

Training Workshop on Gender Sensitization in Ichalkaranji, Karad and Vita, Maharashtra

August 29, 2023 & January 17-18 & October 7-9 2024



Training Workshop on Gender Sensitization in Ichalkaranji, Karad and Vita, Maharashtra

Training Report

Center for Water and Sanitation

CRDF, CEPT University

August 2023, January & October 2024

Citation suggestion for this document:

Center for Water and Sanitation.(January, 2021). Supporting the Journey of Sinner for Safe Sanitation: Role of Center for Water and Sanitation. Ahmedabad: CWAS – CRDF – CEPT University. Retrieved from <https://cwas.org.in/>

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1 Introduction

The Municipal Councils of Ichalkaranji, Karad, and Vita in Maharashtra are implementing the City-Wide Inclusive Sanitation (CWIS) initiative to ensure safe and equitable sanitation for all residents. To support this initiative, the Center for Water and Sanitation (CWAS), in collaboration with CREA, organized one-day training workshops on "Gender Sensitization in WASH." These workshops, held on August 29, 2023, January 17-18 and October 7-9, 2024, in Ichalkaranji, Karad, and Vita respectively, aimed to reinforce the commitment to gender equality and social inclusion.

The workshop agenda encompassed several key areas: understanding gender and intersectionality, discussing the critical requirements of the POSH Act 2013, and engaging in a participatory session on gender-responsive sanitation design and gender inclusiveness initiatives in Maharashtra. Ms. Smita Waigankar, and Ms. Preeti K, a specialist in gender and violence against women (VAW), were pivotal in assisting CREA with organizing the workshop. All three training sessions saw active participation from both the CWAS and CREA teams.

1.1 About CWAS & CREA

The Center for Water and Sanitation (CWAS) is established under the CEPT Research and Development Foundation (CRDF). CWAS interventions are designed to enable governments to strengthen the delivery of urban services. Acting as a thought catalyst and facilitator, CWAS works closely with all levels of government—national, state, and local—to support them in delivering water and sanitation services efficiently, effectively, and equitably.

CREA is a feminist international human rights organization working in the global South. Through its Gender and WASH program, CREA aims to meaningfully integrate a gender and sexuality lens into the WASH sector in India. Under this program, CREA builds the capacity of partner organizations, conducts training for senior officials from the Housing and Urban Development Department and state technical units, and provides strategic guidance on integrating gender, sexuality, and rights in urban sanitation.

2 Assessment & Methodology

A comprehensive process was implemented to introduce a holistic approach to training and to gauge participants' attitudes both before and after the sessions. This methodology was used during gender training sessions across three locations, employing pre-training evaluations to assess initial understanding and post-training feedback to measure the training's impact.

2.1 Pre-Assessment visit Karad and Vita

In January 2024, the CREA team assessed Karad and Vita, engaging with Urban Local Body (ULB) officers. Karad showcased significant progress in WASH, transitioning from dry latrines to sewage treatment plants, using treated water for irrigation, and prioritizing waste management to reduce river contamination. Approximately 350 sanitation workers, predominantly from specific castes, are involved, with efforts to prevent discrimination. Vita, recognized as India's cleanest city, emphasizes community engagement by distributing dustbins and promoting innovative waste management practices. Despite lacking a sewer system, over 80% of households have individual latrines, supported by a Faecal Sludge Treatment Plant (FSTP), minimizing waste transportation. Special amenities, such as sanitary pad vending machines, are available without user fees, supported by a gender budgeting allocation of 5% to cater to women's needs. However, only one transgender person is officially registered in Vita's voter list, although around 4-5 transgender individuals are known to reside in the city.

2.2 Pre-Test for Participants

A pre-test conducted at all three municipal councils highlighting the need for training on the POSH Act and gender sensitivity. The tests assessed the knowledge and attitudes of ULB members and explored how to integrate gender sensitivity and intersectionality into their work. The findings revealed a significant gap in understanding basic concepts of gender and sexuality. Most participants viewed gender merely as the difference between men and women, and many saw sexuality as simply an act of sex rather than recognizing it as encompassing various sexual identities either assigned by society or chosen by the individual. Despite 60-70% of sanitation workers being women, they face challenges such as a lack of health insurance and insufficient awareness of their rights. These findings underscore the urgency of addressing these gaps in knowledge and awareness to foster a more inclusive and equitable work environment.

