based on the study recommendations were suggested which were proactively taken up by WMC with help from CWAS team.
- One of the major areas identified was building capacities of women in leadership and management positions. With experience of working closely with elected representatives, CWAS in partnership with WMC initiated to build capacities of elected women representatives for FSSM so that they could take informed decisions. This training was designed and conducted in consultation with sector experts by CWAS team along with WMC.
- An other important area for brining in gender inclusivity was to make sure that women had access to individual toilets, for which engagement with SHGs was explored for mobilizing applications for individual household toilets. For women who do not have IHHT and are dependent on community toilets, an assessment of all CT/PT through a gender lens was done and recommendations were discussed with WMC and based on their discussions interventions were finalized. As part of these recommendations activities for menstrual management and hygiene (MHM) have also been planned which have been mentioned in this document.
- For women residing in slums and dependent on community toilets, design interventions focusing on needs of women has been prepared and discussions have been initiated with WMC to incorporate them. Women waste
- WMC has taken an ownership of all these interventions especially the women elected representatives and are now committed to continue efforts towards ensuring gender inclusivity as part of their work.

Understanding access, agency and transformation in the context of gender inclusivity

The broader idea of bringing aspects of women's agency and moving towards transformation has been implemented in Wai to a certain extent. Although WMC had been implementing many activities to provide access to women, CWAS supported them to think and act beyond just provision of access and rather move towards empowering women with agency and transformation.

Access

Addresses the basic needs and vulnerabilities of women and marginalized groups.

- Access here means ensuring provision of basic sanitation facility to women. The provision of such facilities has to be 'gender intentional' which address needs of women, primarily safety, privacy and dignity.
- The emerging focus on IHHT and moving to universal access to toilets should be a strategy to be adopted by governments, as women benefit from these toilets for various reasons such as safety, saving time, better MHM practices, etc.

Agency

Programs and interventions that build assets, capability and opportunities for women and marginalized groups

- 'Agency' looks beyond only access and focuses on whether women are actively involved in developing local policies related to sanitation, in the local government or even in other places. At HH level it would mean that they are able to influence and take decisions on constructing IHHT or getting the septic tanks desludged.
- Agency also comes from collective power as shown by the self-help groups formed with a group of women. SHGs also draw economic power through savings, access to credit and at times entrepreneurial activities.

Transformation

Programs and interventions that address unequal power relations and seek legal, institutional and societal level change.

- Transformation goes beyond institutional engagement to initiate programs that engages with multiple stakeholders, especially men and children for creating an empowering ecosystem for women.
- Transformation could be achieved through identification of relevant schemes, department policies and working towards a robust on-ground implementation.
- Policy convergence, institutional restructuring, and scaling up of good practices would also be required to move from agency to transformation.

Interventions for women to move from access to agency to transformation in Wai

CWAS conducted a gender assessment study in Wai which was done by PRIA. The objective was to identify areas which would help identify focus areas and activities which would lead to enabling agency and transformation for women in Wai. The recommendations were implemented by WMC with support from CWAS.

Access

SHG engagement for IHHL and San credit

Assessment of CTs wrt to gender inclusivity

MHM facilities to be installed in all CTs/PTs

Agency

- Capacity Building**
1. Training workshops and field visits for elected women councillors for FSSM
 2. Frequent Training and support to Chief Officer for FSSM
 3. Training to engineer for emptying and treatment. Use of sani tab, O&M of FSTP etc

Group of women waste pickers formally engaged by municipal council for waste segregation.

Awareness generation among women citizens for FSSM during scheduled desludging operations

Capturing gender of respondent and family member supervising emptying process in Sani tab app

Presence of a female site-in charge for FSTP

Transformation

Building leadership and increasing participation of women at WMC on various national and international platforms

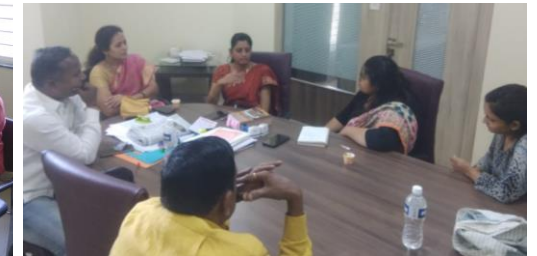
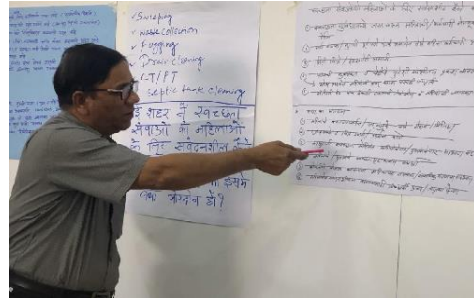
Institutionalizing allocation and utilization of budget for improving access to all CTs for women

Advocating inclusion of clauses for encouraging women's engagement in Contracts of sanitation department of WMC

Provision of PPE for sanitation workers included in all contracts sanitation dept of WMC

Gender assessment study for sanitation in Wai (1/2)

- CWAS conducted a gender assessment study in Wai which was done by PRIA (Participatory Research in Asia). PRIA is a global centre for participatory research and training based in New Delhi.
- The PRIA team designed a normative framework and indicators to assess gender interventions in Wai.
- The study was conducted in January 2020 with various stakeholders based on a participatory assessment.
- Based on the assessments, solutions and priority action points have been suggested.
- Lessons learnt from good practices adopted for gender inclusion in other domains and geographies have also been conceptualized and incorporated in the report.
- The priority action points are being discussed with WMC based on which further interventions for gender inclusivity would be initiated.



Gender assessment study for sanitation in Wai (2/2)

- The normative framework developed for assessment of gender interventions in Wai was prepared using a 'system theory' approach. The framework broadly covers inputs, throughputs and outputs considering sanitation service delivery at Wai as a 'system'.
- This framework presents a roadmap for evaluating gender component in the organisation's work culture and the processes and functions within the gender mainstreaming approach.
- These system elements have been further bucketed as three broader aspects of urban infrastructure service delivery:
 - Visioning and planning (along with organizations)**
 - Implementation (creation of infrastructure and service delivery)**
 - Monitoring and evaluation**

Way ahead activities have been suggested as part of this assessment which would be discussed with WMC and implemented accordingly



Normative framework and indicators developed by PRIA Team



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Inclusion of clauses for encouraging women's engagement in Contracts of sanitation department of WMC

Provision of gender specific PPE for women sanitation workers included in all contracts sanitation dept of WMC

Fostering leadership and increasing participation of women at WMC on various national and international platforms

Working with women SHGs over the years to facilitate access to individual toilets in Wai

- Wai has a good network of SHGs which has been leveraged over the years to increase coverage of individual household toilets for SHG members who do not have toilets. WMC along with support from CWAS team have conducted activities for exploring demand for sanitation loans for HHs who have financial constraints but were willing to construct individual toilets.
- The exercise was scaled up in 2017 for which CHF India Foundation was engaged to mobilize toilet applications.
- Meetings have been conducted with SHG members to understand their interest in involvement for FSSM related activities.
- In the recent COVID pandemic, demand for individual toilets has increased. CWAS team conducted a telephonic survey of SHG members and identified members who did not have individual toilets, this list was shared with WMC for further processing.

