

Wai

City-Wide Inclusive Sanitation



GENDER INTEGRATION ACTION PLAN

CEPT
UNIVERSITY

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Gender Analysis Findings

The gender analysis sought to capture ongoing gender work and identify gender-related barriers, gaps, and opportunities to inform gender-integrated inclusive sanitation activities, indicator development, and strategies in Wai. Its methodology included a literature review, field assessment, and an iterative and comprehensive analysis with staff, stakeholders, and partners. Focus group discussions were conducted primarily in slum areas of Wai, so it should be noted that field assessment findings are largely based on this sample of respondents.

Findings have been structured and presented in this section by emergent themes, namely political representation and its role in the gendered sanitation value chain (SVC), representation and roles in local governance of municipal sanitation, gender and manual labour in the sanitation workforce, administration, management, and business ownership across the SVC, household level sanitation, stigma, inclusive design, maintenance, and use of community toilets (CTs) and public toilets (PTs), and characteristics of women role models.

The small city of Wai has accomplished big things in sanitation. Scheduled emptying is fully operationalized, and the Sanitation Department has a systematic approach to septic tank desludging that will service all households on a three-year cycle, based on the geographic division of the municipality into three sectors. This high level of organization means that the populace is aware of scheduled emptying in general, and that desludging services will be coming to their sector. Emptying services are available immediately if necessary. The research did not find a need or expectation for a male relative to be at home during emptying, unlike other India CWIS cities where rumours circulated that operators drank on the job.

Desludging operators and Wai Municipal Council (WMC) officials indicate that they would welcome women into

the sanitation value chain (SVC). WMC officials believe that women do not come for sanitation positions that are open because the work is 'dirty' and 'stinky,' despite a national quota that holds 33 percent of jobs for them. Relatedly, women in Wai typically do not work outside the home, so gender norms circumscribe women's ability to engage in the field, including widows and woman-headed households where financial need might be greatest. Only a few women work in the SVC across Wai, and those that do work for the WMC as sweepers. Housewives contribute unpaid labour to city-wide sanitation through trash segregation, trash pickup, and neighbourhood cleanliness. Higher



“Women do not have an example of how it is done... anyone can apply for a license.”

KEY INFORMANT

level jobs for women's self-help groups (SHGs), such as owning and managing a desludging truck, are considered by some to be beyond their capabilities, despite evidence from other India CWIS cities.

Community outreach might broaden the appeal of work in the SVC and indicate the types of training women want to enable them to hold higher level positions. For example, the female Site-in-Charge at the WMC faecal sludge treatment plant (FSTP) manages 12 male staff without problems. She and the few other women employed in professional sanitation-related positions have certain enabling characteristics and skills, including education, technological literacy, and self-confidence. They benefit from family support, organizational support, and social approval in the form of customer praise and acknowledgement of individual expertise. It appears that formal efforts to hire women into professional positions, like the FSTP Site-in-Charge, have been successful and should be repeated whenever possible. Bringing young women into high level positions in the SVC would need to appeal to their interests in technical and professional fields.

The Wai Council has 50% women's participation as councillors according to national rules. Women ward councillors find that they lack knowledge and experience regarding procedures in Council meetings and are keen to gain the necessary skills. They reported having less



“I do background reading on issues to be discussed in upcoming meetings.”

FEMALE KEY INFORMANT

time to devote to women's sanitation issues than their male counterparts due to family obligations but are committed, nonetheless. Women ward councillors' enthusiasm should be nurtured and tapped, especially considering women's reports that they are more comfortable approaching women ward councillors about their sanitation needs.

Councillors whose wards host slum communities should be prioritized for support as these wards have community toilets (CTs) that women rely on for urination and defecation,

and their concerns should be aired at Council meetings. As in other India CWIS cities, there is a contradiction between the rule that male family members must not control women ward councillors' participation at ward council meetings and reports that they do, in fact, do this. This issue will require delicacy when addressed.

Women informants expressed dissatisfaction that their



communities did not participate in WMC decisions about placement of CTs, as evidenced by their inappropriate location (e.g. CT near a mosque or too near houses). They feel that CTs offered insufficient privacy between men's and women's sections, causing them embarrassment. Women's primary complaint is that city officials do not prioritize community sanitation, including maintenance, which disproportionately affects women. Some communities responded to women's concerns about poor lighting by attempting to repair wiring and replace bulbs. Both men and women use CTs, but women's queues are longer in the morning. For this reason, poor women without individual household latrine (IHLs) need more CT seats to avoid a rush on toilets in the morning, and to ease the burden for women with small children and women who must get to work on time. Too few CT seats drives women and children to go for open defecation (OD).

Public toilets in Wai are well-located at high traffic areas, but the condition of some women's facilities is poor and women avoid them. Only at the busiest public toilet (PT) is there an on-site caretaker ensuring that the PT is kept clean. In contrast to CTs, PTs have gendered entrances separated by a barrier wall, and women feel there is sufficient privacy. Some disabled persons' toilets are available in CTs and PTs; some have ramps but no railings. The research did not get sufficient nuance to fully understand the gendered implications of inadequate access for disabled persons, but a deeper look at this issue specifically is recommended. Presently there



“When we go out and have to pee, we would rather hold it till we get home rather than use [a] PT.”

