



Gender Inclusive Initiatives: Examples from Maharashtra

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CWAS CENTER
FOR WATER
AND SANITATION

CRDF CEPT RESEARCH
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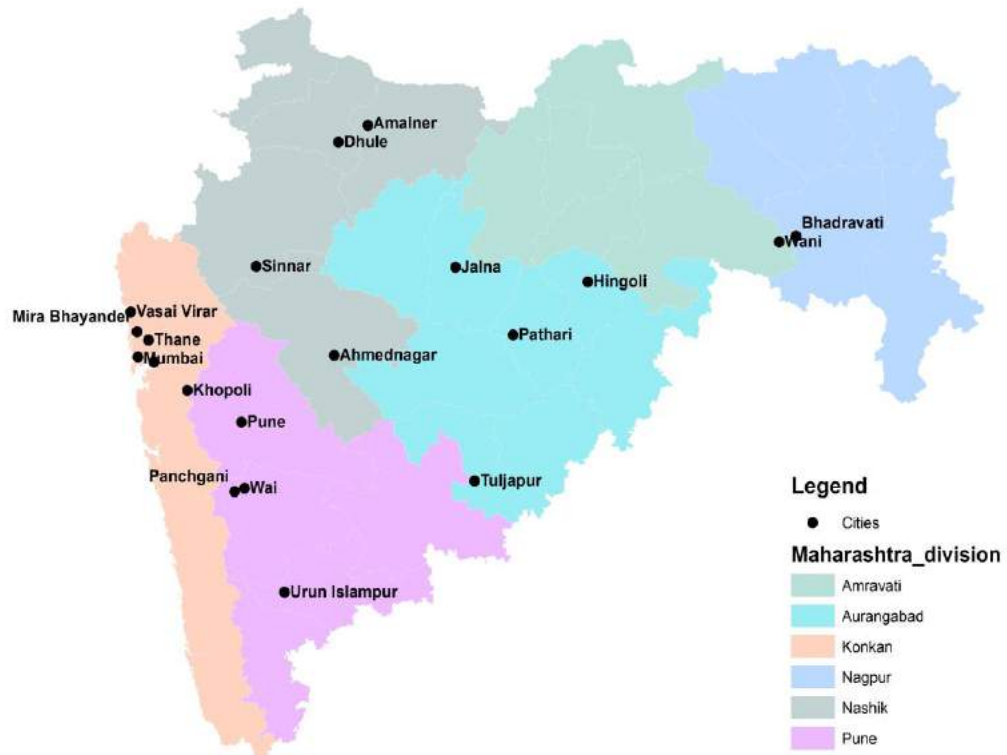
Context Setting (1/2)

The state of Maharashtra through its various institutions and policies has played an important role in aiding empowerment of women and contributing towards the welfare of the marginalized. This document is an effort to capture the proactive steps taken by the cities and corporations towards gender inclusivity in the ongoing sanitation service delivery.

The state so far has been focusing on sanitation and FSSM infrastructure by monitoring gaps and encouraging cities to identify ways of mobilizing construction. Additionally 143 FSTPs have also been operationalized across the state so far.

In the ongoing work, there has been an emerging focus on individual household toilets (IHHT) including in SBM 2.0. **While construction of toilets (IHHT and CT/PT) facilitates access to sanitation infrastructure, efforts have to be made to build women's agency and move towards transformation.**

The Gender Responsive Guidelines under SBM(U), 2017 urge cities to focus on including voices of women in national policies, generating employment opportunities for women, and look at possible policy convergences and behavioral change to mainstream inclusion for women.



Context Setting (2/2)

To move from accessing infrastructure to building agency for women and to move further towards their empowerment will require structural transformation by engaging with institutions, legal frameworks and power relations for long-term impact. Some of the practices undertaken by the cities are examples that can be useful in creating an ecosystem for empowerment of women through institutional engagement. They also serve as examples that can be replicated and scaled up to other cities in similar contexts.

This compendium illustrates the initiatives adopted by ULBs in sanitation and solid waste management. However, in Maharashtra there is an opportunity to also involve women in the expanding FSSM activities. Potential activities need to be identified by cities that can be scaled at the state level.

Based on the pioneering interventions that women have already been leading in Maharashtra there are immense opportunities for them to get engaged in FSSM.



Initiatives towards inclusivity and building women's agency in Maharashtra

1 Interventions towards moving from access to agency to transformation



Provisions at state towards building agency of women

2 Engaging SHGs with ULBs for sanitation, solid waste and FSSM awareness activities



SHGs have been engaged directly or through a contractor in several ULBs. Some ULBs have undertaken initiatives that facilitate women's entrepreneurial skills.

3 Provision of Credit - enabling access by collectivizing women



Cities have undertaken initiatives to mobilize women's groups to access sanitation credit through state led agencies to increase access to individual toilets

4 Initiatives towards welfare of sanitation workers



Cities have conducted workshops for sanitation workers, developed resources for awareness and collectivised workers into cooperatives.

5 Involvement of NGOs and CBOs to support ULBs' own initiatives



NGO have partnered with cities for inclusive sanitation infrastructure. Sanitation Access: Facilitating access to IHHT. Deploying 'Bus Models'

1. Provisions at State Level for Moving from Access and Agency to Transformation

The ongoing state led programs and act provisions aimed at empowerment of women in Maharashtra are presently working towards structural changes by creating economic opportunities, skill development and training and capacity building of women and marginalized groups. This also involves releasing relevant government resolutions, policies and provisions that mainstream gender empowerment.

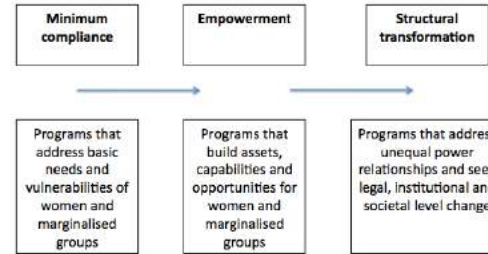
Borrowing from BMGF's gender transformative approach these initiatives have successfully generated livelihood opportunities and built capacities of women to better access resources and bridge the gender divide.

In addition to the BMGF framework, this compilation borrows from Caroline Moser's structural transformation to address unequal power relations. With a larger aim of bringing this shift, the present discourse in the state includes the following provisions. These provisions have been critical in moving from access to infrastructure to giving women voice and agency. Some of these provisions are mentioned below. In addition to these, the compendium suggests institutional changes (e.g.: policy convergences) that move towards structural transformation.

- 50% reservation for elected representatives in Maharashtra.
- Institutionalizing Gender Budget



Conceptual Model of Women and Girl's empowerment by Bill and Melinda Gates Foundation
 Source: https://docs.gatesfoundation.org/Documents/BMGF_EmpowermentModel.pdf



Moving towards Structural Transformation, by Caroline Moser presented at Rethinking Cities 31 (Gender and the city: creating Change)



2. Engaging SHGs with ULBs for sanitation, solid waste and FSSM awareness activities

Awareness and Capacity Building

- SHGs in Vasai Virar oversee maintenance of septic tanks and report complaints to ULBs when a complaint is made.
- Awareness activities in Mira Bhayander
- Community awareness and composting by SHGs in Hingoli
- Awareness on plastic ban and production of cloth bags as replacement.
- Capacity building of women councillors in Wai
- Online workshop for elected representatives of ULBs in Maharashtra.

SWM activities

- SHGs contracted for Door to Door waste collection at Bhadravati
- Waste Segregation by Women SHG in Tuljapur
- Cleaning and Supervision of Waste Segregation in Pachgani
- Urban Forest and Garden O&M by SHG in Sinnar



MHM/Hygiene

- SHG trained as entrepreneurs for production of sanitary napkins.
- SHG contracted for maintenance of hand washing facilities in Sinnar.



CT/PT maintenance

- SHG contracted for CT/PT maintenance in Hingoli.



3. Provision of Credit by enabling access to individual household toilets

Access to Credit through MAVIM

- SHGs mobilised in Jalna district for access to credit for construction of individual household toilets
- MAVIM has been engaged in mobilizing 250 sanitation loans along with completion of toilet construction, linkage with scheduled commercial bank for sanitation loan and conducting awareness generation programs in Jalna



Access to credit through Co-operative Bank

- Credit cooperatives can play a major role in addressing the requirement of sanitation credit.
- The city of Pathri mobilised credit through cooperative because of their knowledge of local on ground situations, access and understanding of the community behavior patterns.
- Wai Urban Cooperative Bank has disbursed loans to 30 women by forming SHGs under NULM.



Access to credit through NULM

- Credit mobilization was implemented with the help of NULM in Sinnar.
- Additionally, workshops were conducted with SHG members on toilet construction, components of individual toilets and cost of construction



4. Initiatives Towards Welfare of Sanitation Workers

Safety of sanitation workers

- Workshops and Health Camps by Wai Municipal Corporation for sanitation workers.
- Distribution of PPE kits to sanitation workers in Khopoli



Resource Development

- User specific personal protective gear for sanitation workers through SHGs: Case of involving SHGs for preparation of masks across cities
- Developing SOPs, guidelines, and I.E.C: Case of Wai



Institutionalizing Waste Pickers

- Institutionalizing waste pickers into cooperative through PMC: Case of Swachh initiative, Pune



5. Involvement of NGOs and CBOs to support initiatives undertaken by ULBs

Inclusive sanitation infrastructure

- Triratna Prerana Mandal, Mumbai
- Installation of Smart She-Toilet by Navi Mumbai Municipal Corporation
- Installation of Ti-Toilets by Pune Municipal Corporation in collaboration with Saraplast
- Introducing 'period rooms' in community toilets by Thane Municipal Corporation in collaboration with Muse Foundation.



Facilitating access to IHHT

- Amalner Municipal Council facilitating access to IHHT and water supply in collaboration with Mahila Housing Trust (reframe)
- Pune Municipal Corporation facilitating access to IHHL in collaboration with Shelter Associates



Beyond Sanitation and Solid Waste Management contracting SHG groups in FSSM activities through SBM and DAY NULM convergence

Although SHG women have been involved in various activities in sanitation and solid waste management, there is a huge potential in FSSM service delivery chain for SHG groups to be contracted by ULBs. Cities in select states have successfully contracted SHGs in FSSM activities beyond awareness generation programs. ULBs can adopt and innovate this engagement based on their context and through sustained training and capacity building workshops of both SHG groups and ULB officials. To further this, SMMUA in collaboration with CWAS is working towards convergence of SBM and DAY NULM. The convergence entails engaging SHGs and their federations in furthering and sustaining sanitation improvement in Maharashtra.

CWAS with support from Urban Management Centre (UMC) has developed a State level strategy to identify SHG involvement across the sanitation service chain and has carried out city level consultations to identify where SHGs can be engaged and areas where ULBs require state support.

Array of opportunities through which SHG members can be included in FSSM service delivery:

Awareness generation for desludging; Demand generation and mobilization	Data collection for demand for scheduled desludging,	Oversee safe disposal of septic tank	Raise requests for desludging from the households.
SHGs can be trained as masons to open septic tank cover	SHG led survey of septic tanks in the city who want to initiate scheduled desludging.	Operating the desludging vehicle; trained for emptying services	Operation and maintenance of Faecal sludge treatment plant



Field visit and focused group discussions conducted by Team CWAS AND UMC for NULM and SBM Convergence



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1 Interventions towards moving from access to agency to transformation

Purpose

State of Maharashtra has taken some proactive steps towards mainstreaming gender inclusion through gender sensitive policies. These initiatives engage institutions in building a gender friendly ecosystem at the policy level and ultimately aim towards a structural transformation that benefits men, women and the marginalized.

2 Engaging SHGs with ULBs for sanitation, solid waste and FSSM awareness activities

3 Provision of Credit - enabling access by collectivizing women

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Beyond enabling access to sanitation facilities for women through IHHT, the state has also made provisions that encourage women's political representation, enabling them to make informed choices and highlights positive stories of women who have emerged as change makers to bring in a shift in narrative of women from being mere beneficiaries to active agents involved in the process at decision making level.