SHG meetings were conducted in two areas to **assess the demand for 'Sanitation loans'**. Two SHGs were identified who were willing to construct toilets by taking credit. The toilets were constructed by taking the loans and have been repaid

A meeting was conducted with the presidents of 14 SHGs to understand the access of individual toilets for SHG members and also to involve members in sanitation related activities

A landscape study was conducted through CHF to assess the willingness of SHG members to take loans to construct toilets and facilitate interactions with financial institutes and mobilize applications.

A telephonic survey of SHG members was conducted to assess demand for individual toilets

List of women SHG who do not have IHHT shared with WMC

2015

2016

2017

2018

2019

2020

2021

In 2015, demand for 'Toilet Loans' was initiated from women SHG members

- SHG meetings were conducted in two areas in Wai to assess the demand for 'Toilet loans'. It was found that women were interested in taking toilet loans.
- Detailed discussions were conducted with some SHGs. It was observed that some women faced financial constraint and could not construct toilets.
- Based on detailed discussions, different credit options were compared and SHG members identified the preferred options. It was approximated that the women could afford an EMI of Rs.900 per month, based on average loan amount that they would need to borrow to completed toilet construction.



Some of the women SHG members who were oriented during these discussions took sanitation loans, completed construction and repaid the loan. *These cases have been documented and available on CWAS website.*

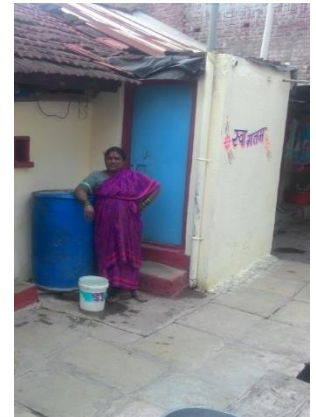
Credit option	Interest Rate	Repayment period
Commercial Bank	12%	2 – 3 Years
Credit Cooperative	18%	3 – 4 Years
Micro Finance Institutions	24%	3 – 4 Years

Link to the document: <https://pas.org.in/Portal/document/ResourcesFiles/pdfs/Assessing%20Credit%20Options%20for%20Household%20Sanitation%20in%20Urban%20areas.pdf>

In 2017, a survey was conducted to find out SHG members who took sanitation loans

- In a telephonic survey of SHG members, 135 households were surveyed out of which 16 households had taken loans from different financial institutions for construction of individual household toilets.
- Of the 16 households, 80% (13 households) borrowed from cooperative societies and banks while the remaining borrowed from Housing Finance Institutes, commercial banks and SHGs.
- 63% (10 households) took home loans, 25% (4 households) took personal loans and the remaining 2 households borrowed from SHGs or took a gold loan. The average loan size was Rs.40,000 with an interest rate of 9% to 18%.
- 11 households built a toilet with a septic tank and bathroom.

From this survey it was found that most of the HHs who took sanitation loan had been successful in completing toilet construction. All the HHs constructed toilet and bathroom.



Applications for individual household toilets were mobilized by facilitating interactions with SHG members

An NGO, CHF India, was engaged to support WMC in mobilizing further toilet applications to increase coverage of individual toilets and facilitate access to sanitation loans for those with financial constraints.

Some of the key activities that were undertaken by CHF were:

- Assessment of Self Help Groups in Wai
- Assess and establish links with potential lenders
- Awareness generation towards need of individual toilets
- Facilitate access to loans for toilets by linking with financial institutions.

CHF along with support from CWAS was able to mobilize applications from SHG members which were then shared with WMC for further processing.



Discussions were initiated with SHG members for involvement in FSSM related activities and assessing demand for individual household toilets

- Discussions have been initiated to assess interest of SHGs in getting involved in FSSM activities. Members enquired about which specific activities they could be involved and what would be the remuneration.
- Most of the members showed interest to be involved in manufacturing related activities which could be done from home or at some center.
- Flexibility in working hours was also observed as one of the key point in getting involved.
- During the meeting the team also tried to understand access to individual household toilets to members of SHGs.



SHG members mentioned that there is a need to create awareness around FSSM and depict how SHG members could be involved to generate interest.

An assessment of all community and public toilets in Wai was conducted focusing from a gender lens perspective in April 2019 (1/2)

Objective

The objective of the assessment was to assess all community and public toilets (CT/PT) in Wai focusing from a gender lens (both demand and supply perspectives) and to suggest recommendations and proposals for efficient utilization of existing infrastructure and investments made by WMC. Further, to suggest solutions to WMC for addressing issues such as vandalism, stealing etc. particularly in case of slum CTs and to understand potential of community participation for management of CT/PTs.

Methodology

The methodology included a literature study followed by an assessment of the infrastructure and operation and maintenance assessment.

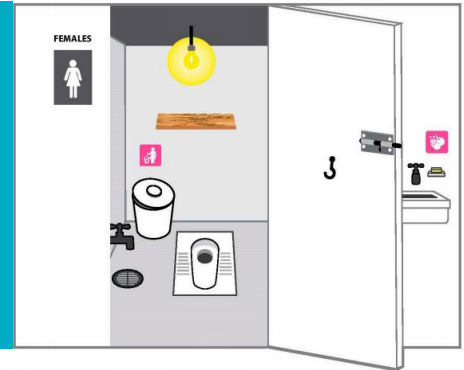
The literature study reviewed various guidelines on CT/PT design and maintenance and also the Female Friendly Community and Public Toilets: Guidebook (Water Aid, WSUP, UNICEF, 2017).

Based on the literature study both quantitative and qualitative assessment of the infrastructure and operation and maintenance was done and recommendations were shared with WMC.