In phase-2 the pre-assessment responses revealed diverse perspectives among sanitation workers on gender roles, identity, power dynamics, and workplace challenges. Some participants viewed men and women as having equal roles, while others saw distinct differences. Identity was commonly understood as influenced by multiple intersecting factors, such as gender, caste, and class.

Most participants recognized power dynamics within personal relationships and workplaces, with varied opinions on who holds the most power, including officials, supervisors, or both genders equally. Patriarchy was largely perceived as a system where men generally hold more power.

Awareness about legal measures against sexual harassment varied, with many acknowledging their existence, while others were either unaware or unsure. Most emphasized the importance of reporting harassment to appropriate authorities rather than ignoring it.

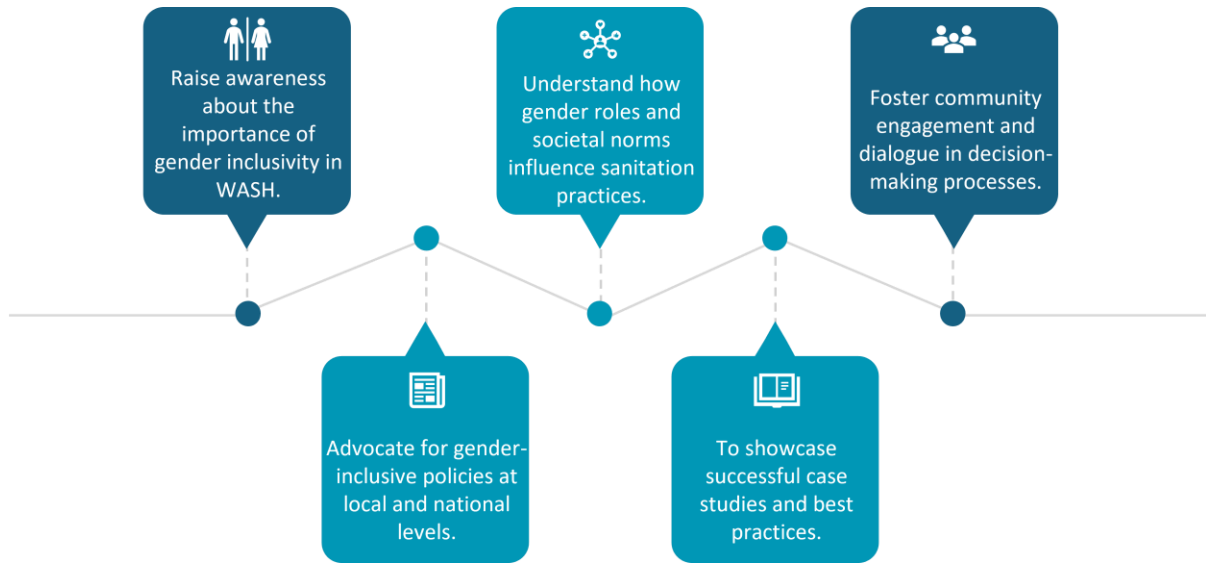
Participants had a clear understanding of occupational health and safety as ensuring worker welfare and protection. They highlighted significant health risks, including physical ailments and injuries, and acknowledged the need for comprehensive protective equipment like masks, gloves, full-body suits, and eye protection to mitigate these risks.

The responses reflected an understanding of workplace challenges while highlighting gaps in awareness of rights and available support systems.