This section highlights some of the state led initiatives that move away from provision of accessing infrastructure towards societal transformation

Initiatives towards moving from access to agency to transformation in Maharashtra

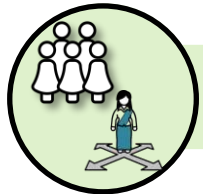
Objectives



Increasing women's political representation



Encouraging women specific schemes and initiatives through dedicated fund allocation



Enabling women to make informed choices through capacity building



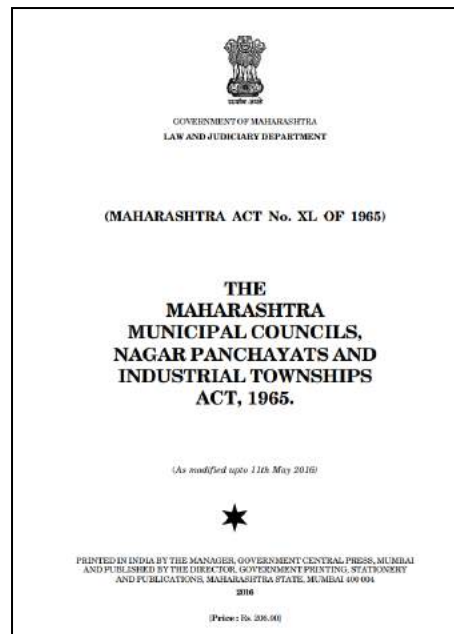
Provision of 50% Reservation for women in Municipal Corporations, Councils and Nagar Panchayats in Maharashtra

The Maharashtra Municipal Councils, Nagar Panchayats and Industrial Townships Act, 1965

•The state of Maharashtra has a provision of reservation for women in Municipal Corporation, Municipal Councils and Nagar Panchayats as per the Act of 1965.

•A robust participation of women can be seen in councils and corporations in the state as a result of the affirmative action. Presently, 50% seats are reserved for women.

•The provision reflects in women's leadership in sanitation and SWM sector across hierarchy and is moving one step closer from access to building women's agency as it enables women to become leaders and take leadership positions.



Maharashtra Municipal Councils, Nagar Panchayats and Industrial Townships Act, 1965. Mak. XL

(2) The Director shall, from time to time by an order published in the Official Gazette, fix for each municipal area—

(i) the number of elected Councillors in accordance with the following table:—

Class of Municipal Area	Number of Elected Councillors
(i) 'A' Class	The minimum number of elected Councillors shall be 38, and for every 8,000 of the population above 1,00,000, there shall be one additional elected Councillor, so, however, that the total number of elected Councillors shall not exceed 60;
(ii) 'B' Class	The minimum number of elected Councillors shall be 23, and for every 5,000 of the population above 40,000 there shall be one additional elected Councillor, so, however, that the total number of elected Councillors shall not exceed 37;
(iii) 'C' Class	The minimum number of elected Councillors shall be 17, and for every 3,000 of the population above 25,000 there shall be one additional elected Councillor, so, however, that the total number of elected Councillors shall not exceed 23;

(b) the number of seats to be reserved for women in the case of municipal areas of each class of councils on the basis of "one-half" (including the number of seats reserved for women belonging to the Scheduled Castes, the Scheduled Tribes and the "Backward Class of Citizens" of the total number of seats to be filled in by direct election for the purpose of any general election held after the commencement of "The Maharashtra Municipal Corporations and Municipal Councils (Amendment) Act, 1968"]

(c) the number of seats, if any, to be reserved for the Scheduled Castes or the Scheduled Tribes so that each number shall bear, as nearly as may be, the same proportion to the number of elected Councillors as the population of the Scheduled Castes or of the Scheduled Tribes in the municipal area bears to the total population of that area.

[A fraction of each proportion if less than one-half shall be ignored and if one-half or more shall be reckoned as one in determining the number of seats.]

1. Clause (a) was substituted by S.M.A. 11 of 1994 s. 114 (b)(i).
 2. Clause (b) was substituted by S.M.A. 23 of 1990 s. 80 (i).
 3. These words were substituted for the words "one-third" by S.M.A. 20 of 2011 s. 1 (i).
 4. These words were substituted for the words "and the Scheduled Tribes" by S.M.A. 12 of 2004 s. 22(a)(ii).
 5. These words were substituted for the words "in other Backward Classes" by S.M.A. 11 of 1994 s. 114 (b) with effect from 21st May, 1994.
 6. These words were substituted by S.M.A. 23 of 2004 s. 82 (3)(a)(i).
 7. This portion was added by S.M.A. 14 of 1974 s. 43 (ii).

Mainstreaming Gender: Gender Responsive Budget in Maharashtra

Engagement Model: Government Resolution for mandating budget for gender, poor and differently abled.

- **Gender Responsive Budgeting (GRB)** initiatives do not seek to create separate budgets to address women's gender concerns, instead they seek to view the Municipal Budget from a gender perspective in order to assess how it will address the different needs of women.
- These issues include tackling of gender imbalances, promoting gender equality and development and ensuring that public resources through the Municipal budget are allocated and managed accordingly.
- Government of Maharashtra, Urban Development Department under No. Misc 1008/Proposal No. 204/ Navi – 4 in January 2009 directed to prepare from 2009-2010 Gender Budget along with regular Budget for Women, Budget for Poor, and making provision for handicapped.

Cities that have undertaken Gender Budgeting workshops are:

1. Pune
2. Thane
3. Mumbai



Training of Accounts Deptt. In Pune on Gender Budgeting

महिला विषयक योजनांची प्रभावी अंमलबजावणी करण्यासाठी राज्यस्तरीय महिलाविषयक अर्थसंकल्प संनियंत्रण समिती (State Level Gender Budget Monitoring Committee) गठीत करण्याबाबत

महाराष्ट्र शासन

नियोजन विभाग

शासन निर्णय क्रमांक: जेंडर-२०१२/प्र. क्र. २५३ /का. १४१७

हुतात्मा राजगुरु चौक, मादाम कामा रोड,

मंत्रालय, मुंबई - ४०० ०३२.

तारीख: १० सप्टेंबर, २०१३.

प्रस्तावना —

महिला व बालविकास विभाग व विविध मंत्रालयीन विभागांकडून राबविण्यात येत असलेल्या महिला विषयक योजनांची सुत्रबद्ध आखणी व अंमलबजावणीसाठी गठीत केलेल्या मा. मुख्य सचिव यांच्या अध्यक्षतेखालील सुकाणु समितीच्या दि.२५.८.२०१३ रोजी झालेल्या बैठकीमध्ये मा. मुख्य सचिव यांनी महिलांसाठी असणा-या योजनातर्गत व योजनेतर योजनांची माहिती, महिला लाभार्थ्यांची संख्या, तरतुद व खर्च यांचा नियतकालिक आढावा घेण्यासाठी राज्यस्तरीय महिला विषयक अर्थसंकल्प संनियंत्रण समिती (State Level Gender Budget Monitoring Committee) गठीत करण्याबाबत सूचित केले आहे. त्यानुसार समिती गठीत करण्याचे प्रस्तावित आहे.

शासन निर्णय-

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- १) सदस्य सचिव, महाराष्ट्र राज्य महिला आयोग, मुंबई - अध्यक्ष
- २) आयुक्त, महिला व बालविकास आयुक्तालय, महाराष्ट्र राज्य, पुणे - सदस्य,

Government resolution dated 10.09.2013 on gender budgeting

Building capacities of women councilors to enables their participation in local governance for better decision making

The planning, implementation, and management of FSSM has to be inclusive, ensuring that everyone has access to safely managed sanitation, which would also include active participation from women at all levels for all stages of FSSM. In addition, as per Goal 5 of the SDGs, it is important that the work on FSSM also addresses equality and women empowerment.

As a step in this direction, the Center for Water and Sanitation (CWAS), CEPT University along with All India Institute of Local Self Government (AIILSG), Mumbai , organized a workshop (November, 2020) for the elected women representatives (Presidents) of all ULBs in Maharashtra.

The objective of the workshop was to sensitise Elected Women Representatives (EWRs) for effective functioning and participation in local governance focusing on FSSM. The training also aimed to orient participants towards importance of FSSM and how they can effectively contribute to implement FSSM in their city during and post-pandemic. The meeting also initiated discussions how women’s participation for FSSM can be increased and what interventions are required for the same.

The keynote speaker for the session was Ms. Kishori Pednekar, Mayor of Mumbai and Dr. Shubha Raul, Former Mayor of Mumbai. The session was attended by 50 women Presidents across the state.

- The session also highlighted the current focus on FSSM at the central and State level and ODF framework.
- Participants were explained about the current situation for FSSM and how and what approach should be adopted to address the challenges.



Panelist and Key note speaker Ms. Kishori Pednekar (Hon. Mayor of Mumbai)



Dr. Pratibha Shinde, President of Wai talking about Wai as a model city for sanitation



Building capacities of women councilors to enables their participation in local governance for better decision making

Successful planning, implementation, and management of FSSM has to be inclusive, ensuring that everyone has access to safely managed sanitation, which includes active participation from women at all levels for all stages of FSSM.

- A workshop was organized by WMC to build capacities of women councilors for effective functioning and participation in local governance focusing on FSSM.
- 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.



Inspiring stories under swachh bharat mission of women as change agents

Inspiring stories of women who became change agents for Swachh Bharat Mission (SBM) were published in 48 newspapers in Maharashtra on 19th November 2015, (World Toilet Day) showing the message of building and using toilets, and the advantages associated with using toilets. The advertisement lists personal hygiene and safety/privacy, prevention of infectious / communicable diseases, and promoting of environmental sanitation as the main advantages.

Under the Swachh Maharashtra Mission, three enterprising ladies from Maharashtra, who, against all odds, had taken the initiative of building toilets for their families, for their personal and their families self-esteem, were felicitated & honored by the Chief minister and were given title of “Swachhata dhoots”.

These three brave women (Suvarna Lokhande from Sinnar-Nasik district, Sangeeta Awhale from Saikheda- Washim district, and Chaitali Rathod from Mozar -district Yavatmal) become role models to the other citizens in their area.

While, Suvarna took a loan from “Bachat Gat” (Self-help Group) for building the toilet, Sangeeta sold her mangalsutra to fund the toilet, and Chaitali asked for a toilet at her in-laws’ place instead of any other items from her parents during her marriage.

IEC material were designed with their names and photos, portraying them as role models for others to follow, in the collective journey towards open defecation free cities.

The advertisement is a colorful poster with a green and orange border. At the top, it features logos for the Government of India, the Swachh Bharat Mission, and World Toilet Day. The main text is in Marathi, celebrating three women as 'Swachhata Dhoots' (role models). The women are Suvarna Lokhande, Sangeeta Awhale, and Chaitali Rathod. The poster also includes the text 'स्वच्छतेच्या दिशेने त्यांनी पहिले पाऊल उचलले' (They took the first step towards cleanliness) and 'महाराष्ट्राने त्यांना 'स्वच्छतादूत' म्हणून गौरविले!' (Maharashtra honored them as 'Swachhata Dhoots').

स्वच्छतेच्या दिशेने त्यांनी पहिले पाऊल उचलले
महाराष्ट्राने त्यांना 'स्वच्छतादूत' म्हणून गौरविले!
 विपरीत परिस्थिती घर मात करून
 स्वतःच्या व परिवाराच्या गरिमेसाठी, शौचालय उभारणाऱ्या जागरूक महिला

शौचालयाचे निर्माण व उपयोग करतील सारी, तेव्हाच स्वच्छता व आरोग्य नांदेल दारी

शौचालयाच्या वापराचे फायदे
 वैयक्तिक स्वच्छता, सुरक्षा व स्वामिमान
 संप्राम्णक रोग नियंत्रण व सार्वजनिक आरोग्य संवर्धन
 परिसर स्वच्छता व पर्यावरण प्रोत्साहन

स्वच्छतादूत
 श्रीमती सुवर्णा लोखंडे
 नासिक

स्वच्छतादूत
 श्रीमती सविता आवाडे
 नासिक

स्वच्छतादूत
 श्रीमती चैताली माकोडे
 यवतमाळ

स्वच्छ महाराष्ट्र अभियान
 नगर विकास विभाग
 महाराष्ट्र शासन

भारत सरकारचा पुढाकार, स्वच्छ महाराष्ट्र करू साकार

Initiatives towards moving from access to agency to transformation in Maharashtra

Lessons Learnt

- The state has undertaken several provisions for building agency of women and moving towards structural transformation through the WASH sector, however following are some of the initiatives for stakeholders that can be undertaken to further strengthening inclusivity in the state:
- The state agencies can play an integral role in gender mainstreaming through WASH sector. State level policy convergences need to be undertaken to make the sector gender friendly simultaneously the governance ecosystem also needs to be strengthened through dedicated trainings, capacity building of women elected representatives to make informed decisions.
- A dedicated fund allocation for women with a central monitoring agency needs to ensure implementation of the same across ULBs.
- While SBM has detailed gender responsive guidelines, implementation and scaling of these guidelines need to be adhered to and monitored at state level.
- Government resolutions focusing on making sanitation service delivery systems safe and welfare oriented towards women and marginalized communities will be a key step towards gender mainstreaming and inclusive sanitation in the state.
- Institutionalizing Menstrual Hygiene Management infrastructure (supplies and knowledge building) within sanitation infrastructure is a key component to better access. While some infrastructure is available in the state, these initiatives need to be replicated and scaled with a special focus on knowledge building among men and women.