Guidelines studied, to form the basis of Ideal Gender-friendly toilet:

- CPHEEO Guidelines on CT and PT, 2018
- Swachh Bharat Mission (Urban)- ODF, ODF+, ODF++ Protocol
- CT-PT guidelines by Govt. of AP
- Women friendly toilet design (Water Aid, 2017)



An assessment of all community and public toilets in Wai was conducted focusing from a gender lens perspective in April 2019 (2/2)

The infrastructure and operations assessment included a quantitative study where, each CT and PT block was assessed based on SBM parameters identified through literature review.







Quantitative survey

A comparative assessment of conditions of CTs and PTs in 2013 and at present in 2019 was also done. Followed by an hourly headcount survey (5:30am to 9:30am) carried out to understand demand.

Qualitative survey

The qualitative assessment included FGDs around each CT and PT during peak hours. Followed by qualitative discussions with WMC and Nirmal Bharat (pvt. contractor); WMC and Seva Foundation.

Despite the efforts made by WMC in renovating, replacing or adding new CT/PTs in Wai, there remain certain infrastructure gaps in these toilets from a gender lens.

Type of infrastructure	Existing situation	Recommendation for improvement
 Water availability/ tap, washbasin present inside	185 seats have individual taps. 6 CT/PTs have functional washbasins.	15 CTs with 135 seats require individual taps. 22 CTs require new washbasins. 2 CTs require repair of washbasins.
 Light source present inside and outside	26 CT/PTs have light sources present Inside and outside.	4 CTs require electricity connection.
 Menstrual Waste Management.	WMC had purchased 3 incinerators and 4 vending machines using SBM funds. 1 PT has both of these. The remaining incinerators and vending machines are not installed .	All CT/PT seats require bins inside. 27 CT/PT require bins outside. 29 CT/PT require vending machines and incinerators.
 Proper ventilation	All CT/PTs have proper ventilation. Most of them have traditional jail style ventilation.	
 Inside door latch and hook for belongings	All CT/PT doors are functional and have latches. However, all CT/PT seats require hooks for belongings.	
 Accessible by older citizens	All the CT/PTs are easily accessible by all. CT/PTs that are on higher elevation have ramps.	

Source: Survey by CWAS team as on April 2019

Based on the key findings recommendations were shared with the council mainly on MHM related interventions

Key Findings

- All the CT/PTs in Wai are at accessible locations, open 24*7 and cleaned daily.
- WMC recently carried out repair and retrofitting of CTs and PTs which played a crucial role in making the city ODF++.
- WMC has proactively replaced and renovated 8 and 2 old CT blocks respectively, based on the CT/PT baseline assessment study which was conducted by CWAS in 2013.
- The two slum CTs having high dependency (25+ women per seat and 35+ men per seat), both the CT blocks are being redeveloped at the same location.
- WMC has shown willingness to utilize 5% gender and children welfare budget for providing MHM facilities in all CT and PTs.

Key Recommendation

- From the assessment one major area of intervention was for MHM facilities, especially for the ones which have a high footfall of women.
- In order to address this, CWAS team along with support from WMC have identified community toilets blocks in which MHM facilities could be installed
- An assessment of the existing MHM facilities and the current usage and disposal pattern was studied.
- Discussions have been initiated in this direction with the WMC



Assessment of MHM facilities in CT/PTs was done to arrive at interventions to provide access to MHM for women using CT/PTs

- Wai Municipal Council has procured **four vending machines and three incinerators**.
- One vending machine and one incinerator has been installed at a public toilet in Dhane bazaar.
- The other MHM facilities which have been procured are currently not in use and are at the WMC office.
- The Dhane bazaar PT is located in a busy market places and receives high footfall.
- This PT is maintained by Sewa Foundation, Pune.
- There is a full time care taker at the toilet.



Current operational and disposal mechanism for MHM waste generated in community toilets (1/2)

- The incinerator and the vending machine installed in public toilet are not used since sanitary pads have not been refilled. The MHM waste from the PT is collected by the WMC garbage truck and disposed at the dumping site.
- Interview was conducted with the caretaker of the Dhane bazar PT to understand the usage pattern when the MHM Facilities were operational

- The vending machine was used when it had sanitary napkins.
- The users were aware about the purpose of the vending machine but did not know about the incinerator or how to use it.
- Very few women enquired about the purpose or use of the MHM machines to the caretaker and most likely users hesitated to ask him.
- Since most women did not understand the purpose of the incinerator they would generally dispose sanitary napkins in the dustbin.
- He suggested putting up awareness materials near the machines on what they are and how to use it.



Caretaker at PT in Dhane bazaar

Current operational and disposal mechanism for MHM waste generated in community toilets (2/2)

Few interviews were also conducted with potential women users of the MHM facilities installed at Dhane bazar PT to understand their views on using the MHM facilities.

- Most users were not aware about the sanitary napkin vending machine and incinerators.
- The users were aware about the purpose of the vending machine but did not know about the incinerator or how to use it.
- After an explanation of the machines most of the respondents said that these machines would be useful and should be placed in other community and public toilets and they would be willing to use the same.
- All the respondents said that they would not hesitate to ask the care taker for Rs.5 coin incase they did not have change for the vending machine.
- However, there seemed to be hesitation amongst all respondents for discussing about MHM.

It was found that there is a need for awareness generation about MHM, both in terms of using facilities and also towards behavior change about MHM



There were eight respondents to this survey, these respondents were either users of potential users of the public toilet in Dhane Bazar, Wai.

In principle approval received for installing MHM facilities in all CT/PTs and installation for selected Pilot CTs to be done

- CWAS team conducted multiple rounds of discussion with Chief officer, President and other WMC staff to sensitize them on the importance of providing MHM facilities in CT/PTs.
- Based on discussions and awareness generation WMC provided in principle approval for procuring and maintaining MHM facilities was given, The funds for the same would be utilized from the Women and Child development funds.
- It was decided that initially, on a pilot basis the MHM facilities would be installed in the pilot CTs which were identified by CWAS.
- For operations and management of the MHM facilities that would be installed, discussions also being held with SHGs to understand their interest for involvement in monitoring the MHM facilities. Also for production of sanitary pads by SHGs is also being explored.
- Awareness generation on the MHM facilities and its use shall be conducted. This would be in the form of posters, flyers and other communication resources about the proper use of these machines by the end user.



Selection of pilot community toilets for installation of MHM facilities

As per discussions with WMC it was decided that pilot CTs need to be selected to install the MHM facilities.

CTs in vulnerable area

Vulnerable areas have been mapped under CWIS program, which were used for this identification exercise. CTs falling in the vulnerable areas were screened.