2.3 Training Methodology

The training employed a variety of approaches to enhance learning effectiveness. Information was delivered through structured presentations, while the sessions remained highly participatory. Real-life case stories and examples were used to translate theoretical concepts into practical relevance. Group activities fostered collaboration, allowing participants to design gender-inclusive action plans and apply their knowledge in real-world scenarios. These activities were supplemented by interactive discussions to encourage active engagement and knowledge exchange. Through all the activities and interactive sessions, the main objective of this workshop is to:

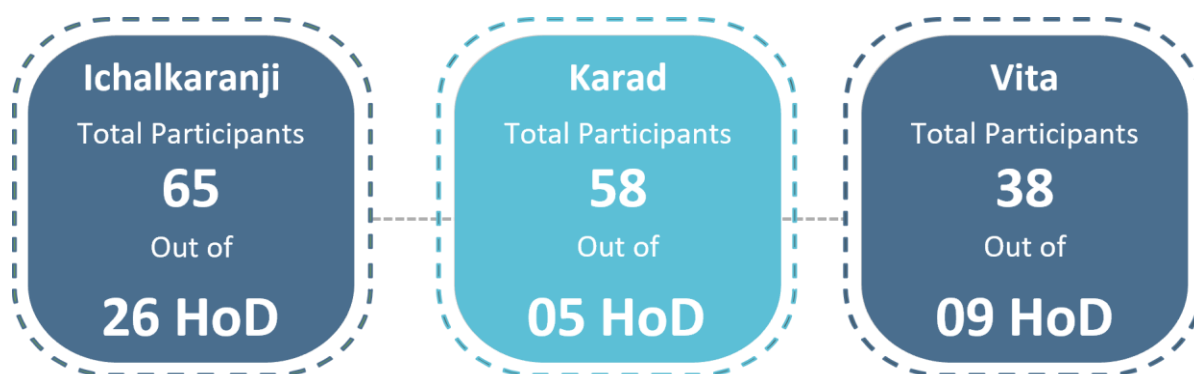
Figure 1 Objective of Training Workshop



3 Training Sessions

Government officials from municipal councils, including health inspectors, engineers, administrative officers, clerks, peons, fitters, health supervisors, administrators, counsellors, and drivers, participated in training sessions held across three cities.

Figure 2 Number of participants across all three cities



The training covered essential topics like gender and intersectionality, gender inclusion in WASH and compliance with the Prevention of Sexual Harassment at Workplace (POSH), ensuring that all participants received consistent and comprehensive instruction.

In phase 2 of the training in October 2024, 32 sanitation workers from Vita Municipal Council, 38 from Karad Municipal Council and 42 from Ichalkaranaji Municipal Corporation attended the session.

Figure 3 Inauguration of Training Workshop in Ichalkaranji



3.1 Session on Gender and Intersectionality:

During the session, the facilitator initiated a discussion on the disparity between sex and gender, prompting participants to critically analyse ingrained gender stereotypes. By

presenting various statements, the group collectively debunked traditional notions, recognizing societal conditioning as the root of these beliefs. NFHS data on early marriages prompted reflection on societal norms obstructing women's education. By distinguishing between biological sex and socially constructed gender, the facilitator underscored the significant role society plays in shaping gender roles, urging participants to recognize and challenge these constructs.

The facilitator further discussed Intersectionality which recognizes the intricate web of identities that shape an individual's experience, emphasizing that one's identity is not limited to a single category. She clarified the concept of patriarchy as a social system, where primary authority rests with men, particularly elderly men. Patriarchy is a system of thought that justifies the perceived superiority of men over women, emphasizing physical differences.

The facilitator asked provocative questions to engage participants in a discussion on gender roles and attitudes. Facilitator stressed that while one participant emphasized the advancements made by women in high-ranking positions, such as the President of India, these exceptions do not reflect broader gender dynamics. She emphasized that, despite irregular improvements, patriarchal practices still exist today. During the discussion of clichés such as "Men think with their heads," an additional participant related anecdotes about men taking up activities that are typically associated with women, including dishwashing. The facilitator recognized these changes, but also emphasized how deeply ingrained gendered roles are, such as childcare and housework.