SHG women involved in trainings and capacity building across the state



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Purpose

Cities across the state have involved women's Self Help Groups (SHGs) across the sanitation service delivery chain. While the engagement can be formalized and strengthened through policy convergence at state level, the city level initiatives have been instrumental in understanding how the engagement can be rolled on ground.

This section documents ongoing city specific cases where SHGs have been formed, contracted directly by the city or through a contractor and engaged in various activities. Some cities have also collectivized women and facilitated capacity building workshops to build women's entrepreneurial skills. Innovative attempts such as gender friendly clauses in the tender have been paramount in rolling the engagement on ground.

Engaging SHGs in sanitation, SWM and FSSM awareness activities in Maharashtra

Objective



Collectivizing women into Self Help Groups



Scaling livelihood opportunities for women



Building capacities of women to undertake opportunities in WASH



Contracting SHG groups for CT/PT maintenance in Hingoli

Engagement Model: The contract has been given to ALF for CT/PT maintenance by SHGs in Hingoli

Work orders have been signed by ALF and ULB for an engagement period of three years. ALF's have been given designated areas for CT/PT maintenance.

A resolution was passed in June 2017 in the general body meeting that under the Swachh Maharashtra Abhiyan, SHGs would be involved in O&M of all CT/PTs in the city.

The SHGs have successfully managed operations of CT/PT since July 2017. The users of the CT/PT have had a satisfactory experience of using the toilets. Some of the reasons for the success are:

1. Leadership within the ALF
2. Timely release of payment by ULB.
3. Previous involvement in sanitation activities.
4. Willingness of ULB to involve SHGs.
5. Direct engagement with ULB.

Details of Work order :

Total CTs /PT blocks*	22
Total CT/PT Seats	293
Work Order Awarded to	5 ALFs (Total 11 members per ALF)
Total number of members engaged	55 members maintain 293 seats. approx 5 seats per person to maintain
Engagement Period	1 July 2017 to 30 June 2020 (3 Years)
Payment	Lum sum payment done monthly
For each ALF contract cost	Rs 13200 per month
CT/PT blocks/seats to maintain per ALF	
Areas to maintain per ALF	CT/PT in 5 areas of the city

CT/PT Maintenance	SWM activities	MHM/ Hygiene	Awareness
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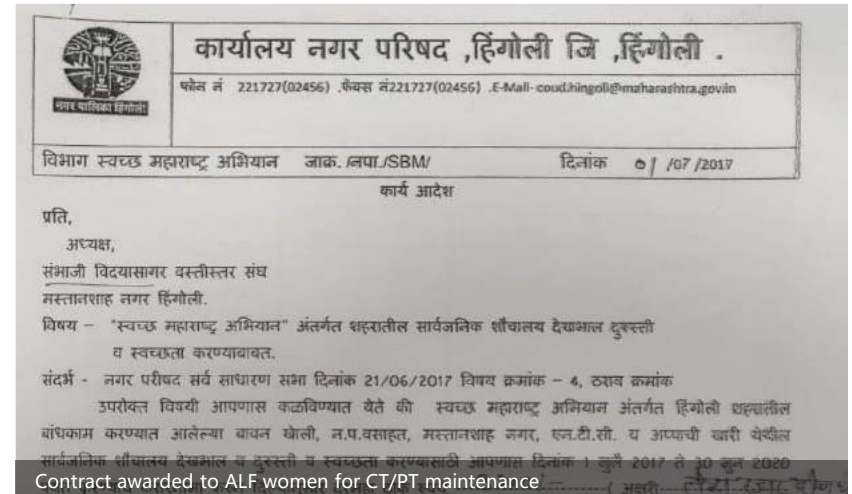
City Name	Hingoli
Population of City	1,10,633
Total SHGs	443
Active SHGs	100
Total Strength	3544



Contracting SHG groups for CT/PT maintenance in Hingoli – Contract Details

Terms and Conditions as per the contract signed: The contract has been given to ALF for CT/PT maintenance

1	Fine and Penalty	If any deficiency found in maintenance, repair and cleanliness then amount to be deducted. (deduction amount not mentioned). Fine will be imposed if ULB observed that female members have not been involved
2	Payment	Payment made through cheque on monthly basis.
3	Awareness Generation	Public in the city should be encouraged from time to time to use the toilets
4	Involvement with ULB	ALF members should remain present in the meetings convened by the Municipal Council
5	Inputs expected	Timely repairs to be done. If repairs to be done by ULB then written request to be given before a month. Repairs of handles of the tap, phenyl, bulb, etc. should be got done timely.
8	Gender Inclusivity	The payment should be received only by women who actually are responsible for the work.
9	Monitoring	One month prior notice to be give in writing if not able to continue work. It should be ensured in no dispute arises in associations in the colonies



Engaging SHGs in Door to Door Waste Collection in Bhadravati

Engagement Model: The contract has been given to SHG for door to door waste collection, segregation and composting

The ULB has divided groups of women into 4 SHGs who are involved in door to door collection, waste segregation and composting activities.

Traditional Waste Worker' s SHG:

- The women traditionally working at the dumping site have been collectivized and subcontracted by the ULB through a contractor for waste segregation, and composting activities.
- The ULB currently is exploring ways of engaging these two groups on FSTP site.

SHG contracted by ULB:

Total area to be covered	The contract is extended to entire city
Total households to be covered	12,000
Work Order Awarded to	2 SHG groups
Total number of members engaged	22 members
Engagement Period	30 Aug 2019 to 31 March 2020
Payment	Rs. 38 collected from households

CT/PT
Maintenance

**SWM
activities**

MHM/
Hygiene

Awareness

City Name	Bhadravati
Population of City	78734
Total SHGs	400
Active SHGs	350
Total Strength	4000 women



Engaging SHG in SWM activities in Bhadravati – Contract Details

Terms and Conditions as per the contract signed: The contract has been given to SHG for door to door waste collection, segregation and composting

1	Payment	Payment will be made by the household. The SHG will collect Rs. 38 per household
2	Awareness Generation	Households to practice compulsory segregation. Wet, dry and electronic waste to be segregated and handed over during collection.
3	Inputs expected:	Vehicle licensing will be SHGs responsibility including accident caused. SHG to submit details of provident funds to receive payment from ULB.
4	Clauses related to PPE	SHG women to procure safety equipment, which will include: Boots, rain-coats, gloves, mask, cap and dress.
5	Gender Inclusivity	The tender document released by the ULB states that door to door waste collection should be given exclusively to SHG women .
6	Monitoring	The SHG will not receive any payment for the day when waste is not collected if unavailability of vehicle.
7	Maintenance	ULB will provide vehicle maintenance, in case the expenditure is less than Rs. 500 the SHG will undertake the repair work. In case the expenditure incurred is more than Rs. 500, the ULB will undertake the cost.



Contract awarded to SHG women for door to door waste collection



SHG women collecting waste from households

Engaging SHG for Door to Door Waste Collection in Tuljapur

Engagement Model: Engaged SHG through contractor for door to door waste collection, segregation and composting

ULB has collectivised women into an various SHGs who have been contracted through a contractor for various SWM activities.

- SHG women have been contracted in their own ward to create ownership of work.
- Uniforms were also provided by ULB to the SHG members and the member was appointed as “Swachhta Tai” .
- ULB has been appreciating the activities done by the SHG members by giving Best Swachhata tai Awards on monthly basis.
- Regular health check-up facility is provided by ULB to all sanitation workers and the SHG members involved in sanitation activities.
- The SHG has responsibility of various kinds of Swacch Bharat Mission activities.

The activities undertaken by SHG members through contractor include:

1. Conducting awareness programs under SBM at Schools, colleges, colonies etc.
2. ODF awareness activities like Good morning Pathak, IHHT promotion activities in their respective wards
3. Awareness in their respective wards on waste segregation
4. Accompanying cart for door-to-door waste collection in inaccessible areas for awareness on waste segregation
5. Reuse and Recycle awareness and arranging exhibition for sale

CT/PT Maintenance	SWM activities	MHM/ Hygiene	Awareness
City Name	Tuljapur		
Population of City	44214		
Total SHGs	10		
Active SHGs	08		
Total Strength	74		



Engaging SHG in cleaning and supervision of waste collection in Panchgani

Engagement Model: Engaged SHG through contract for sweeping, supervision of segregated waste during door to door waste collection

- Pachgani Municipal Council has collectivised 28 women into 3 SHG groups called the 'Swachagrahis'
- One SHG comprising of 10 women is responsible for the cleaning of table land while other two groups comprising of 18 women in total accompany the waste collection vehicle and supervise waste segregation. The SHGs oversee the segregation of dry waste into blue dustbins and red dustbins and talk to citizens about importance of segregation of waste.
- The SHGs have been contracted by the municipal council for these activities
- The council monitors the activities of the SHG groups through geo tagged photos shared on the whatsapp groups. According to the city officials, geo tagging also assists in grievance redressal as the complains can be directed to the worker and addressed directly

SHG groups involved in sweeping and cleaning

The table land area has been given to SHG workers for sweeping and cleaning.

The contract has been given for a duration of 2 years for Rs. 8000 per person per month

The council is in the process of identifying ways of including provident fund in the contract for the SHG women to compensate for the loss of work during three months of monsoons

The council is also exploring ways of providing the SHG groups with medical assurance

The SHG women are provided with PPE kits, coats and safety gear monthly

Skill building workshops are conducted with SHG groups monthly on various topics related to solid waste management

CT/PT Maintenance	SWM activities	MHM/ Hygiene	Awareness
City Name		Pachgani	
Population of City		19,362	
Total SHGs		50	
Active SHGs		50	
Total Strength		500	



Production of Sanitary Napkins by Women's SHG in Wani

Engagement Model: Capacity Building of SHGs by ULBs to initiate enterprise

- ULB has trained 30 women across 3 ALF in production of sanitary napkins. The women together have initiated 'Stay Fine', a women's based enterprise
- ULB organised multiple study tours for women to understand the production process involved in setting up a sanitary napkin production unit.
- With a seed capital of 4.5 lacs from the revolving fund of the SHGs, the women have set up a unit in the ULB's office building. The machinery was procured from AP Industries.
- The sanitary napkins are sold door-to-door through ASHA workers, the pads have been distributed in schools and colleges and in nearby gram panchayats.

Business Model deployed for initiating 'Stayfine' :

Three ALF have come together to form an enterprise by the name of J2P Industries under which Stayfine has been launched

The enterprise yet to be registered and the women are compiling necessary documentation

The enterprise has been established as an independent entity using the seed capital of the SHG's revolving fund under the ALF

The women could not resume the initiative during the lockdown and were involved in stitching face masks from their respective homes.

The enterprise is currently working towards finding clients and are exploring initiatives to supply the produce.