CTs in areas where HHs have space constraints to construct IHHT

Areas where HHs have lack of space were identified based on the field notes of WMC staff responsible for SBM IHHT work, qualitative discussions in these areas by CWAS team. CTs in these areas were screened

CTs having high footfall

As part of CT/PT infrastructure assessment footfalls on all CT/PT blocks has been carried out this was used to screen CT with high dependency

CTs which have proper conditions for installation of the MHM machines

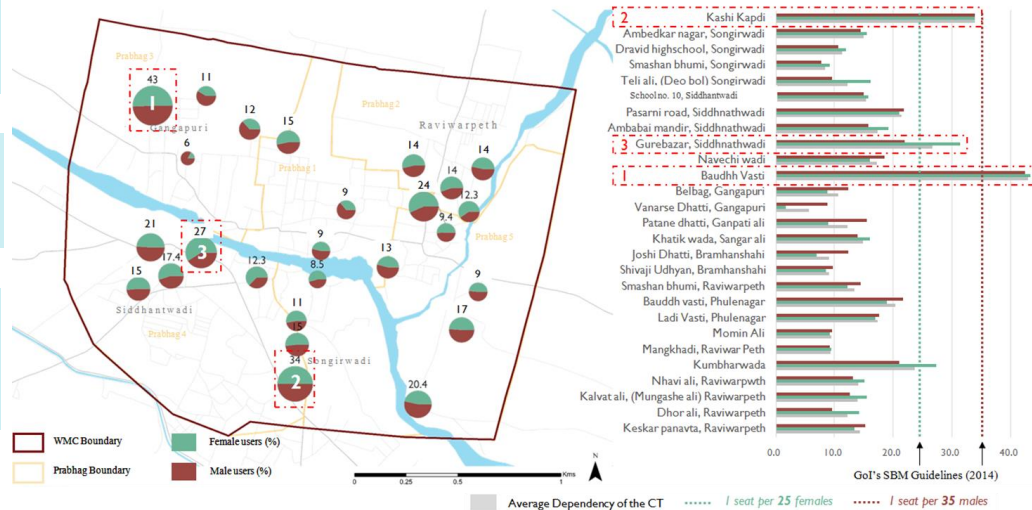
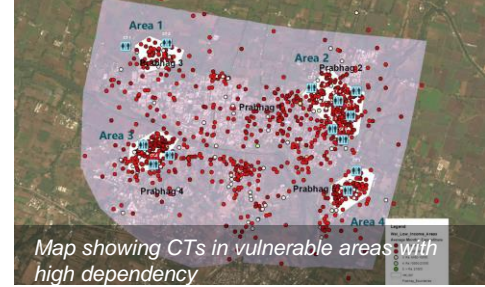
CTs that have suitable conditions eg: covered space, electrical point etc

CTs which are spatially spread across wards

CTs were identified in different wards to ensure they are spatially mapped

Vulnerable areas overlaid with CTs having high dependency

- Area 1: Gangapuri**
 - Belbaugh Dhatti
 - Baudh Vasti
- Area 2: Raviwar Peth**
 - Navhi Ali
 - Kalwat Ali (Mungse Ali)
 - Keskar Panavta
 - Dhor Galli
 - Maang Khadi
 - Kumbhar Wada
- Area 3: Siddhanathwadi**
 - Ghurebazar (Slum)
 - Pasarni Road
 - Ambika Temple
- Area 4: Phulnagar**
 - Momin Ali
 - Ladi Vasti



Map showing CTs with dependency percentage based on footfall survey



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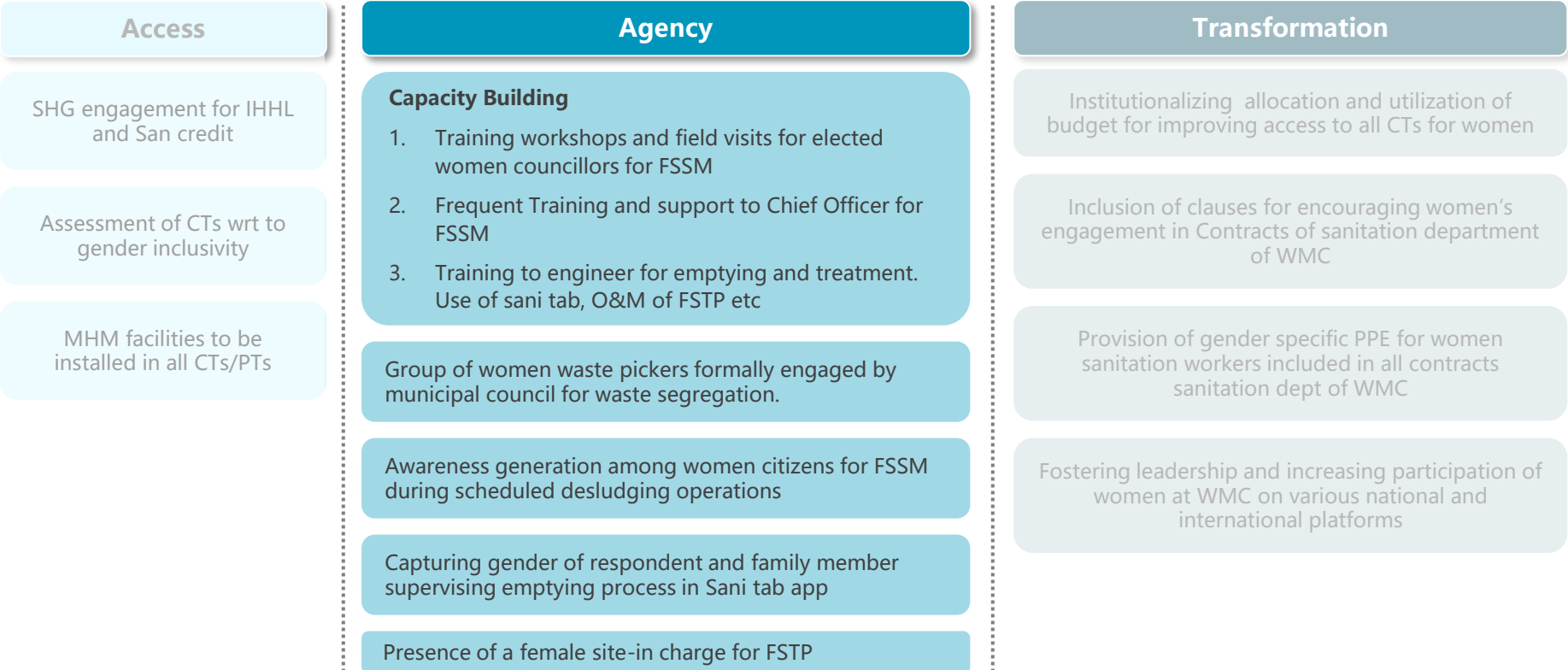
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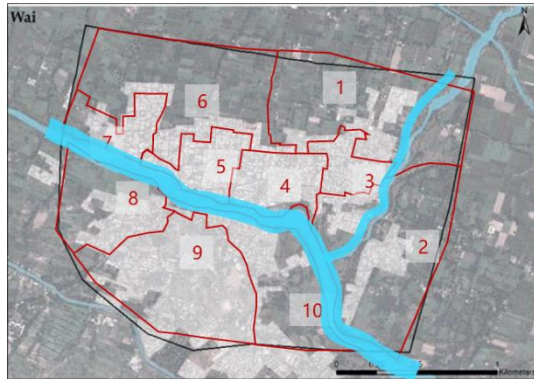