Figure 4 Session on Gender and Intersectionality in Karad



Figure 5 Session on Gender and Intersectionality in Ichalkaranji



She emphasized that all forms of discrimination, even violence, infringe upon women's fundamental rights such as equality, freedom, survival, and work. She identified numerous inequalities experienced by women, including differences in paid and unpaid work, limited control over communication, labour, sexuality, and reproduction, as well as gaps in employment, pay, property ownership, education, healthcare, and the persistent issue of violence against women.

3.1.1 Phase-2: Training for Sanitation Workers

The workshop focused on fostering awareness about gender, identity, intersectionality, and patriarchy among sanitation workers, many of whom were temporary migrant labourers specially in Vita Municipal Council. Facilitator initiated the session by emphasizing participation, simplifying concepts, and encouraging open discussions. Workers shared insights into their backgrounds, highlighting issues such as language barriers, educational challenges, and caste-based discrimination.

Key Topics Covered: Identity and Intersectionality: Participants explored how factors like caste, occupation, and education shape experiences. Preeti used examples and a pyramid diagram to illustrate social hierarchies and emphasized equality as enshrined in law.

Gender Roles and Stereotypes: Societal expectations for men and women were discussed through statements like "Women are more emotional" and "Filling water is a woman's task." Preeti challenged stereotypes, highlighting the constructed nature of gender norms.

Patriarchy: Participants reflected on household dynamics and societal structures that privilege men. Preeti explained patriarchy as a belief system perpetuating inequality, urging participants to question traditional roles.

Violence and Rights: Through real-life stories, discussions focused on recognizing and addressing various forms of violence, such as workplace harassment, domestic abuse, and

economic exploitation. Legal frameworks and the importance of education were also highlighted.

Reflections: Participants shared personal experiences, including gender disparities, child marriage, and restrictions faced by women. The workshop emphasized the need for societal change, encouraging participants to challenge entrenched norms and advocate for gender equality. Preeti concluded by underscoring the role of education and respectful parenting in shaping equitable futures.

Figure 6 Session on Gender and Intersectionality in Vita for Sanitation workers



3.2 Session on Gender Inclusion in WASH

Smita Waigankar from TISS Mumbai led a session discussing how cities can be more inclusive in providing clean sanitation. She explained that Municipalities must ensure everyone has access to clean sanitation, following laws such as The Maharashtra Municipal Councils Act and the 74th Constitutional Amendment. She also talked about SBM 2.0 and Amrut 2.0, which aim to improve sanitation for everyone. Participants asked questions about challenges faced by Municipal Councils in keeping cities clean. The session also explored gender inclusion in urban sanitation governance, focusing on the roles of Municipal Corporations and legal frameworks to ensure public health and sanitation.

The CWAS team convened to discuss the "Maharashtra Approach for SHG Engagement," which focuses on involving women's self-help groups (SHGs) in sanitation activities across Urban Local Bodies (ULBs) in Maharashtra. Led by city governments and facilitated by the state, this approach aims to foster inclusivity and empower women through various

initiatives under the Swachh Bharat Mission (SBM). The session highlighted successful strategies for SHG engagement, emphasizing real-life examples that demonstrate the transformative impact beyond mere access to sanitation services. Discussions delved into the collaborative efforts between SHGs and city governments, particularly in maintaining cleanliness and waste management within cities. The trainer outlined mechanisms for SHGs to access funding for sanitation improvements and ensure the welfare of sanitation workers. Additionally, the role of NGOs and community groups in supporting these endeavours was emphasized, reflecting a comprehensive approach to sanitation governance and empowerment initiatives in urban settings.

Figure 7 Session on Gender Inclusion in WASH in Vita



Figure 8 Session on Formal SHG engagement for WASH in Maharashtra by CWAS Team



3.3 Group Work & Interactive Activity

The gender inclusivity-Training Workshop for officials of Ichalkaranji, Karad, and Vita Municipal Corporations was comprehensive and interactive. Participants actively engaged in exercises, learning key concepts and approaches. They appreciated the sessions being conducted in Marathi, finding it more accessible than English or complex Hindi. Many participants were initially unaware of basic gender concepts and laws like the POSH Act but showed eagerness to learn and discuss gender biases. While the one-day training was helpful, further training of stakeholders using a cascade model is recommended. Identifying and training Master Trainers from each Municipal Council, supported by organizations like CREA and CWAS, can facilitate broader capacity building in gender-responsive and inclusive sanitation practices.