CT/PT Maintenance	SWM activities	MHM/ Hygiene	Awareness
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City Name	Wani
Population of City	76,492
Total SHGs	191
Active SHGs	170
Total Strength	2101



SHG women at the launch of 'Stayfine' with WMC officials

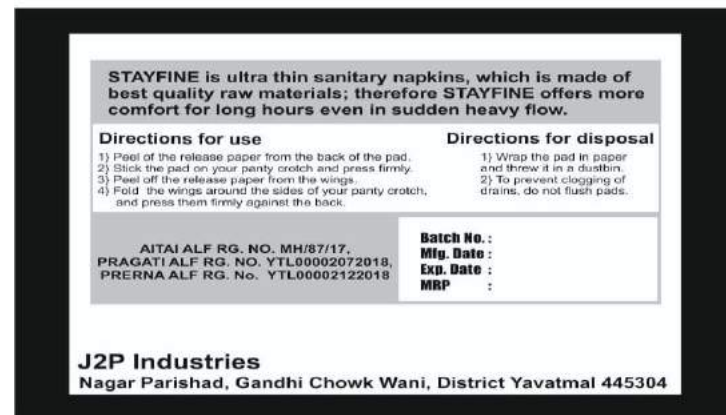
Production of Sanitary Napkins by Women's SHG in Wani

SHGs have been able to successfully manage the operations because of the following reasons:

- 1. Leadership within the ALF:** The women engaged with the enterprise are have been engaged
- 2. Study Tours and provision of space and resources:** ULB has provided designated space to the enterprise in the council office.
- 3. Capacity building of SHG/ALF women through gender workshops:** The SHG women have attended workshops on various acts pertaining to women, e.g.: PWDVA, 2005 and Sexual Harassment Act, 2012 and have used their network and knowledge in creating awareness on menstrual hygiene.
- 4. Collaboration across WMC' s departments to strengthen the initiative:** SHG women have been able to work with WMC in mobilizing women and child welfare' s funds for distribution of sanitary napkin and conducting sessions on menstrual hygiene in WMC schools



SHG women making sanitary napkins



Engagement of SHG in Operations and Maintenance of Hand Wash Facilities in Sinnar

Engagement Model: Supervision of functioning of Hand Washing Facilities by SHGs

Sinnar Municipal Council (SMC) with support from Water and Sanitation (CWAS), CRDF, CEPT University has provided pedal operated hand-washing (HW) facilities at 22 different locations in the city.

Self-help groups (SHGs) and communities have been involved at the various level of decision making and monitoring of the facilities.

SMC, through its SHG groups under NULM also identified SHG members who could monitor these facilities regularly and have provided them with monitoring formats on which the SHGs record their observation and report to SMC.

Responsibilities of SHGs:

Visiting the facility at-least twice a day to check on availability of water and soap. They also check functioning and vandalism.

Submission of observations to SMC in a format provided by SMC

Create awareness about hand-washing practices through one-on-one discussions and by sharing the posters through WhatsApp within their SHG groups and other circles.

They also attend the fortnightly meetings organised by SMC to discuss on points related to hand washing facilities.

CT/PT Maintenance	SWM activities	MHM/ Hygiene	Awareness
City Name		Sinnar	
Population of City		84,888	
Total SHGs		224	
Active SHGs		180	
Total Strength		2300	



Engaging SHGs in awareness activities on Waste Segregation in Vasai Virar

Engagement Model: Engaging SHGs for waste segregation, COVID- 19 awareness activities and garden O&M through a **contract**

CT/PT Maintenance	SWM activities	MHM/ Hygiene	Awareness
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1. Maintenance of Corporation' s Gardens

- Corporation has given out a contract of 108 gardens to SHG women for maintenance.
- Some SHG groups are also involved in vermi-composting in the garden areas.
- SHG groups collect garlands and flowers discarded by households and use them for composting that is used in the garden.
- The groups are paid Rs. 26450 to Rs. 52900 based on the garden and human resource requirement.

2. Waste Segregation

- SHGs are involved in waste segregation awareness activities. The groups conduct awareness on wet waste, dry waste and domestic hazardous waste.
- The SHGs conduct sessions with women and in housing societies during festivals such during *haldi kumkum and ganesh utsav, durga utsav* especially overseeing the cleanliness of lakes and water bodies.
- The SHGs also participate in rallies and take awareness sessions in schools.

City Name	Vasai Virar
Population of City	1589107
Total SHGs	550
Active SHGs	150
Total Strength	4,500



ALF members collecting flowers for composting from residents during festival



Compost pits constructed in the gardens by ALF members



Awareness on waste segregation through street plays



Contract SHGs for O&M of gardens



ALF members involved in garden maintenance



ALF members involved in preparation of compost



ALF members involved in garden maintenance

Engaging SHGs in awareness activities on Waste Segregation in Vasai Virar

III. Septic tank Maintenance

- 5 ALF groups have been included in overseeing maintenance of septic tank for which NULM has organized training workshops for SHG women
- The SHG groups have been added in whatsapp groups along with sanitation inspection to coordinate the activities
- In case of requirement for any repair work, the citizens coordinate with the groups directly who inform the corporation and issue a letter for repair work

IV. Composting and Vermi Composting

- From approximately 1150 households, around 2200 kg/day of segregated solid waste is collected. The waste collected is taken to recycling sites of VVCMC for further segregation.
- The wet waste is composted in composting pits constructed in the gardens. The compost is used in the gardens as organic fertilizer.
- Members of ALF have completed e-learning certificate courses on vermi-composting from MoHUA.
- During festivals, a large quantity of floral wet waste is generated in the form of *Nirmaya*. The ALF makes special arrangements to bring this to special compost pits and convert it to compost.



SHG women's stall for selling compost made by them in the gardens



Awareness activity on importance of cleanliness



Awareness program with school children on importance of waste segregation



Garden maintenance undertaken by ALF



Waste segregation after Ganpati Utsav by ALF



Awareness sessions being undertaken on waste segregation

Engaging SHGs for awareness in communities in Mira Bhayander

Engagement Model: Engaging SHGs for awareness in communities and preparation of masks through Work Order

Mira Bhayander Corporation released a ten day tender to engage 10 SHG groups for awareness activities. The work order for which is under process.

Awareness on waste segregation

- 10 SHG groups have been allocated 20 societies each in six wards of the city. A total of 110 women have been engaged for the activities.
- The SHG women procured the contract, through an advertisement released by the corporation.
- The SHGs have been provided permit letters by corporation to conduct awareness sessions in residential societies in each ward
- The SHG groups have been conducting awareness programs on dry and wet waste segregation and disposal of diapers and sanitary napkins with markings.
- In group discussions with women, the SHG groups have been focusing on process of home composting in buildings.
- The SHG groups have taken sessions with society members on Reduce, Reuse and Recycle.

Awareness on COVID – 19

Separate sessions have been undertaken by SHG women on hand washing, precautions and symptoms of COVID- 19

Preparation of Masks

SHG women trained in vocational courses such as tailoring have been stitching masks for sale to citizens

CT/PT Maintenance	SWM activities	MHM/ Hygiene	Awareness
City Name		Mira Bhayander	
Population of city		1052191	
Total SHGs		10	
Active SHGs		7	
Total Strength		70	



SHG engagement for awareness generation



Permit letter by corporation to conduct awareness sessions in residential societies

Engaging SHGs for Awareness Activities in Hingoli

Engagement Model: Engaging SHGs for awareness in communities through letter

Cleanliness Drive and Shramdaan

The council has engaged SHG groups for cleanliness drives by releasing a letter. The groups conduct shramdaan, street plays and use innovative I.E.C to communicate messages on importance of cleanliness.

Cloth Bank for production of foot mat

The SHGs in the city are involved in collecting old cloth pieces from MRF center. The women also call for donations of old sarees and clothes from their neighborhood and have created a cloth bank. The bank makes foot mats that is sold in the city.

During the pandemic, the SHG stitched masks from old clothes donated at the bank and distributed 500-600 free masks through out the city.

Composting

- 12 women from ward 13 have formed an SHG involved in making manure from wet waste collected.
- The group is involved in collecting wet-waste from 40-50 houses, covering the entire ward.
- The SHG has constructed composting pits next to the public toilet where they make manure.
- The equipment for collection of wet-waste and compost pits has been acquired through the SHG' s revolving fund.

CT/PT Maintenance	SWM activities	MHM/ Hygiene	Awareness
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SHG woman involved in making manure from wet waste in their ward



Composting pit at ward 13

City Name	Hingoli
Population of city	93,760
Total SHGs	469
Active SHGs	75
Total Strength	5159



SHG women receiving donation at the cloth bank

Eradication of Plastic Bags through Awareness Activities and Engaging SHGs for Production of Cloth Bags as Replacement Across Cities

- SHG groups in cities such as **Uran Islampur, Gadchiroli, Pachgani and Tuljapur** have involved SHG groups in stitching cloth bags during the plastic ban in the state.
- SHG women in **Hingoli** have **stitched cloth bags out of old clothes**
- SHG women from **Tuljapur** stitched bags that were bought by the council to provide **livelihood**
- Cities such as **Gadchiroli** provided SHG women stitching bags with stalls at various **locations** across the city
- SHG groups from **Pathari** pledged to **ban single use plastic and in their respective family functions** have avoided using any plastic products. They have been involved in awareness in schools, communities and garden areas on ban of plastic.
- SHG women in Amalner have been provided with counter in council premises to sell the cloth bags prepared by the members.



Contracting SHG groups for Maintenance of Garden and Urban Forest at the Sinnar FSTP

Engagement Model: SHG contracted by ULB for O&M of Urban Forest area

Sinnar Municipal Council released a tender for O&M of Urban Forest Area at FSTP site.

The tender had been released specifically for SHG groups registered with the council with at least a revolving fund of Rs. 20,000 monthly.

A women's SHG group has been awarded the work for annual maintenance of garden and urban forests at the Sinnar FSTP site for a duration of one year.

Keshav Mahila Swayam Sahayata Bachat Gat has secured the tender. The group has ten members and will initiate the work from January 2021.

The work for the SHG group entails the following:

- Cleaning the entire site
- Cutting of grass and trimming of hedges, weeding and removal of dry branches
- Watering, daily
- Application of Trichoderma to all trees, once in two weeks

The role of the ULB as stated in the tender includes:

1. **Training and capacity Building:** To provide atleast one training session and handholding support
2. Provision of water for gardening through water tankers
3. Access to water, toilets and soap to workers involved in maintenance.



SHG women gardening at Sinnar FSTP



Urban Forest and garden at Sinnar FSTP



SHG women who have been awarded the work

Contracting SHG groups for Maintenance of Garden and Urban Forest at the Sinnar FSTP - Tender Details

1	Payment	Payment will be made by the council against submissions of bills, materials procured and activities undertaken. Life and health insurance of every worker to be submitted to SMC with the first monthly bill.
3	Documentation required from SHGs	Registration certificate (signed by Chief Officer, SMC) and copy of financial transactions of last six months.
4	Clauses related to PPE	SHG women to procure required PPE
5	Gender Inclusivity	The tender document released by the ULB is exclusively for SHG women.
6	Monitoring	SHG will report to SMC monthly and maintain a log book daily of work done. The format of which is provided the the council.

Sinnar Municipal Council, Maharashtra

TENDER DOCUMENT

Name of Work
Annual Maintenance of Garden and Urban Forest at the Sinnar FSTP



Chief Officer,

Sinnar Municipal Council, Maharashtra

Tender document released by SMC

Engaging SHGs in sanitation, SWM and FSSM awareness activities in Maharashtra

Lessons Learnt

Several cities have proactively engaged women's Self Help Groups in activities across the sanitation service delivery chain. These initiatives are instrumental in building capacities and diversifying livelihood opportunities for women. The partnership is being strengthened at state level through DAY-NULM and SBM convergence. However, the onus is on the ULBs to convert policy into action by collectivizing women into SHGs – wherever necessary and contracting SHGs for the work. Simultaneously, relevant stakeholders will also have to be engaged for capacity building of SHG groups.

- While the SHGs are being contracted following initiatives both at state and city level will be useful in bringing more women to the workforce:
 - Geographic proximity of the place of work/ provision of transportation
 - Inclusive administrative systems – including gender friendly clauses for women in contracts
 - Women friendly work spaces: provision of sanitation and MHM infrastructure
 - Child care facilities wherever possible
 - Provision of gender specific PPE
- Cities must also ensure that SHGs are also being involved in activities/roles traditionally taken by men. Example: Desludging activities, O&M of FSTPs
- Beyond women's SHGs minority groups such as transgenders are an untapped community that can be involved. Caste based minority groups have to be collectivized and involved too for an inclusive sanitation service delivery.



SHG women across state involved in FSSM activities



Contents

Context Setting

1

Initiatives towards moving from access to agency to transformation

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Engaging SHGs in sanitation, SWM and FSSM awareness

3

Provision of credit by enabling access by collectivizing women

4

Initiatives towards welfare of sanitation workers

5

Involvement of NGO and CBOs to support initiatives undertaken by ULBs

Way forward

Initiatives towards inclusivity and building women's agency in Maharashtra

1 Interventions towards moving from access to agency to transformation

2 Engaging SHGs with ULBs for sanitation, solid waste and FSSM awareness activities

3 Provision of Credit - enabling access by collectivizing women

4 Initiatives towards welfare of sanitation workers

5 Involvement of NGOs and CBOs to support ULBs' own initiatives

Purpose

Individual household toilet is central to the dignity and safety of women. However, statewide surveys in Maharashtra denote that a large proportion of the respondents who completed toilet construction revealed that the SBM subsidy amount was not enough to cover the entire construction costs of individual toilets. The respondents who were in the process of constructing individual toilet and those who had still not applied for SBM indicated that lack of finances is the biggest challenge they face in initiating or completing the toilet construction. Thus, access to sanitation credit can provide the needed impetus to achieving universal access to individual toilets in urban Maharashtra as envisaged by the Government of Maharashtra in its ODF sustainability charter.