Wai is governed by the elected municipal council which is aided in its day-to-day operations by the executive wing(1/2)

Elected Wing

Wai Municipal Council
(led by the president Mrs. Pratibha Shinde)

10 Administrative & 10 Electoral Wards
(led by 2 Councillors per ward)



**President of the council, chairperson of all subject committees along with few councillors form a standing committee.*

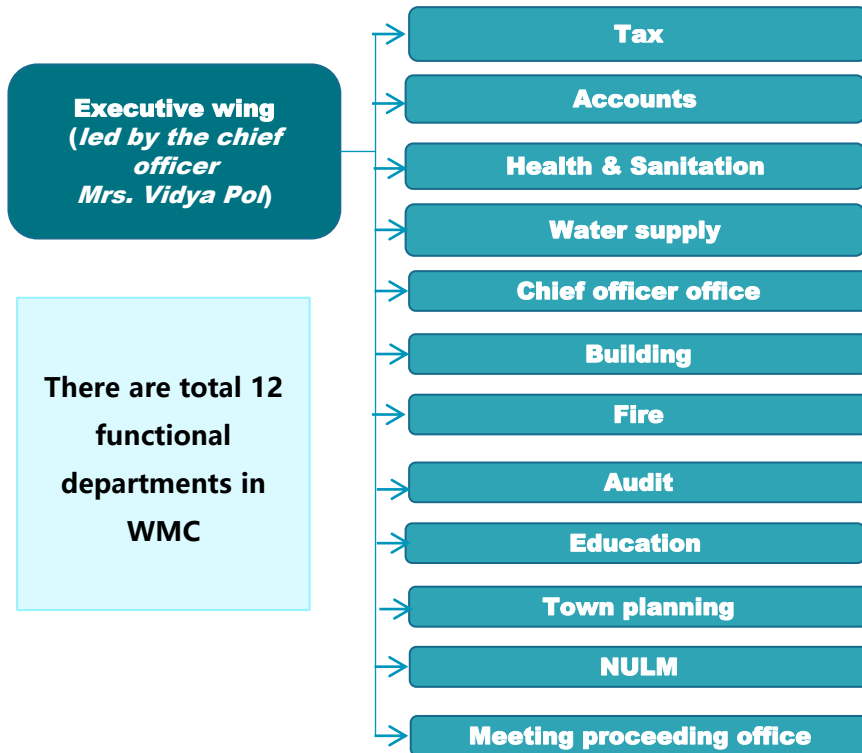
Source: WMC

- The elected wing consists of elected officials called nagarsevaks/councillors, led by the Council President. Each ward elects two municipal councillors.
- The councilors further form 5 committees for different subjects : health and sanitation, water supply, planning and development, women and child welfare and education with a chairperson for each committee. These committees have authority to plan and approve proposals. The sanitation committee is chaired by elected women representative, Mrs Vanarse
- It is also mandatory for all the councillors to participate in the general body meeting (GBM) which is responsible for legislation and financial approvals



Wai is governed by the elected municipal council which is aided in its day-to-day operations by the executive wing(2/2)

Executive Wing



Source: WMC

- **The executive wing** is the bureaucratic arm, led by Chief Officer (CO) who performs the duties as defined in the Municipal act of 1965.
- The CO is supported by officers and staff members working under different departments such as health and sanitation, water supply, tax etc.
- As per the Municipal act of 1965, powers and duties of these officers and servants of the Council are to be specified by the Standing Committee* from time to time.



Currently in Wai Municipal council, women hold leadership and other managerial positions but representation among sanitation workers is still low.

- As per the Maharashtra Municipalities Act, 1965, it is mandatory to have 50% representation of women among the elected representatives, due to which there is equal representation of women in the elected wing.
- There is 30% reservation for women in government, semi government and government granted institutes' posts and it is applicable for open category women who have the non creamy layer certificate. Due to this there is representation of women for Class 2 and Class 3 level officers.
- Although for Class 4 category which are mainly sanitation workers representation is low.
- Whereas, under the private operators and contracts, there is disproportionate representation of women.

Staff	Women	Total
WMC Elected Representatives		
Elected Representatives	5	10
Standing Committee	4	5
Sanitation Committee	2	3
Water Supply Committee	2	3
Building Works Committee		
WMC Executive Staff		
Permanent		
Class 1	NA	NA
Class 2	1	1
Class 3	3	19
Class 4	8	72
Subtotal	13	93
Contractual (Computer operators)		
Admin dept	1	1
Accounts	2	2
Sanitation dept	2	2
Tax dept	1	2
Inward-Outward dept	1	1
Building Dept	0	3
Subtotal	7	11

Staff	Women	Total
Private Operators		
Tide Technocrats-FSTP Operators	1	6
Sumeet Facilities-Emptying contractor	0	7
Subtotal	1	13
Other contracts of health dept		
Labor Contract	6	60
WMC building maintenance	3	4
Nirmal Bharat (CT/PT)	0	9
Driver Contract	0	5
Firemen Contract	0	4
Subtotal	9	82

qdfwrw3

Based on assessment of staffing pattern of WMC, building capacities of women councilors was identified as a major area of intervention for which a workshop was organized

- CWAS team has conducted a detailed assessment of the institutional structure of WMC. Based on this assessment it was found although there is representation of women, there is scope for building capacity of the women officials and elected representatives.
- A two day orientation workshop focusing on FSSM interventions in Wai along with some exposure to basic technical terminologies was given.
- The workshop also had a session on municipal acts and laws which are applicable to FSSM. And a session on gender inclusivity and communication skills.
- The training also included field demonstrations to orient participants towards scheduled desludging and treatment operations.
- The workshop was a platform for interaction between sector experts and the councilors to build their capacity in improving their role as elected members of the council.