Figure 9 Group Work & Interactive Activity



3.3.1 Phase-2: Training for Sanitation Workers

The workshop included an engaging group activity designed to encourage reflection and foster discussions on gender, power dynamics, and social structures. Participants were divided into smaller groups and asked to analyse and respond to various real-life scenarios highlighting gender inequality and workplace challenges. One such scenario focused on sexual harassment, where participants were tasked with identifying the nature of the harassment, its impact on the victim, and potential solutions. Another scenario explored caste-based discrimination and its intersection with gender, prompting discussions on the double burden faced by marginalized women.

The activity required participants to share their perspectives and experiences, allowing them to connect the issues discussed with their own lives. Participants identified forms of violence—physical, emotional, and economic—experienced by women in their communities and workplaces. The groups also discussed societal stereotypes, such as the belief that certain roles and responsibilities are predetermined by gender, and how these contribute to systemic inequality.

The resource person, Preeti Karmarkar, facilitated the activity by guiding the groups through critical points, encouraging open dialogue, and ensuring all participants contributed, including those less comfortable with speaking. After the group discussions, participants reconvened to present their findings, with each group sharing insights into how systemic issues affect their lives and communities.

This activity helped participants better understand the concepts of identity, patriarchy, and intersectionality while emphasizing the importance of collective action. It fostered a sense of empowerment, as participants recognized the value of questioning societal norms and advocating for their rights. By engaging with real-world scenarios, the activity bridged the gap between theory and practice, equipping participants with tools to address inequality and violence in their personal and professional environments.

Figure 10 Group Work & Interactive Activity of sanitation workers at Karad



3.4 Session on Prevention of Sexual Harassment at Workplace

During the session, the facilitator introduced the Prevention of Sexual Harassment (POSH) Act 2013, tracing its historical development and rationale. She delved into the Act's definition of sexual harassment, highlighting key elements and important provisions. Additionally, she emphasized the crucial role played by employers and members of the Internal Committee (IC) mandated by the Act, stressing the significance of their responsibilities in addressing and preventing sexual harassment in the workplace.

Furthermore, the facilitator addressed the misconception that the POSH Act of 2013 is antimale, clarifying that its primary aim is to combat sexual harassment, particularly aimed

at safeguarding women who are often more vulnerable due to societal factors. She underscored the necessity of such measures, emphasizing the need to educate both men and women on respectful behaviour and the importance of creating safe environments for all. The facilitator highlighted employers' duty to train IC members effectively, ensuring they possess the skills to handle complaints sensitively, impartially, and in accordance with legal procedures.

In response to participant inquiries, the facilitator provided additional context by referencing statistics from the National Family Health Survey (NFHS) regarding Violence against Women (VAW), reinforcing the urgency and prevalence of the issue. By grounding the discussion in empirical data, she effectively sensitized participants to the gravity of sexual harassment and the imperative for proactive measures outlined in the POSH Act.

Figure 11 Session on Prevention of Sexual Harassment at Workplace in Vita



Figure 12 Session on Prevention of Sexual Harassment at Workplace in Ichalkaranji



Figure 13 Session on Prevention of Sexual Harassment at Workplace in Karad



3.4.1 Phase-2: Training for Sanitation Workers

Preeti Karmarkar introduced the POSH Act, 2013, emphasizing women's right to a safe workplace and management's responsibility to ensure safety and address incidents. Sexual harassment was defined to include unwanted physical touch, lewd comments, coercion, and

hostile environments, highlighting the importance of awareness in workplaces, including for sanitation workers.

Participants were informed about their responsibilities to maintain proper behaviour and report inappropriate actions. It was clarified that the law aims to prevent harassment, not target men. Discussions touched on societal biases that often blame victims, requiring women to show great courage to report harassment. The dual oppression faced by Dalit women due to caste and patriarchy was also addressed, linking the POSH Act with the Scheduled Castes and Tribes (Prevention of Atrocities) Act.