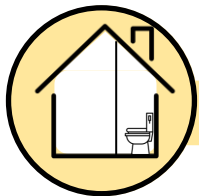
To bridge the gap between subsidy and financial access Mahila Arthik Vikas Mahamandal (MAVIM) and National Urban Livelihood Mission (NULM) have been instrumental in forming women's self help groups that were supported to mobilize loans from cooperative banks.

The SHG groups formed also received training on toilet design to suit the audience to make them aware of ideal toilet construction techniques, design of septic tanks and cost effectiveness by technical experts.



Provision of Credit by Enabling Access to Credit by Collectivizing Women

Objective



Achieve universal access to individual toilets



Facilitate access to sanitation credit



Build capacities of SHG women through training workshops



SHG members in Jalna involved in capacity building, trainings of IHHT

Advocacy on institutionalizing sanitation credit at scale

Suggestions on Priority Sector Lending – Targets & Classification

- CEPT University through a letter to the Reserve Bank of India shared suggestions based on the Report of the Internal Working Group to revisit existing PSL Guidelines :
 - A specific mention of individual low-interest loans for toilets in the list
 - Loan can be provided by the scheduled commercial banks and Housing Finance Institution
 - A specific target of 2% of ANBC may be kept for sanitation

Mobilizing Sanitation Loans with State Lead Bank

- A letter requesting a meeting has been sent to C&MD of Lead Bank and Chairman of State Level Bankers' Committee to discuss the possibility further
- Exploring PSL through Lead District Managers: To understand the ways to operationalize the new PSL guideline.

Discussions held with National Housing Board (NHB), GRUH Finance Ltd, Grameen Koota and various other Financial institutions on how provision and access of sanitation credit could be institutionalized at scale.



Master Circular - Priority Sector Lending - Targets and Classification

RBI circular dated July 1, 2015 (RBI/2015-16/53)

The revised guidelines released on July 2015 more **clearly recognize** **“sanitation facilities including construction/ refurbishment of household toilets”** under PSL targets.

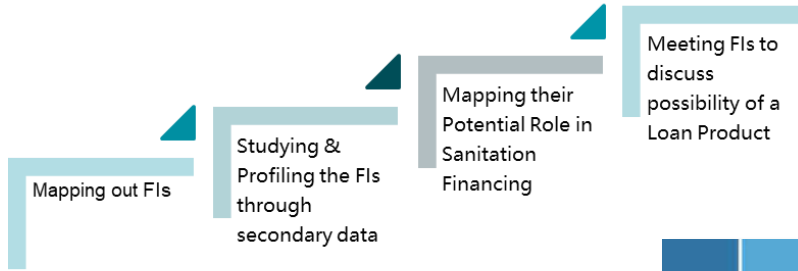
Also **includes Bank credit to MFIs** extended for on-lending to individuals and also to members of SHGs/JLGs **for water and sanitation facilities** as eligible for categorization as priority sector under Social Infrastructure.

Moving to towards scaling up SHG engagement

Action research on sanitation credit to support advocacy and implementation (1/2)

Landscape Study of Financial Institutions

- Objective of the study was to understand the supply side for HH sanitation credit and then to facilitate HHs to access sanitation credit.
- Technical and origination support required by FIs
- Establish linkages with SBM process (Liaison support with ULBs)

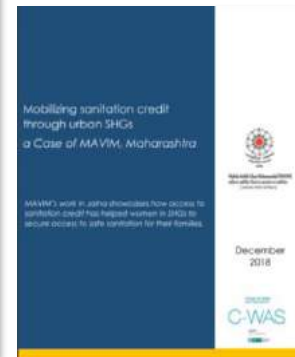
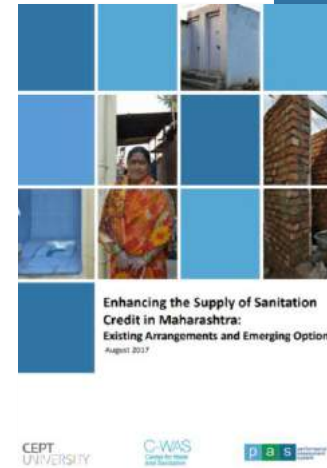


Paper on Financing Options for Urban Sanitation in India

- This paper, included in the report State of Urban Water and Sanitation in India by TERI University, highlights the importance of finance for sanitation in achieving the goals of the SBM, outlines potential options for financing keeping in view the development of the financial sector in India, and suggests key measures to scale up such finance.

Workshop on Household Credit for Urban Sanitation

- Based on the assessments done in small towns in Maharashtra for demand and availability of credit options, a workshop was organized in Mumbai in December 2014. The workshop focused on need and opportunity for HH sanitation finance and discussed opportunities and constraints for a range of financial institutions to operate in sanitation field.



Action research on sanitation credit to support advocacy and implementation (2/2)

Study on Demand Assessment Survey for Sanitation credit in Maharashtra

- This study highlights the extent and nature of demand for sanitation finance in urban Maharashtra. It was carried out to understand the condition and the extent to which finance constraints affect SBM implementation and to understand the extent to which households are aware of financing options and reasons for not applying for the SBM scheme despite being eligible for the same. The study was conducted by IMRB.

Assessing Demand for Sanitation credit in Sinnar city

- Based on the assessments done in small towns in Maharashtra for demand and availability of credit options, a workshop was organized in Mumbai in December 2014. The workshop focused on need and opportunity for HH sanitation finance and discussed opportunities and constraints for a range of financial institutions to operate in sanitation field.

Toilet and lenders Fair in Wai and Sinnar

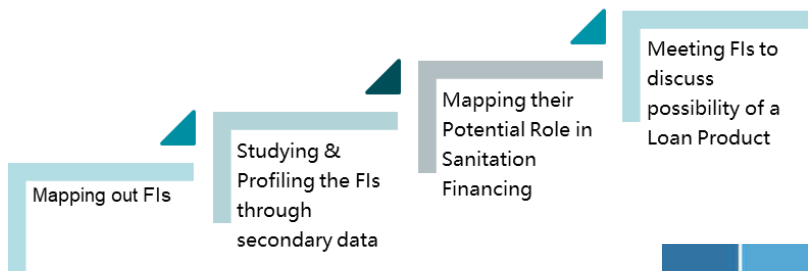
- A toilet and lender fair was organized in cities of Wai and Sinnar to create a platform for interaction of HHs with the sanitation technology providers, sanitary ware suppliers, financial lending institutions. It was one stop destination where HHs interacted with all the stakeholders and local government and if they are interested they could apply for toilets on the spot and find technology providers and financiers..



Advocacy on access to credit for sanitation

Landscape Study of Financial Institutions

- Objective of the study was to understand the supply side for HH sanitation credit and then to facilitate HHs to access sanitation credit.
- Technical and origination support required by FIs
- Establish linkages with SBM process (Liaison support with ULBs)



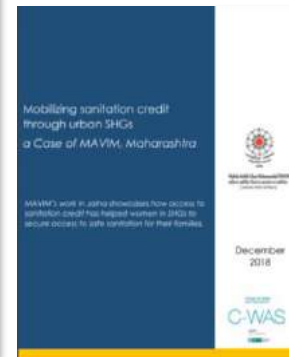
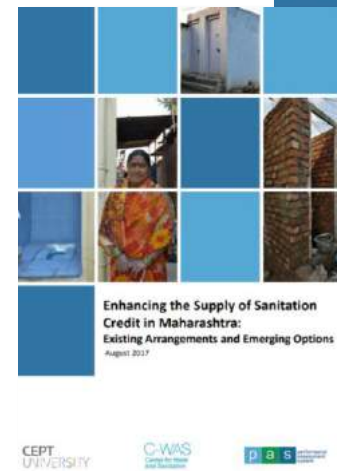
Assessing Credit Options for Household Sanitation in Urban Areas
June 2015

Paper on Financing Options for Urban Sanitation in India

- This paper, included in the report State of Urban Water and Sanitation in India by TERI University, highlights the importance of finance for sanitation in achieving the goals of the SBM, outlines potential options for financing keeping in view the development of the financial sector in India, and suggests key measures to scale up such finance.

Workshop on Household Credit for Urban Sanitation

- Based on the assessments done in small towns in Maharashtra for demand and availability of credit options, a workshop was organized in Mumbai in December 2014. The workshop focused on need and opportunity for HH sanitation finance and discussed opportunities and constraints for a range of financial institutions to operate in sanitation field.



Mobilizing SHG Groups for Access to Sanitation Credit

Engagement Model: Mobilizing credit through MAVIM in Jalna

- MAVIM has been engaged in mobilizing 250 sanitation loans along with completion of toilet construction, linkage with public sector bank for sanitation loan and conducting awareness generation programs in Jalna
- Process focused on demand generation, mobilizing toilet loans from banks, toilet construction and ensuring timely repayment of loans to banks
- A specific target group was identified based on the presence of demand for individual toilets
- A special toilet training program was conducted where a technical expert trained the CRPs and Sahyoginis about types of toilets, basic dimensions of septic tanks and costing

Process of facilitating credit access to SHGs involved:

Areas were identified based on the presence of demand for individual toilets mainly in slums as well as an active network of SHGs under NULM

Programs were held to raise awareness about sanitation and importance of having individual toilets.

Apart from meetings, street plays and door to door visits were also conducted.

The loans through the ICICI bank was facilitated by conducting loan camps where Bank officials and potential borrowers were brought on a common platform

Sessions were conducted on effective monitoring to avoid defaults and late repayments

After initiation of toilet construction, monitoring for completion of toilets and repayment of loans was carried out. A format was designed to monitor the progress which included: SHG name, number and name of members, and details of internal loans borrowed and repayment profile.

MAVIM	NULM	Cooperative bank
City Name	Jalna	
Population of City	371250	
Total SHGs	110	
Active SHGs	110	
Total Strength	875	



Based on experience of MAVIM work in Jalna, there are ongoing efforts to engage SHGs in more cities in partnership with Water.org.

Mobilizing SHG groups for Access to Sanitation Credit in Sinnar

Engagement Model: Mobilizing credit through NULM in Sinnar

- In order to increase the coverage of individual household toilets, the NULM officials in Sinnar Municipal Council conducted surveys and meetings to document how many SHG women had individual toilets and how many could be mobilised.
- Surveys were conducted to visit the individual applicant to assess the availability of sufficient space and land for toilet construction
- Representatives from Bank of Maharashtra, State Bank of India, HDFC and Axis Bank and Credit Cooperative Societies.

MAVIM	NULM	Cooperative bank
City Name	Sinnar	
Population of City	84888	
Total SHGs	224	
Active SHGs	180	
Total Strength	2300	

Facilitating credit through SHGs

Sensitization of the SHG members towards building own toilets

Status and eligibility of the applications to be considered under SBM was verified

Meetings conducted with SHG members to assess their interest in building toilets, requirement for finance, applied under SBM, reasons as to why they do not have a toilet.

Workshops conducted with SHG members on toilet construction, components of individual toilets and cost of construction




Capacity building of SHG members about toilet construction



Meeting with SHG members

The Story of Kamal

She mortgaged the only gold jewellery she had to construct an individual toilet



“I was determined to have a toilet at home even if it meant to mortgage the only gold jewellery I had.”

Kamal and her family were dependent on community toilets which were quite far and most of the time in unhygienic conditions. The elderly and children had to walk down to the community toilets in dark at night time, and monsoons used to bring its own set of challenges with water logging and dirty community toilets.

Kamal belongs to a family of vegetable vendors, her family of six live in the Raviwarpeth area of Wai. Her husband earns just enough to provide two square meals for the family. In such a situation Kamal always felt that owning a toilet would be just a distinct dream. But she was determined and so she convinced her family to begin the construction.

They began with the construction of the septic tank but unfortunately could not complete it since they did not have enough funds. This led to a delay in construction for two years after which they applied for a toilet under the Swachh Maharashtra Mission at WMC.