Source: Center for Water and Sanitation (CWAS). (2019). "Training Workshop for Elected Women Representatives of Wai Municipal Council." Proceedings of the workshop held in Wai, Pune. July 1–2, 2019. CWAS, CEPT University. Retrieved from - https://pas.org.in/Portal/document/ResourcesFiles/pdfs/Workshop_report_EWR_29_June_2020_website_upload.pdf

There was active participation of women councillors who showed keen interest in participating in more such workshops for better understanding FSSM

- Women councillors were very enthusiastic and actively participated in the workshop. They also expressed interest in increasing their involvement for FSSM.
- The participants raised queries on daily operations, resolving operational challenges etc.
- Their queries relating to reuse of the treated waste water, sanitation tax, recovering the expenses were addressed, which made the councillors more aware of the ongoing FSSM activities in Wai.
- The questions posted during the session were helpful in initiating insightful discussions among participants.
- They also interacted with the citizens during the scheduled desludging demonstration to understand citizen's response about the service.
- They also suggested similar workshop should be conducted for all elected representatives for better understanding about FSSM.



Source: Center for Water and Sanitation (CWAS). (2019). "Training Workshop for Elected Women Representatives of Wai Municipal Council." Proceedings of the workshop held in Wai, Pune. July 1–2, 2019. CWAS, CEPT University. Retrieved from - https://pas.org.in/Portal/document/ResourcesFiles/pdfs/Workshop_report_EWR_29_June_2020_website_upload.pdf

Handholding support for implementation and monitoring of FSSM to decision makers and executive officers have lead them to take ownership of the activities (1/2)

Handholding support to decision makers such as the Chief officer, President and Sanitation Committee Chairperson and executive officers like the engineers and city coordinator was provided through regular meeting and discussions.

President

The President was oriented about the various activities under FSSM and CityWide Inclusive Sanitation (CWIS) implementation at these regular meetings. Her awareness and understanding of the programmes and activities aids in getting resolutions passed at the General Body Meetings (GBM).



Regular briefings with the President on FSSM and CWIS activities and their progress



Sanitation committee chairperson conducting a meeting with sanitation workers.

Chief Officer

The Chief officer has been part of regular review meetings to orient her about operational aspects for FSSM. These include the monitoring mechanisms of the scheduled desludging services and treatment. She is also provided technical support as required for applying for sanctions and liaising with the state level mission office.



Regular briefings with the Chief Officer on day to day activities and progress



The Chief Officer addressing sanitation workers at a workshop and health camp

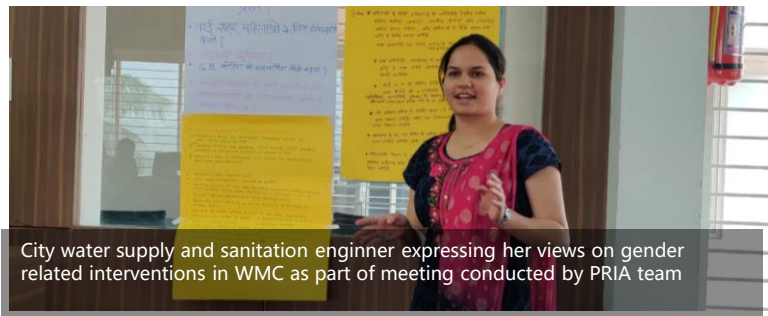
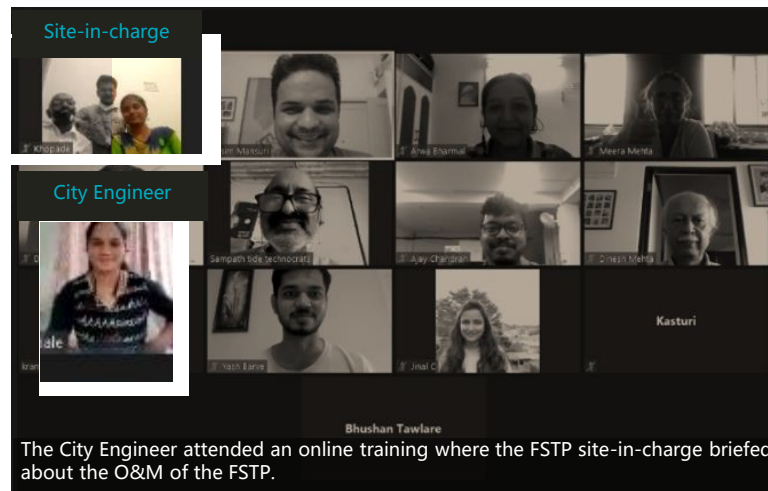
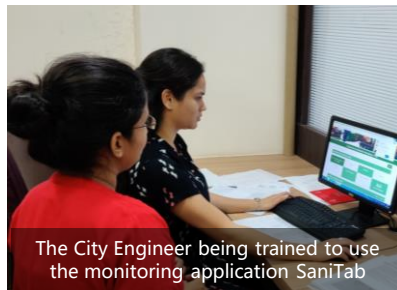
Handholding support for implementation and monitoring of FSSM to decision makers and executive officers have lead them to take ownership of the activities (2/2)

City Water supply and sanitation engineer

The city water supply and sanitation engineer is provided training and assistance in day-to-day functions for FSSM. She has been part of regular discussions, review meeting and trainings on monitoring apps like SaniTab and SaniTrack, about operation and maintenance of the FSTP and its technology, assimilating data for SBM validation and PAS-SLB data validation. She has also been an active participant for other CWIS related interventions.

City Coordinator

The City Coordinator, who is key resource person for SBM related work at WMC has been oriented on use of PAS-SLB data and other related works. She has been active in coordinating for individual toilet applications that have to reported to State mission directorate office.



A conducive environment has been created to enable participation of women in FSSM activities in Wai

- With the support from Wai municipal council an environment has been created to make women comfortable in working for some FSSM activities in Wai.
- Women are currently involved in the scheduled desludging services as supervisors and site-in-charge at the FSTP at Wai.
- Women with support from WMC and the private operators have excelled in their work and have represented WMC on various platforms.
- These women have now been recognized for breaking perceived barriers and have been featured in the 'Frontline: Stories of Resilience of India's Sanitation Champions' book which was launched by MoHUA on October 2nd, 2020 Swachh Bharat Diwas.



Supervisor for monitoring scheduled desludging



Site-in-charge for the FSTP.