Resource persons introduced the POSH committee established by the Municipal Council and Corporation, detailing its members, and encouraging sanitation workers to seek help through the committee for workplace harassment concerns. This session served to raise awareness and empower participants to confront harassment and discrimination assertively.

Figure 14 Session on Prevention of Sexual Harassment at Workplace at Ichalkaranji



Figure 15 Session on Prevention of Sexual Harassment at Workplace at Vita



3.5 Introduction to and Awareness of Occupational Safety and Dignity of Sanitation Workers

In second edition of trainings for sanitation workers, a new topic was introduced on occupational safety and dignity of sanitation workers. The session, led by Smita Wainganakar, focused on occupational safety and dignity for sanitation workers, with an emphasis on understanding their perspectives. Smita divided the session into three parts: understanding sanitation work, addressing health risks, and promoting dignity and respect for their roles.

Nature of Work

The discussion revealed that the workforce comprises permanent and contractual workers, including migrants from Karnataka and Telangana. Tasks include cleaning streets, markets, drains (ranging from 1 to 20 feet deep), and municipal facilities. Gender-specific roles were noted, with women cleaning ladies' toilets and men operating waste vehicles. Despite receiving basic supplies like gloves and masks, many workers lacked properly fitting gear. Challenges such as waterlogging and the unequal distribution of protective equipment were highlighted.

Health Risks

Sanitation workers face physical issues like respiratory problems, joint pain, and skin conditions, as well as mental health challenges from unpleasant odors and societal stigma.

Women reported additional stress from balancing domestic responsibilities. Smita emphasized the need for open dialogue, better access to safety gear, formal training, and mental health support. Workers noted the lack of facilities for recovery or rest, with many expressing fatigue and limited time for personal or family activities.

Dignity in Work

Smita encouraged workers to view their roles as vital to urban health, akin to "city doctors," and to take pride in their contributions. While many workers expressed dedication to their jobs, they hoped for better opportunities for future generations. The NAMASTE scheme was introduced, offering training, safety equipment, and financial support for mechanized sanitation practices. Workers raised concerns about inadequate awareness of government schemes, prompting discussions on improving communication and advocacy.

Smita concluded by urging participants to reflect on these issues, engage proactively with officials, and prioritize their health and well-being while asserting the significance of their roles.

Figure 16 Session on Introduction of occupational hazard at Ichalkaranji



4 Feedback

4.1 Participants Feedback

Participants responded positively to the training, expressing that it was highly informative and eye-opening. This positive feedback underscores the success of the training in enhancing awareness and educating participants on gender inclusivity. Moreover, the favourable reception of the training methods indicates that participants found the engagement strategies to be effective. Suggestions for follow-up sessions to reinforce the acquired knowledge demonstrate a desire for continued support and the potential for further deepening of understanding through additional training modules.

Gender inclusivity training aims to empower individuals by helping them understand the importance of including all genders in urban sanitation efforts. By raising awareness and providing tools, this training enables communities to address everyone's needs during planning and implementation. It also encourages collecting data specific to gender, which helps in making decisions based on evidence. This leads to more equitable sanitation policies and practices in cities, resulting in increased availability of clean and safe restrooms for people of all genders.

"Knowing about gender, sexuality, and rights really matters. It helps us understand things like sexual orientation and expression, which can affect our community a lot. Even though we don't see much discrimination or harassment in our office, there's still a lot we need to know about these things. Let's keep helping young people and making sure everyone has the same chances, no matter their gender. If we have more training and things to do together, we can make sure everyone feels included when it comes to city sanitation."

- Abhay Shirolkar, Sectional Engineer (IMC)+

"Raising awareness about sexual orientation and expression can make a big difference in our community. When we learn more about gender and rights in WASH, we're supporting young people and ensuring equal opportunities for everyone, regardless of gender."