WMC promptly released the first level of subsidy given to applicants who had completed the construction of septic tank. The second subsidy was released only after the super structure of the toilet was complete. Kamal did not have enough funds to complete the super structure construction. But she did not lose hope and took a bold decision of taking a gold loan. She took a gold loan of Rs 25,000 at a 9% rate of interest for one year. After receiving the loan, she successfully constructed not only a toilet but also a bathroom for her family. Kamal takes immense pride in completing the construction against all odds and preventing her family from health and safety risks.

While experiencing the benefits of having an own toilet, especially during the COVID pandemic, Kamal adds “It is very comforting to have our own toilet since the elderly and female members of the family and children do not have to go out had we not constructed it, we would have been using the community toilets and would have always been scared of getting infected by the Coronavirus.

The Story of Jyoti

A loan from self-help group (SHG) helped her construct an individual toilet at home

"I am glad that I am a member of a SHG group and they supported me in constructing a toilet at my home"

Jyoti, a resident of Ravivarpeth, Wai remembers the difficult times for her family when they did not have their own toilet and had to use a community toilet. She says "The community toilet that we used was located near the crematorium which was far and inconvenient to access especially for the elderly and children of the family. It used to become more troublesome during night time and rainy season. We were afraid of the animals and the dark" . To overcome this, Jyoti decided to construct her own toilet. The journey wasn't an easy one for her. In order to construct her own toilet, she applied for the Swachh Maharashtra Mission (SBM) scheme and received a subsidy of Rs 22,000. The amount was however insufficient to construct the toilet. Being a member of Shiv Malhar Bachat Gat (SHG), she borrowed a loan of Rs 25,000 and started the construction.

Even during the construction, Jyoti had to face many challenges. Her house is located away from the main road and does not have a proper access. Hence, she carried the entire construction material on her head to complete the toilet construction. Even after going through the hardships, Jyoti felt that they had taken an appropriate and timely decision of constructing the toilet. While experiencing the comfort the facility has provided, Jyoti says "Having our own toilet gives us great relief as the elderly and children do not have to go through these hardships anymore. During this pandemic, it has been extremely comforting to have our own toilet. If it was not there, we would have been using the community toilet and would have always been in the fear of getting infected as it is used by so many people. Now we are very happy to have our own toilet."



The Story of Chitra

She was ready to become a laborer and take up two loans from banks to construct a toilet

“After taking two bank loans and becoming labourers ourselves, I now have a toilet at home”



Chitra and her family had been using the community toilet near Raviwar Peth Smashan Bhumi in the city of Wai for many years. Wai is a small temple town in the district of Satara and is characterised by high and frequent rainfall. Chitra recalls that “the community toilet they used was quite far from their home and most of the times it was in unhygienic conditions and I had to accompany my children and elderly from the family whenever they wanted to use the community toilet, this began taking a toll on my work time.”

Chitra supports her husband in making brooms to sell, which is their only source of income. Chitra was determined to have a toilet at home, she was aware about the Swachh Maharashtra Mission (SMM) toilet scheme as few households in their area had also constructed toilets under this scheme. She and her husband visited the municipal council office and found that land ownership papers were one of the key mandatory documents for a successful application. Since the family did not have ownership of the land, they struggled but managed to get a consent letter from Chitra’s husband’s elder brother so as to process the application. They arranged for all necessary documents and got the approval.

In spite of getting the approval, they lacked the funds required for initiating septic tank construction and under SMM since the first subsidy is released only after beneficiary completes septic tank excavation they couldn’t start the construction. Chitra then approached two private banks and took a loan of Rs. 15,000 from each bank. Chitra’s family stay in a kutchha house which is highly inaccessible with improper approach road. It was really difficult to construct a toilet in such a location. Chitra herself assisted the mason as a labourer along with her husband. They made multiple trips and carried all the required material on their heads. This way they saved some money since they did not have to pay for a labourer and they were able to construct their toilet within their budget. The savings allowed them to construct a toilet combined with bathroom, the council also released the toilet subsidy and this helped them in completing the toilet construction.

Chitra and her family are experiencing the benefits of having their own toilet. She mentions that, “having our own toilet is very convenient for the family. My daily chores are managed properly and I also get quality time to spend with family. We do not have to face the monsoon struggles anymore and with the COVID pandemic we feel lucky to have constructed our own toilet as using the community toilet would have been a big risk for our family”. Today Chitra’s house is one of the few houses in their community who have an individual toilet; she motivates others in her community to move towards IHHL as she shares her experience.



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Way forward

Initiatives towards inclusivity and building women's agency in Maharashtra



1 Interventions towards moving from access to agency to transformation

2 Engaging SHGs with ULBs for sanitation, solid waste and FSSM awareness activities

3 Provision of Credit - enabling access by collectivizing women

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5 Involvement of NGOs and CBOs to support ULBs' own initiatives

Purpose

Sanitation workers remain the most vulnerable group within the WASH sector. While there are national and state level policies for their welfare, cities across the state have also made additional provisions towards safety and security of sanitation workers especially given the global pandemic.

Provision of regular supply of PPE kits/ masks, training on proper usage of PPE, health check-ups especially on conditions that sanitation workers are most vulnerable to are some of the initiatives that needs to be implemented on ground on regular basis and scaled at state level.

Welfare of sanitation workers is critical in strengthening the sanitation service delivery as they remain in the bottom of the pyramid. Capacity building, sanitation infrastructure and top down welfare schemes will empower the workers.

Initiatives towards welfare of sanitation workers in the state of Maharashtra

Objective



Identifying state led provisions towards safety and security of sanitation workers



Dignity of women sanitation workers



Implementation of MoHUA's Safai Suraksha Challenge in the State of Maharashtra

Engagement Model: Welfare of sanitation workers by engaging Munc. Corps. in a Challenge initiated by MoHUA.

Safety of Sanitation Workers

Resource Development

Institutionalizing Waste Pickers

•Safai Suraksha Challenge is a national challenge launched by MoHUA that focuses on maintenance hole to machine hole transformation. Across the country, a total of 244 Cities are participating in the challenge including 27 Mun. Corps. from Maharashtra.

•The challenge focuses extensively on creating citizen awareness along with infrastructure creation for mechanized cleaning and capacity building of workforce. Along with this, a dedicated helpline number has been set up to register complaints and provide real-time solutions on desludging or sewer overflow.

•Award Categories for Best performing Corporations are: Up to 3 Lacs, 3 to 10 Lacs and >10 Lacs (3 sub-categories in each)



Following are some of the initiatives across corporations in the state:	
1.	Public awareness campaigns installed at various location across the 27 M.Corps
2.	Citizen survey assessment initiated as a means of citizen engagement
3.	Innovative programs initiated by corporations to showcase ground stories and success stories of safai mitras.
4.	Emergency Response Sanitation Unit (ESRU) set up across cities with 24X7 Helpline Call Centers
5.	Linking safai mitras with social schemes, linking identified informal workers to social benefit schemes and organizing loan mela in collaboration with NSFDC



Initiatives undertaken by various cities across state

Use of Robotic Scavenger Machine 'Bandicoot' by Dhule Municipal Corporation

Engagement Model: Eradication of Manual Scavenging using Robotic Scavenger Machine 'Bandicoot'

• Union minister Hardeep Singh Puri launched the Safaimitra Suraksha Challenge that aims to ensure that no person should enter a sewer or septic tank unless absolutely unavoidable. The initiative promotes mechanized cleaning and also aims to ensure that no life of any sewer or septic tank cleaner is ever lost owing to the issue of 'hazardous' cleaning.

• To implement the vision of the program on ground, Dhule Municipal Corporation in collaboration with BPCL's CSR procured Bandicoot Scavenger Machine.

• Bandicoot is a robotic scavenger machine that deploys mechanical cleaning of the maintenance holes with minimum human-power requirement and is risk free to use. The machine limits human interface.

• DMC has procured two machines, each costing Rs. 48 lakhs as of now and will purchase more after the completion of ongoing underground sewer network work.

• Promoting mechanised cleaning, DMC has collaborated with Genrobotics in training 40 sanitation workers in operations and maintenance of bandicoot



Bandicoot in use by Dhule Municipal Corporation's sanitation workers

Safety of Sanitation Workers

Resource Development

Institutionalizing Waste Pickers

Human



Risk to life

Health Issues

Manual cleaning

Not smart to detect gases

Illegal

Time consuming

Need More manpower

Bandicoot

Risk free

No health issues

10 X efficient

Mechanical cleaning

Smart enough to detect harmful gases

Minimum manpower

Cameras installed to monitor conduits

Cost : 48 lakhs



Features of Bandicoot Robotic Scavenger Machine. Image Source: Dhule Municipal Corporation

Ensuring Safety of Sanitation Workers through Training and Capacity Building in Wai

Engagement Model: Sanitation workers received training and were facilitated by WMC officials

Session on Occupational hazards and PPE

- Importance of PPE such as helmet, safety goggles, nose face mask, safety jacket, hand gloves, safety shoes, gumboots, etc. were explained in terms of their uses, importance, price and potential health risk.
- Demonstration on usage of PPEs and first aid in case of on-ground injury was given

Session on Health, Addiction and Food Habits

- The session focussed on common health issues faced by sanitation workers.
- The trainer advised the workers to visit their family doctors to adopt a better lifestyle and overcome addiction and manage work related stress.
- General health check-up was conducted, i.e. height, weight, BP, ENT, blood sugar Level (random) and also prescribed necessary actions in the form of tests or medications based on the diagnosis.

Following PPE was distributed during the workshop:

Nose mask with valve	Rubber gloves (orange and blue)	Safety helmets
Half face air purifier respirator with cartridge	Reflective aprons and jackets	Nitrile rubber hand gloves
Safety goggles	Gumboots with steel toe	Heat resistant leather hand gloves

Safety of Sanitation Workers	Resource Development	Institutionalizing Waste Pickers
City Name	Wai	
Population of City	46832	
Total SHGs	350	
Active SHGs	123	
Total Strength	7500	



Facilitation of sanitation workers by WMC officials



Training and health camp organised for sanitation workers

Distribution of Personal Protective Equipment for Sanitation Workers in Khopoli

Engagement Model: Distribution of Personal Protective Equipment to all the sanitation workers in Khopoli during COVID

Technical Support to KMC

•CWAS is providing city level technical support to Khopoli Municipal Council for improvement in sanitation services with special focus on Faecal Sludge and Septage Management (FSSM).

Distribution of PPE kits to all sanitation workers at KMC

• CWAS distributed a total of 275 sets of PPE kits for all of KMC' s sanitation workers on June 26, 2020 to aid the sanitation workers in resuming their work safely during the pandemic.

•The distribution was conducted with social distancing and with safety precautions.

Details of sanitation workers receiving PPE kits include:

- Permanent staff involved in road sweeping, drainage cleaning and desludging vehicles
- Contractual staff involved in cleaning of solid waste collection,
- SHG women involved in cleaning of public places and road sweeping
- Contractual staff involved in FSTP operations and maintenance and toilet cleaning.

Following PPE was Distributed:

Nose mask with valve	Rubber gloves (orange)	Safety Helmets
Neoprene Rubber Hand Gloves	Aprons	Nitrile rubber hand gloves
Safety Goggles		

Safety of Sanitation Workers

Resource Development

Institutionalizing Waste Pickers

City Name	Khopoli
Population of City	92840
Total SHGs	200
Active SHGs	186
Total Strength of women	2406



Safaimitra Entrepreneurship and Upliftment Promotion Scheme by Mira Bhayander Municipal Corporation

Engagement Model: Distribution of Personal Protective Equipment to all the sanitation workers in Khopoli during COVID

As part of Safai Suraksha Challenge, MBMC has initiated a Safaimitra Entrepreneurship and Upliftment Promotion Scheme that aims at building capacities of sanitation workers and their families.

The scheme uses awareness material to disseminate information about sanitation workers and the problems faced by them. The awareness material is broken into three stages:

Ist Phase: Introducing readers to the sanitation workers by publishing a short introduction

II Phase: Publishing stories about problems and opportunities of the sanitation workers

III Phase: Success stories and stories of overcoming adversities.

- As part of the scheme, the corporation has tied up 31 sanitation workers with different departments to explore livelihood opportunities
- In collaboration with NULM department, the corporation is creating six SHG groups of ten members each.
- The corporation will be assisting the sanitation workers in accessing loan and medical insurance through central government' s ongoing schemes.
- The corporation is aiming at establishing and sustaining the initiative beyond the Safai Suraksha Challenge' s timeline.