Integrating women ragpickers to manage solid waste at SWM site by WMC

- In Wai, around 7 ragpickers have been formally appointed at the Solid Waste Management (SWM) site of the Wai Municipal Council (WMC) for segregating and processing of waste. Out of these 7 ragpickers, 6 are women.
- Earlier, these women ragpickers used to visit the SWM site of WMC daily to pick up valuable items from the waste collected from the city and sell it to earn their livelihood.
- The CWAS team supported WMC to formally appoint these ragpickers at the SWM site. They have been appointed through a private contractor where they work along with 7 other workers.
- The ragpickers now work 6 days a week - from 9.30 am to 3.30 pm. For this work, they are paid Rs 300 daily by the contractor

Formally integrating the ragpickers in Wai in the SWM activities have brought them some health and financial benefits, such as:

- Assured income
- Inclusion in provident fund scheme
- Health insurance
- Access to necessary PPEs (made available by the contractor)



In order to ensure continued engagement with them and further improve their working conditions, WMC can add appropriate clauses related to provision and replacement of PPEs and monitoring usage of PPEs.

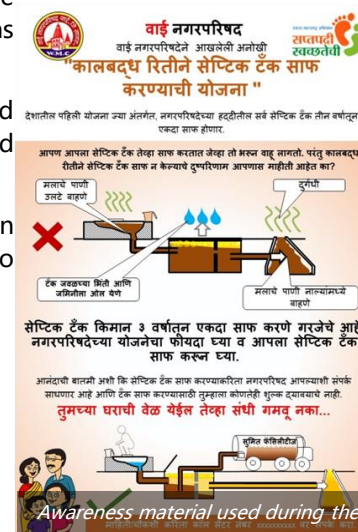
Awareness generation along with daily scheduled desludging operations among women citizens for FSSM

- In order to raise awareness amongst women and in the process, building their agency to take informed decision, CWAS team conducts awareness generation sessions in the area where scheduled desludging operations are going. This is done as a daily activity.
- The CWAS team along with the private desludger conduct small group sessions and explain them about importance of desludging septic tanks every 3 years. Their questions and myths are resolved in these sessions.
- Pictorial easy to understand awareness materials were designed in local language which were distributed to the women citizens. Based on which, generally discussions are initiated.
- Also it was observed that women are aware and concerned about their hygiene and health. This could be one of the reasons for very low number of denials for scheduled emptying service.
- It was observed that women showed interest during the awareness generation sessions are they also briefed their family members and neighbours which has led to wider dissemination about FSSM.



Orientation and raising awareness about scheduled desludging among women citizens

Due to such regular and one to one awareness generation interactions, women citizens have been able to influence decision regarding safety and overall well being of their household.



Awareness material used during the activity





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Way Ahead

Interventions for women to move from access to agency to transformation in Wai

CWAS conducted a gender assessment study in Wai which was done by PRIA. The objective was to identify areas which would help identify focus areas and activities which would lead to enabling agency and transformation for women in Wai. The recommendations were implemented by WMC with support from CWAS.

Access

SHG engagement for IHHL and San credit

Assessment of CTs wrt to gender inclusivity

MHM facilities to be installed in all CTs/PTs

Agency

- Capacity Building**
1. Training workshops and field visits for elected women councillors for FSSM
 2. Frequent Training and support to Chief Officer for FSSM
 3. Training to engineer for emptying and treatment. Use of sani tab, O&M of FSTP etc

Group of women waste pickers formally engaged by municipal council for waste segregation.

Awareness generation among women citizens for FSSM during scheduled desludging operations

Capturing gender of respondent and family member supervising emptying process in Sani tab app

Presence of a female site-in charge for FSTP

Transformation

Building leadership and increasing participation of women at WMC on various national and international platforms

Institutionalizing allocation and utilization of budget for improving access to all CTs for women

Advocating inclusion of clauses for encouraging women's engagement in Contracts of sanitation department of WMC

Provision of PPE for sanitation workers included in all contracts sanitation dept of WMC

Wider dissemination to acknowledge the participation of women in FSSM was done through social media and through representation at various platforms

- Social media platforms have been used extensively to disseminate events and resources related to gender inclusion. A campaign for recognizing women as 'Sanitation Champions' of Wai was launched on twitter to acknowledge the participation of women in FSSM.
- Decision makers and executive officers have been sharing the process, progress and learnings in Wai at various workshops and conferences. This has helped them take ownership of these activities.
- The Chief officer was interviewed on Aakshwani-Satara radio where she discussed on Wai's accomplishment of ODF++ and on the benefits of the numerous activities taken up by the council to provide FSSM services in Wai.
- The president of WMC participated in the conclave on 'Urban Sanitation: Role of Elected Representatives' speaking of the various activities and interventions implemented in Wai to improve access to better sanitation facilities and services.



WMC's President speaking at the conclave 'Urban Sanitation: Role of Elected Representatives' in Goa



"Women are inherently powerful, and have the necessary talent. It is a matter of them stepping up and forward. They should get the necessary encouragement."
 -Pratibha Shinde, President
 Wai Municipal Council



WMC's Engineer at the Workshop on CityWide Inclusive Sanitation in Pune

https://twitter.com/pas_project?lang=en , <https://www.facebook.com/pas.cept/>

Institutionalizing allocation and utilization of budget for improving access to all CTs with MHM facilities

- As per the GR dated 14.7.1993, the Government of Maharashtra made it compulsory for all the Councils to allot and utilize 5% of the revenue budget for women and child welfare.
- However, in Wai it was observed the allocated budget has been under utilized over the years and there is a need for proper planning on utilization of the funds as per needs of women .

	Actual Expenditure 2017-18	Actual Expenditure 2018-19	Actual Expenditure 2019-20	Revised Estimate 2020-21	Budget Estimate 2021-22
Women & Child development Committee	27300	37725	36900	800000	800000

- The CWAS team thus studied the actual budget allocation and its utilization and discussed the possibility of using the funds for various activities related to gender inclusivity.
- One of the key activity identified was **making the CTs and PTs gender inclusive by provision of appropriate MHM infrastructure.**
- CWAS team supported WMC to make a detailed estimate of the funds required for this proposal.
- WMC considered this proposal for further **discussions at the general body meeting and provisional approval was received.**
- WMC has also agreed to effectively utilize the allocated funds for other activities related to women and child welfare in the future.