- Rajendra Gaval, Deputy City Engineer

Figure 17 Interaction with the participants



Figure 18 Interaction with the participants



4.2 Feedback from Sanitation workers training

The workshop feedback was overwhelmingly positive, with participants finding the training easy to understand and highly informative, especially considering their limited educational backgrounds. Feedback was gathered orally to accommodate the predominantly non-literate group. Participants appreciated learning about equality, rights, laws, and issues related to violence, with many stating that these concepts were entirely new to them.

The session on gender differences at work was particularly impactful, fostering an understanding of equality and the importance of treating all individuals fairly in the workplace. Participants embraced the idea that “nobody is less and nobody is great; all are equal,” reflecting a significant shift in their perspectives. The training on occupational health and safety was also highly valued, with workers recognizing its relevance to their daily tasks and expressing increased confidence in discussing their rights and workplace safety issues.

While most participants expressed satisfaction with their roles in sanitation, they acknowledged a lack of alternative job opportunities as a major factor in their continued work. Some participants expressed a desire for less physically demanding roles, such as office work, but recognized the necessity of their current jobs for financial stability.

Overall, the training was rated as excellent, with participants praising its accessibility and relevance. The group expressed their appreciation for the opportunity to learn, culminating in applause for the session’s quality. This feedback highlights the transformative impact of

the training, particularly in raising awareness about rights, safety, and the importance of equality in the workplace.

Figure 19 Interaction with the participants



5 Conclusion & Way Forward

The gender inclusivity Training Workshop for officials of Ichalkaranji, Karad, and Vita Municipal Corporations was comprehensive and interactive. Participants actively engaged in exercises, learning key concepts and approaches. They appreciated the sessions being conducted in Marathi, finding it more accessible than English or complex Hindi. Many participants were initially unaware of basic gender concepts and laws like the POSH Act but showed eagerness to learn and discuss gender biases. While the one-day training was helpful, further training of stakeholders using a cascade model is recommended. Identifying and training Master Trainers from each Municipal Council, supported by organizations like CREA and CWAS, can facilitate broader capacity building in gender-responsive and inclusive sanitation practices.

As a way ahead to this workshop, the idea is to explore to institutionalize it so that it does not remain a one-time activity and is sustainable in the future. CWAS along with CREA team will support the three ULBs to:

- **Identify Master Trainers:** Identification of individuals/volunteers from each Municipal Council who could become Master Trainers. These trainers would undergo advanced training to deepen their understanding of gender inclusivity and relevant laws.
- **Training of Master Trainers:** Training sessions for these Master Trainers, equipping them with the skills and knowledge to train others within their respective councils.
- **Advocacy to conduct such trainings** impact assessment periodically to understand the requirements of the trainings. There could be option to integrate these trainings as part of the regular mission related trainings for officials.

The phase-2 workshop for sanitation workers introduced sanitation workers to critical concepts of gender, power, and violence, helping them understand how these dynamics influence their lives and work environments. A key focus was on the Prevention of Sexual Harassment (POSH) Act, 2013, which empowered participants to recognize and address issues of harassment, fostering a culture of safety and respect in their workplaces. Facilitator Smita Waigankar guided discussions on occupational safety, dignity, and well-being, emphasizing the essential role of sanitation workers in society. Participants also gained insights into the challenges they face, such as health risks and inadequate safety equipment, and learned strategies to advocate for improved working conditions.

Interactive methods, including storytelling and discussions, were employed to engage participants effectively, especially since many could not read or write. These methods encouraged open sharing of experiences, allowing workers to feel heard and valued. Despite language barriers for some, particularly those from Karnataka, and the physical exhaustion from their demanding schedules, participants remained attentive and actively participated

through non-verbal cues like nodding and laughter. This approach ensured inclusivity and maximized learning outcomes.

The involvement of key stakeholders, such as the Municipal Council and local partners, was integral to the workshop's success. Officials from the Women and Child Development Department shared crucial information, such as the role of Internal Complaints Committees (ICCs), reflecting the administration's commitment to supporting sanitation workers. Discussions also shed light on the lack of awareness among workers about government schemes related to housing, education, and health, underscoring the need for increased outreach and communication.