Safety of Sanitation Workers

Resource Development

Institutionalizing Waste Pickers



Bhavika Yogesh Patil has been working in Mira Bhayander Municipal Corporation since last 2 months and in such a short span she has made it up to the list of most dedicated workers in corporation.

She never thought of working, she was happy being a homemaker but the unfortunate covid situation took her husband's job, he is unemployed in the past 6 months. When they saw no ray of hope, Bhavika decided to be the ray of hope herself. She chose to work as a gardener at Mira Bhayander Municipal Corporation. This is her very first job.

She cleans the litter, maintains the garden area by watering/mudding/shaping plants, she also plants new trees, flowers, herbs and more.

Story documentation of sanitation workers from the field as mentioned in MBMC' s documentation of Safai Mitras

Ensuring no reduction in wages of contractual/ daily wage workers unable to report to duty because of COVID pandemic

Engagement Model: Release of Government Resolution mandating no deduction in payment across government and private sector.

Safety of Sanitation Workers

Resource Development

Institutionalizing Waste Pickers

- The state released a Government Resolution, serial Number: 2020 / Pr. No. 45 / Work-9 regarding
- influence of Covid-19 Virus on the income of the marginalized across private and government sector.
- Given that the most vulnerable would be hit the worst in the global pandemic, the state mandated no reduction in wages and no reduction in wages of those not able to join duty because of the virus.
- The GR extends to private and government sector with a focus on contractual workers, daily wage laborers, construction workers and other vulnerable groups.
- The GR states that those who are absent on work location should be considered working from home and their absence has to be considered as paid leave.
- The contract basis or workers under law of labour act, have to be paid full salary by the concerned authorities on company level and the administrative level.
- The GR focuses on no loss of income of the vulnerable groups and ensures financial stability.

कोविड- १९ विषाणूचा प्रादुर्भाव - लॉकडाऊन कालावधीत बेघर/ विस्थापित कामगार व परंपरागत अडकलेले कामगार यांच्या वेतनात अथवा मजुरीत कोणतीही कपात न करण्याबाबत लष्वा त्यांना कामावरून कमी न करण्याबाबत..

महाराष्ट्र शासन,
उद्योग, ऊर्जा व कामगार विभाग
शासन निर्णय, क्रमांक: संश्री २०२०/ प्र. क्र. ४५/काम-९
दुलाबा राजगुरु चौक, मादाम काना मार्ग
मंत्रालय मुंबई ४०० ०३२,
दिनांक ३५ मार्च २०२०

- ब्रह्म** १-१) सचिव, श्रम व रोजगार मंत्रालय, भारत सरकार यांचे क्रमांक: एम-११०९४/०८/२०२०-मिडिया, दिनांक २० मार्च, २०२० चे पत्र
- २) सह मंत्रालय, भारत सरकार, यांचे क्रमांक: ४०-३ /२०२०/ लीएम-आय(ए) दिनांक २९ मार्च, २०२० चे आदेश.
- ३) शासन निर्णय, महसूल व वन विभाग, क्रमांक: डीएमयु /२०२०/ प्र.क्र. ९२/ डीआयएसएम-९, दिनांक २९ मार्च, २०२०

प्रस्तावना :-
संपूर्ण जग कोरोना वायरस COVID-१९ च्या प्रादुर्भावामुळे अत्यंत अडचणीचा सामना करत असतानाच याबाबतच्या गंभीर समस्यांना भारताला देखील सामोरे जावे लागत आहे, त्या विरुद्धच्या एकत्रित प्रयत्नांचा भाग म्हणून यापूर्वी केंद्र शासन व राज्य शासनाच्या संदर्भीय आदेशान्वये कायदाकारे खबरदारी घ्यावी व समाजातील कामगार वर्गाला याचा दुष्परिणाम होणार नाही याबाबत काय

Government Resolution, Serial Number: 2020 / Pr. No. 45 / Work-9
Influence of Covid-19 Virus - No reduction in wages of homeless/displaced workers and migrated workers trapped during the Lockdown period.

Production of Face Masks by SHG Workers Across Cities Along with COVID Awareness

Engagement Model: Engaging SHGs for production of face masks

- Self Help Groups in cities such as Kalmeshwar (Nagpur) and Wani (Amravati), Dhule are involved in preparing masks. The SHGs in Wani, has also been involved in awareness activities through distribution of pamphlets and information material.
- ULB' s such as Lanja (Konkan) have employed 40 -50 ASHA workers for making face masks. Each ASHA worker makes 5-10 masks per day that are sold for Rs. 25
- SHGs in Shirpur, Nashik are working with individuals and families who have recently migrated from other cities or have a history of international travel. The SHG women stamp the hands of families marking them for self-quarantine. Additionally they supply masks that have been stitched by them.
- SHGs in Mira Bhayander had been trained in tailoring. During COVID, they undertook mask preparation and have been selling the masks to citizens.

Safety of Sanitation Workers



Resource Development



Institutionalizing Waste Pickers



Preparation and Dissemination of Resource Material on Importance of PPE in Wai

- Resource materials have been developed for sanitary worker's safety depicting the importance of usage and maintenance of PPE.
- The resource is in the form of flyers and posters used extensively during the training workshop.
- Ongoing discussions with WMC about appropriate placement for the resource material permanently for which places have been identified.

All the posters and flyers are pictorial in nature and in local language which can be easily understood.

Safety of Sanitation Workers	Resource Development	Institutionalizing Waste Pickers
City Name	Wai	
Class of City	C Class	
Total SHGs	350	
Active SHGs	123	
Total Strength of women	473	

Flyers and posters developed focus on the following themes:

- 1 Types of PPE to be worn accordingly to activity
- 2 Steps to enforce a good PPE culture
- 3 Storage, maintenance and monitoring
- 4 Health implications of not using PPEs

PPE protects you but only if you use it

Beyond PPE : Basic hygiene for preventive action

Advised PPE for different type of work

स्वतः ता योग्य पीपीई संरक्षित करा

Collectivizing Waste Pickers Through Municipal Action - Case of Swach Initiative, Pune

Engagement Model: Contracting Cooperative as an arm of PMC for waste collection

- 1st such entity created through municipal action in India (GB Res. No. 476 dated 22/02/2007 confirmed by State GR PMC 3007/181A/Pr.Kr.324/Navi-22)
- Cooperative of waste-pickers and other urban poor – under guidance of PMC MC and UCD Dept
- Covering 8.4 Lakh properties through 3500 informal waste-pickers
- The non-recyclable garbage is segregated for sale, while the wet/organic and non-recyclable waste is dropped off at PMC 'feeder points,' from where it is collected by the municipal garbage trucks and sent to the landfill.
- The model is energy-efficient and environmentally beneficial as SWaCH waste-pickers recycle and reduce the quantity of waste sent to landfills

Developing leadership among Waste Pickers

Waste pickers engaged with the cooperative are provided with legal documents including Aadhar card

Out of the total staff of the cooperative, 70% are women. Including as representatives elected across the hierarchies by the waste pickers themselves.

Various training workshops are undertaken on waste, segregation and soft skills such as conflict resolution with clients.

A legal team is available for provide counseling on issues including – domestic violence, rehabilitation in case of those seeking safer alternatives.

Incidences of waste pickers moving to become coordinators have set positive reinforcements within the groups.

Safety of Sanitation Workers

Resource Development

Institutionalizing Waste Pickers



Initiatives towards welfare of sanitation workers

Lessons Learnt

- Several national and state level schemes have extended safety and security measures towards sanitation workers. The ongoing global pandemic however makes sanitation workers extremely vulnerable and calls for stringent policy and stakeholder intervention to safeguard their rights and dignity.
- Some of the interventions that can be incorporated includes:
 - Mandatory provision for medical insurance for on roll and contractual sanitation staff.
 - Hand holding in accessing national policies e.g. NSKFDC through loan melas
 - Provision of gender segregated PPE kits
 - Provision and access of sanitation infrastructure and MHM facilities for women sanitation workers at their workplace
 - Ensuring implementation of POSH committees under Sexual Harassment of Women, Prevention, Protection and Redressal Act, 2015.
 - Extending welfare policies to families of sanitation workers





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Way forward

Initiatives towards inclusivity and building women's agency in Maharashtra



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5 Involvement of NGOs and CBOs to support ULBs' own initiatives

Purpose

While the state has developed and undertaken several provisions towards inclusive sanitation practices, civil society also plays a crucial role in last mile connectivity to services. While several organizations have been actively involved in WASH sector, Community Based Organizations (CBOs) and Non-Governmental Organisations (NGOs) have collaborated with ULBs in select cities for strengthening of implementation of ongoing programs.

Organizations working on grass-root level play a critical role in community engagement and behavioral change because of their rapport and contextual knowledge. They have also been instrumental in awareness generation and capacity building of women through sustained engagement in livelihood generating activities.

Involvement of NGOs and CBOs to support initiatives undertaken by ULBs

Objective



Access to sanitation facilities in lower income settings



Provision of gender sensitive sanitation infrastructure in communities



Access to menstrual health management (MHM) infrastructure in communities



Livelihood opportunities for women in settlements



Community Engagement in lower income settlements of Mumbai by a Mumbai based CBO, Triratna Prerana Mandal (tTPM)

Government of Maharashtra's undertaking Mahila Arthik Vikas Mahamandal (MAVIM) (1/2)

Engagement Model: Implementing women empowerment programs through MAVIM

Mahila Arthik Vikas Mahamandal is State Women Development Corporation of Maharashtra known as MAVIM. MAVIM is working with aim of 'Women Empowerment'. It is established in 24 Feb, 1975. It is registered under section 25 of companies' act 1956. It is administered by Women & Child Development Dept. of Maharashtra. Objectives of MAVIM is mobilizing and building organization of women, enhancing capacities by providing trainings, increasing self-confidence and strengthening entrepreneurship among women and making credit and markets accessible to them. The corporation also seeks to improve women access to education and increase their participation in decision making and governance. MAVIM has gained experience in providing stability and sustainability to the SHG movement in the state.

MAVIM is implementing women empowerment and sustainable institution development program through four verticals named as Grassroots institution building, Micro finance services, Livelihood & micro enterprise development, and Women empowerment.

So far **14,97,000+** women have been organized into Self Help Groups, **1,00,000+** Self Help Groups have been formed, **406 Community Managed Resource Centers** have been formed, **2900+ crores** of formal credit has been extended.

The work is done through four verticals

Grassroot Institutional Building	Livelihood Creation
Social Empowerment	Financial inclusion

MAVIM

NULM

Cooperative bank



Government of Maharashtra's undertaking Mahila Arthik Vikas Mahamandal (MAVIM) (2/2)

Flagship Programs by MAVIM:	
1	Tejaswini Maharashtra Rural Women Empowerment Program: This program is aimed at providing stability and sustainability to the SHG movement in the state
2	Minority Women Empowerment program: With the support of the Minority Development Department of Govt. of Maharashtra, MAVIM has been implementing minority programmes in 13 cities of 10 districts since the year 2012.
3	Maharashtra State Rural Livelihood Mission (MSRLM): In accordance with an MOU with MSRLM, since 17th April 2013, MAVIM has been engaged as an 'Implementation and Technical Partner with MSRLM.
4	Integrated Watershed Management Program (IWMP): Mahila Arthik Vikas Mahamandal (MAVIM), Mumbai and Vasundhara Watershed Development Agency (VWDA), Pune, the latter being a nodal agency of Integrated Watershed Management Programme (IWMP) of GoM, have signed a MoU under the Livelihood component of IWMP programme.
5	Deendayal Antyodaya Yojana – National Urban Livelihood Mission (DAY-NULM): MAVIM as a resource organization, is working in 250 ULBs across all the districts of Maharashtra. MAVIM's role is to upskill the urban poor by building their own grassroots level institutions and providing them with capacity building training.
6	Convergence of Agriculture Interventions in Maharashtra (CAIM): The six districts in the Vidharbha region include Akola, Amravati, Buldana, Washim, Yeotmal, Wardha, under the Government of Maharashtra & IFAD for the CAIM Project.



Inclusive Sanitation Infrastructure by Triratna Prerana Mandal, Mumbai a Community Based Organization (1/2)



Triratna Prerana
Mandal

Triratna Prerana Mandal (TPM) is a Mumbai based community based organization that runs a inclusive public toilet and is involved in solid waste management with a focus on generating livelihood and skill building of women.