It is envisaged that SHG women would be engaged to manufacture sanitary pads for all MHM facilities and also to operate and maintain them

Advocating inclusion of clauses for encouraging women's engagement in contracts of sanitation department of WMC

- With an aim to encourage women's involvement in sanitation sector, CWAS team discussed and sensitized the possibility of engaging women workers or SHG members for FSSM or SWM related activities with WMC.
- As a result, WMC appointed 6 women waste pickers for segregating and processing of waste at the SWM site. They have been appointed through a private contractor where they work along with 8 other workers.
- Such a formal engagement has positively impacted the lives of women waste pickers as now they earn a fixed income and can support their families.
- To further encourage and ensure women's formal engagement, CWAS team supported WMC to draft appropriate clauses and add them to some of the tenders and contract documents of the sanitation department.



Scope of involving women in other SWM or FSSM related activities is being further explored. WMC has shown interest in adding clauses to their tender and contract documents for engaging women and providing them safe working environment in future.

Provision of PPE for all sanitation workers included in all tender and contracts of WMC

- Sanitation workers provide important sanitation services and often at the cost of their safety and health.
- A study of sanitation workers, their access to PPEs and its usage was conducted by CWAS team with support of WMC in Wai.
- The study found that overall usage of PPEs by the sanitation workers was low. One of the primary reason being that the PPEs provided were not work specific and user friendly. The qualitative discussions with the women workers also revealed that the provided PPEs did not meet their specific needs.
- CWAS team also analysed the contract documents and found that they did not include any clauses related to provision and replacement of PPEs.
- To address this issue, CWAS team supported WMC to draft clauses related to provision of work specific PPEs and include it in their tender and contract documents.
- CWAS also supported WMC to institutionalise mechanisms for monitoring and replacement of PPEs from time to time.

'All workers (especially women) should be given ISI marked PPEs every time they are

at work and ensure its usage'.

English translation of the clause

वाई नगरपरिषद वार्ड
(जि.सातारा)

दिनांक- / /२०२०

टेंडर फॉर्म

प्रति,
भा.भुव्वाणीकरवरी सो.
वाई नगरपरिषद, वार्ड
वांगकडे सादर

टेंडर फॉर्म भरण्याचे नांव :- _____
य पत्ता :- _____

काग्याचे क्रमांक :- २

काग्याचे नांव :- वार्ड नगरपरिषदेकडून विविध कामासाठी स्वतःच्या साहित्यासह भजूर पुरविणे
वाई नगरपरिषदेचे दिनांक रोनीचे डॅम्पिंग या प्रकल्पाने करत जाणारे विविध नोकरीत राहिलेले मजदूर

मला मान्य आहे
२१)सदर कामी मखेदार यांना स्पष्ट निर्देश देण्यात येतो की दि १ जुलै २०१७ नंतर जी एस टी ची अंमलबजावणी सुरु झालेली आहे त्यानुसार या कांडावर जी एस टी अधिनियमानुसार कराची आकारणी होणार आहे त्यामुळे निविदासादर करताना दि १ जुलै २०१७ नंतर लागू जी एसटी च्या दराच्या जोडाचा विचार करूनच मखेदार यांनी निविदा सादर करावयाच्या आहेत .

३०) घनकचरा संकलन, वाहतूक व त्यावर प्रकिया करणार्या प्रत्येक कामगाराने सुरक्षा साधनांचा वापर न करता कचऱ्यास स्पर्श करू नये.सगळ्या कामगाराना (विशेषतः महिलांना) कामावर असताना प्रत्येक वेळी खालील १५) विनियमित सुरक्षा उपकरणे दिले पाहिजेत व त्यांचा वापर केला गेला पाहिजे

- नाक आणि घेहेऱ्यावर बसणारा धूळप्रतिबंधित मास्क
- स्वच्छ हातमोजे (नियामी क्षेत्रातील घनकचरा हाताळणार्या कामगाराना) हेथी इयुटी हातमोजे (व्यावसायिक, औद्योगिक, रुग्णालयातील घनकचरा हाताळणार्या कामगाराना)
- कामावरिता वापरण्याचे कपडे/गणवेश
- कामावरिता वापरण्याचे बूट/गमबूट (गमबूट नाती साफ करणार्या कामगारानाकरिता)
- हेलमेट
- रेनकोट

३१)कंत्राटदाराने त्यांच्याकामकाजासाठी महिला कामगार/बघत गट तसेच जन्जागृतीसाठी महिला बघत गटाचा समावेश करण्यासाठी प्रयत्नशील असावे.

३२)कंत्राटदाराने दिलेल्या सर्व सुरक्षा साधनांची, त्यांच्या वापराची तसेच ते नियमितपणे किंवा कामगाराना विनंती केल्यास बदलले पाहिजेव त्याची नोंदवही ठेवणे आवश्यक आहे. तसेच नगरपरिषदेत बिल देण्याच्या वेळी नोंदवही व उपकरणे बदल केल्याचा अहवाल सादर करणे आवश्यक असेल.

Tender document for labour contract



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Way Ahead

Continue to advocate, support and bring in ownership towards gender inclusivity initiatives for WMC

Based on the experience of supporting the Wai municipal council on various aspects of women's inclusivity CWAS team is working with WMC to strengthen the efforts and continue the interventions. Based on the study conducted by PRIA and discussions with all stakeholders some activities are being discussed which WMC would be taking up in future. The broader objective towards way forward would be to amplify the interventions initiated and advocate for empowered outcomes for gender inclusivity at all levels.

Access

Continue to Improve access to individual toilets especially for women headed HHs

Arrangements to address sanitary waste : This could be done by taking care of sanitary wastes across the service chain

Awareness generation and communication campaigns on topics like menstrual hygiene management,, especially for women.

Agency

Continue to work towards making WMC a more gender inclusive organization and a workplace

Engaging with citizen groups during project planning and integration in planning processes.

A multi-stakeholder capacity building : This can be done by organizing capacity building workshops on gender issues and gender mainstreaming not only for WMC but also for other stakeholders like SHGs, CSOs, residential societies, schools etc.

Transformation

Incorporating 'gender inclusion' elements in vision and charters : This will act as a starting point with its broader acknowledgement at policy level and lead to various interventions for gender inclusion.

Setting up a culture of capturing gender disaggregated data and using as a decision support system: This will help WMC in planning, developing and implementing a gender inclusive service delivery.

Advocating inclusion of clauses for encouraging women's engagement in Contracts of sanitation department of WMC

Suggested Citation :

CWAS, CEPT University. (2021). *Moving from access to agency and transformation for women: Case of Wai Municipal Council*

About us

The Center for Water and Sanitation (CWAS) at CEPT University carries out various activities – action research, training, advocacy to enable state and local governments to improve delivery of services.