The session on occupational health and safety was particularly impactful, as it addressed daily risks faced by workers and highlighted the importance of self-care and advocacy. Smita Waigankar encouraged participants to engage with local authorities and unions to improve their conditions. Although some workers expressed a desire to transition to less physically demanding jobs, the majority recognized the importance of their role and appreciated the opportunity to learn and grow through the workshop.

Overall, the workshop succeeded in fostering awareness, confidence, and empowerment among sanitation workers. By addressing their challenges and equipping them with knowledge and resources, it laid the foundation for ongoing dialogue and efforts to improve their working conditions and overall well-being.

Figure 20 Participants in the workshop for training



Figure 21 Group photo with participants



Figure 22 Group photo with participants at Ichalkaranji



Figure 23 Group photo with participants at Karad



Annexure 1: Workshop Schedule

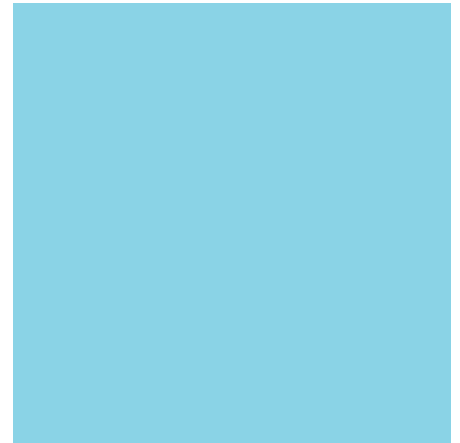
Agenda for One day training on Integrating Gender Sensitization in WASH for Vita Municipal Council in Maharashtra.

Date: 18th January 2024

Time	Schedule of the Sessions	Session By:
2:00 to 2:30	<ul style="list-style-type: none"> Registration Welcome Speech by Hon'ble Minister Introduction of Workshop by CWAS Team 	Vita Municipality, CWAS & CREA Team
2:30 to 3:30	Understanding concepts on Gender and power through participatory exercises	Preeti Karmarkar
3:30 to 4:30	Prevention of Sexual Harassment Act 2013	Preeti Karmarkar
4:30 to 4:45	Tea Break	
4:45 to 5:30	Gender responsive in Sanitation	Smita Waigankar, TISS
5:30 to 6:00	Gender inclusivity initiatives in Maharashtra	CWAS Team
6:00 to 6:30	Building consensus on gender inclusive checklist and making action plans- Group Work: Development of action plan at city level	Padma D, Preeti and Smita
6:30 to 7:00	Group presentation, post-training evaluation and conclusion	CWAS & CREA Team

Agenda for training session for sanitation workers at Vita, Karad and Ichalkaranji on 7th, 8th and 9th October 2024 respectively.

Time	Schedule of the Sessions	Session By:
12:00 pm – 12:30 pm	<ul style="list-style-type: none"> Registration Welcome Note by Hon Chief Officer Introduction of workshop 	MC, CWAS and CREA Team
12:30 am - 2:00 pm	Unpacking concepts Gender, Power and Patriarchy through participatory exercises	Preeti Karmarkar
2:00 pm to 2:45 pm	Lunch	
2.45 pm – 3:45 pm	Prevention of Sexual Harassment Act 2013	Preeti Karmarkar
3:45pm-4:00pm	Tea Break	
4:00pm- 5:30pm	Understanding Occupational Health & Safety of Sanitation Workers	Preeti Karmarkar
5:30pm-6:00pm	Discussion on the issues of women sanitation workers	Preeti Karmarkar



CENTER FOR WATER AND SANITATION

The Center for Water and Sanitation (CWAS) is a part of CEPT Research and Development Foundation (CRDF) at CEPT University. CWAS undertakes action-research, implementation support, capacity building and advocacy in the field of urban water and sanitation. Acting as a thought catalyst and facilitator, CWAS works closely with all levels of governments - national, state, and local to support them in delivering water and sanitation services in an efficient, effective, and equitable manner.