Toilet facilities for women:

- **Sanitation Facilities for Women** - Separate toilets facilities with bathing area available. Dedicated waste bins in each cubicle for Sanitary Waste. CCTV surveillance of compound 24x7.
- **Vending Machine**- Sanitary napkins are available at Rs. 5. To make the access easier, the caretaker provides Rs. 5 coins to the users.
- An **incinerator has been installed** for disposal of the sanitary napkins
- The CBO organises *nukad* meeting in slum areas to create **awareness among women** on importance of menstrual health & hygiene.



Inclusive Sanitation Infrastructure by Triratna Prerana Mandal, Mumbai a Community Based Organization (2/2)

The toilet facility is equipped with **solar panels with provision of hot water** in the toilet blocks.

Employment for Rag-pickers: TPM has started a garbage collection and segregation centre that has provided permanent employment to rag-pickers from the slum area.

Vermi-composting: TPM has developed a vermi-composting unit for treatment of used flowers. A dedicated enclosure has been set up for community to dispose flowers. TPM conducts regular awareness around this initiative.



Making Amalner Open Defecation Free Through Access To Sanitation Infrastructure by Mahila Housing Trust in Amalner (1/2)



Mahila Housing Trust

MHT is founded by the Self Employed Women's Association (SEWA). It is a union of poor, self employed women workers, that work towards facilitating better housing and infrastructure for its members

Making the city ODF:

In November 2017, MHT team undertook a survey of 10 slums for construction of individual toilets in Amalner in Maharashtra . As per the findings, 1583 houses (58 % of the population) did not have access to IHHT.

Team MHT has been engaged in conducting house visits, organizing awareness programs through street plays, showing videos and initiating discussions around the need for IHHT through games such as snakes and ladders in the slum areas.



MHT women spreading awareness on importance of using toilets and stopping open defecation



<p>Strategies for Stopping Open Defecation</p>	<p>Construction of individual toilets, Behavior change, Use of community toilets</p>
<p>Strategies for motivating community to construct toilets</p>	<p>Facilitating loan process, Space Constraints and Assisting those staying on rent</p>

Making Amalner Open Defecation Free Through Access To Sanitation Infrastructure by Mahila Housing Trust (2/2)

Training and Capacity Building:

- Out of a total of 10 slums, MHT is involved in training 40 women from each slum. Out of the trained women, a Community Action Group (CAG) consisting of 12 women and one adolescent girl is created that acts as facilitator between the community issues and council.
- A module has been prepared for the CAG on issues of CT/PT cleanliness, gutter cleaning and maintenance, water availability and provision of electricity. The members have been trained to write applications, raise complains and follow up with concerned authorities.
- Women are trained on construction process of IHHT with a focus on construction material to maintain quality.



Team MHT creating awareness on individual toilets. Women with IHHT constructed with assistance from MHT

Making Amalner Open Defecation Free through Access to IHHT and Water Supply by Mahila Housing Trust

School Sanitation:

MHT has conducted drawing competitions in schools on Swachh Bharat Abhiyan. The paintings by the winners have been replicated on community toilets/ walls of slum areas along with their names.

Scarcity of Water in Amalner:

- While implementing the sanitation project in Amalner, the argument of people for not constructing individual toilets was scarcity of water – the community gets water supply once in 5-7 days during and the situation gets worse in summers with water supply being available once in 12-15 days.

- Given a poor supply of water in the city, MHT has identified 17 wells out of which 3 have been re-constructed and connected to rain water pipes. The reconstruction of the remaining is under process.

Solution to water crisis in Amalner

MHT has prepared a Detailed Project Report, emphasizing on the technological solutions to address the water scarcity in Amalner focussing on Retention, Recharge and Reuse of water.

Implementing DPR: Rain Water Harvesting - MHT in collaboration with Germany based organization Misereor Foundation is executing a project for reviving and recharging the non-functional wells through Roof Rain Water Harvesting (RWH) technique.

MHT is working towards building capacities of poor women to understand and engage with the government on climate change resilience, specifically focused on issues pertaining to sanitation and water.



Wells revived in Tadeपुरa and Bhandarkar, Amalner through RWH

Introducing 'Period rooms' to Mark Menstrual Hygiene in Community toilets in Thane Municipal Corporation

Engagement Model: Thane Municipal Corporation has collaborated with Muse Foundation, an NGO to introduce 'period rooms' in community toilets.

- In order to make menstrual hygiene more accessible for women using community toilets, a 'period room' has been set up at a public toilet in Maharashtra's Thane city
- One of the 10 toilets in the women's section in Thane's Lokmanya Nagar has been converted into a 'period room', the first of its kind in a public toilet in a slum community.
- The 'period room' has been equipped with a urinal, a jet-spray, a toilet-roll holder, soap, running water and a dustbin.
- Thane Municipal Corporation is planning to have such a room across its public toilets (i.e 120 community toilets)
- This is a low-cost innovation costed the corporation Rs. 45,000.
- **Muse Foundation**, an NGO assisted Thane Municipal Corporation in creating it. This decision was taken after a survey of 1000 women highlighted the difficulties they face during menstruation.

The 2019 study on women's menstrual hygiene practices in 15 slums in Thane revealed a heavy dependency of women on community toilets and the problems faced to manage menstruation due to lack of water, unsafe changing rooms, absence of disposal mechanism for soiled napkins.

The rooms of the toilet have been colorfully painted to promote sustainable menstruation. The walls also include message such as:

"Menstrual cycle is a natural process. Tyabaddal lajjaspad ase kahihi nahi (There is nothing shameful about it)"



The community toilet in Lokmanya Tilak, Thane where the period room has been introduced



Increasing access to Individual Household Toilets in Pune through Shelter Associates

Engagement Model: One Home One Toilet' project implemented by Pune Municipal Corporation to provide sanitation at the household level, in partnership with Shelter Associates.

To implement the project, the focus was on:

Mapping city - wide slum information to increase availability of safe and economical toilets for slum – dwellers

- Using data and behavior change programs.
- The project involved the community through various engagement activities like total sanitation approach, micro planning processes, etc
- Emphasis on the benefits of constructing individual toilets, especially for women as they have to face the worst ordeals of open defecation.
- Building new infrastructure in slums is often arduous, and needs support from the municipal authorities to make basic improvements and so Shelter worked with elected representatives and engineers from the municipal corporation to see how new lines were to be laid.

In the One house one toilet (OHOT) initiative model materials are delivered to the door and enable families to construct the toilet at a faster pace on priority.

The material cost is borne by SA and the labor cost is covered by the household.

3186 individual household toilets have been facilitated by SA in Pune.



Community Sanitation Programs by Society for Promotion of Area Resource Centers (SPARC)



Engagement Model:

SPARC supports the mobilization and organization of communities of the urban poor in India and throughout the developing world. SPARC aspires to empower the urban poor in India gain access to the resources they need to upgrade and formalize their settlements.

SPARC's work on community sanitation: Pune

- The Alliance began working in a significant way on community sanitation in slums of Pune with the Pune Municipal Corporation in 1999.
- Within a year, we constructed more than 10,000 seats in community toilet blocks benefiting at least 500,000 slum dwellers.
- The mode of implementation has been critical: a precedent-setting partnership between the municipality, NGOs and community-based organizations.
- The Corporation provided land, capital costs, water and electricity, while NGOs and CBOs designed, constructed and maintain the community toilets.

Collaboration with Mumbai Corporation of Greater Mumbai

- The Pune demonstration also helped the Municipal Corporation of Greater Mumbai (MCGM) begin its slum sanitation program under the World Bank-assisted Mumbai Sewage Disposal Project (MSDP).
- The Alliance won tenders for constructing more than 270 toilet blocks with 4000 plus toilet seats, benefiting at least 350,000 people, under the first and second phase of MSDP.
- Under the Nirmal Bharat Abhiyan toilet scheme of the central government, SPARC has constructed toilet blocks across 10 ...



Provision of Sanitation Infrastructure through installation of Women friendly Toilets across Cities: Deploying Bus Models

Installation of Smart She Toilet, Location: Navi Mumbai

Navi Mumbai Municipal Corporation has installed 12 smart e-toilets for women.

The toilet is equipped with mirror, sanitary napkins/diapers and feeding rooms. The toilets are operated by coins and save energy.

The toilets can be accessed by web via authorities to monitor operations.



Smart e-SHE Toilet installed by NMMC

Installation of 'Ti' Toilet, Location: Pune

- Toilets for her was launched in 2017 as a new connected hygiene center business model concept introduced by the PMC with the help of Saraplast Pvt. Ltd to provide public toilets for women throughout Pune.
- The Ti bus is a converted out of service city bus that provides a clean facility for women to use in public areas. The Ti business model generates revenue by providing additional services such as laundry and café as well as selling goods such as sanitary pads and products that provide health information.
- Ti bus is beginning to implement sensors with the vision to integrate digital health and personal care services to provide value added services.
- There are currently ten operational buses in Pune, serving 275 people daily.

The toilet facility includes feeding space and availability of purchase of sanitary napkins and diapers. The mobile toilet uses solar panels mounted on top of the bus.

The toilet is also equipped with TV and wifi facility and has catering service available. The model is being replicated in Mumbai.



Run-down buses refurbished as a mobile 'Ti-Toilet', Pune

Involvement of NGOs and CBOs to support initiatives undertaken by ULBs

Lessons Learnt

Community based organizations play an integral role in bridging the gap between policies and on ground implementation. Several ULBs have successfully partnered with NGOs and CBOs working on similar themes to reach out to the most vulnerable. However these partnerships should be replicated and scaled wherever ever possible.

- A public private partnership (PPP) model will can be useful in deploying inclusive sanitation infrastructure focusing on menstrual health and hygiene of women. Private partners responsible for CT/PT maintenance can develop toilet models as Community Sanitary Complexes with space for community/SHGs or youth groups to engage in livelihood activities.

- NGOs and CBOs can play a critical role in encouraging waste segregation activities and deploying MHM infrastructure and creating awareness on the subject – both in community and in schools through collaborations with educational facilities in their respective areas.

- ULBs can engage local CBOs and NGOs working on WASH and gender for reaching out to community on behavioral change communication across the sanitation service chain – the partnership can be critical right from construction of individual toilets, access to sanitation credit to building capacities of women in WASH as livelihood opportunities across service chain delivery to creating importance on schedule desludging.



Before Beautification



After Beautification

OD Spot beautification in Gandhipura, Amalner. The beautified spot includes a tap with water supply and street light.



MHT women spreading awareness on importance of using toilets and stopping open defecation



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Involvement of NGO and CBOs to support initiatives undertaken by ULBs

Way forward

Way Forward

The above stated cases have been crucial in collectivizing women, building capacities and providing livelihood opportunities of women and marginalized groups. However, given the significance of scaling these cases across state for structural transformation of women here is a way forward for undertaking a state strategy that will give women agency and engage institutions in reducing the gender divide and bring about a societal level change and move towards transformation.

Access

Involving SHGs in achieving universal IHHL coverage: Building capacities of SHGs in accessing sanitation credit can be instrumental in achieving universal coverage.

Community and public toilets to designed with a gender lens with MHM facilities such that they are accessible to the most vulnerable groups

Agency

Training and capacity building of Women Chief officers and all elected representatives: Orientation and capacity building should remain an integral part for efforts towards building agency amongst decision makers and other staff involved in FSSM.

Involving women's groups in each component of sanitation service delivery: Each component of the service delivery chain needs to be looked at individually for exploring opportunities for women and new avenues have to be undertaken.

Partnerships with NGOs/ CBOs: An enabling environment already exists towards these initiatives with active involvement of stakeholders. Adequate attention needs to be given to strengthen ongoing initiatives.

SHG friendly tenders: Efforts on institutionalizing and designing tender that encourage SHG to get formally engage are required.

Transformation

Convergence of SBM and DAY NULM: While several cities have actively involved women's SHGs in awareness activities, a formal engagement of contracting women's groups directly, through a contractor or building entrepreneurial skills to undertake activities independently ensures a sustained engagement that benefits the SHGs members. Policy convergences can be instrumental in scaling and institutionalizing some of these practice.

Institutionalizing safety and dignity of sanitation workers: With growing focus on sanitation workers towards safe guarding them occupational hazards, it is imperative that efforts on institutionalizing safety and dignity of sanitation workers is taken up by the State government. Apart from safety overall wellbeing of through access to relevant welfare schemes. Access to credit and alternate employment is also crucial for which policy level advocacy and convergence of efforts by different agencies working on sanitation workers.

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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.



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