FEMALE FGD PARTICIPANT



“I don’t tell casual neighbours and acquaintances that I work in the sanitation sector.”

FEMALE KEY INFORMANT

are no designated toilets for Third Gender, resulting in the need for community members to choose male or female toilets to use, and resulting discomfort, shaming and/or harassment. A Third Gender focus group discussion (FGD) suggested that they would prefer having a designated toilet at one location in city, either at bus stand or main market.

Residents previously occupying government lands were resettled into apartments with IHLs. Many women of low-income communities with access to CTs have voiced their want for IHLs to the WMC. However, those who are squatting on government lands may face future, mandatory resettlement. Some woman-headed households that have applied for IHL building incentives under the Government of India Swachh Bharat Mission (SBM) program have not received loans for IHLs. Households without access to IHLs, PTs, or adequate CTs are forced to go for OD. The

need for OD creates stress and the risk of violence for women and girls.

Desludging work and other faecal sludge management (FSM) jobs are often filled by men from north India, and may be paid less than what local, Marathi men might agree to. Helpers (a man that runs the vacuum hose into the septic tank) are always of the lowest caste and face the biggest stigma. However, in general, the stigma around working in the SVC affects women more than men. Young women working in the SVC were often subject to friends’, neighbours’, and family gossip and teasing, and middle aged, scheduled caste (SC) women’s reluctance and shame to do sweeper work for the WMC was evidenced by women passing these jobs to their sons, and moving into office jobs themselves. Waste pickers are generally women, although men also do this work. Caste dynamics play a large role in attitudes and norms related to sanitation.



“People talk bad about me because of my work, but a job is a job.”

FEMALE FGD PARTICIPANT



Action Plan



In 2019, CEPT University conducted a comprehensive gender analysis in Wai to (1) build consensus among grantees and their city partners for a shared vision for gender integration in inclusive sanitation and an action plan that lays out priority actions to achieve their goals and (2) conduct city-specific gender analyses to document and build upon existing gender work, identify gender-related barriers and opportunities relevant to CWIS, and recommend actions to leverage opportunities and address barriers. This action plan presents findings and recommended actions for Wai, as per the CWIS approach.

Systematically derived from the gender analysis findings, CEPT University has created a list of recommended actions for both existing project-level gender integration activities, as well as new opportunities for ongoing gender integration into City-Wide Inclusive Sanitation (CWIS) activities. The following Action Plan is a presentation of these recommendations, informed by a Strategic Prioritization Exercise (SPE), to promote gender equitable results in Wai's sanitation sector. Furthermore, it presents actions that are already being implemented or are being considered for implementation. Additional recommendations not selected for inclusion in this Action Plan remain listed in the Gender Analysis and Integration Matrix (GAIM), for future reference.

Citywide Inclusive Sanitation (CWIS)

Citywide Inclusive Sanitation (CWIS) is a comprehensive approach to urban sanitation rooted in multi-sector collaboration. One of the seven principles guiding the CWIS initiative is the integration of gender and social equity throughout the design and delivery of city sanitation services. A primary intended outcome of the CWIS portfolio is improved agency of women in sanitation decision-making at the household and policy levels.





POLICY STATEMENT 1

Pursue gender integration actions for ongoing or future implementation in Wai's sanitation sector



Ongoing and Recommended Actions

CEPT and collaborating partners are interested in integrating gender into ongoing sanitation-related activities, as well as actions that could be implemented in future programming or sanitation sector strategies. These pertain to sensitizing political leadership and other sanitation stakeholders on gender-related issues, connecting women with opportunities to build skills and become professionally engaged in the sanitation value chain (SVC), and understanding the coverage of household and community toilets. Following up with these recommendations can promote greater alignment with CWIS principles.

- ✓ Pursue current interest in using 5% of the existing Wai Municipal Council (WMC) permanent budget to organize social events that felicitate women's achievements in sanitation and in government and encouraging women's leadership and entrepreneurship in sanitation-related activities.
- ✓ Hold three sensitization and skills-building workshops on gender and sanitation for women councillors, sanitation workers, and self-help groups (SHGs).
- ✓ Pursue interest in offering capacity and skills-building for young women interested in technical jobs.
- ✓ Continue to develop gender sensitization materials for the Resource Centre at faecal sludge treatment plant (FSTP).
- ✓ Facilitate exposure visits for school students at the FSTP.
- ✓ Continue to analyse the individual household latrine (IHL) subsidy process, with special attention to woman-headed households.
- ✓ Reach out to the 90 existing SHGs regarding gender, sanitation, and SVC opportunities, pending approval of time and resources.
- ✓ Remain engaged in reviewing previous surveys of public toilets (PTs) from a gendered perspective.

RELATED FINDINGS

Women ward councillors are keen to gain the necessary skills to enable their full participation in Council meetings, especially regarding bringing women's sanitation concerns to the Council.

Higher level jobs for women's self-help groups (SHGs), such as owning and managing a desludging truck, are considered by some to be beyond their capabilities.



POLICY STATEMENT 2

Continue to advance current actions that integrate gender into Wai's sanitation sector

Actions in Implementation

CEPT and partners have already undertaken several measures to integrate gender into sanitation activities that are carried out in Wai. These include administering household surveys to collect data about key sanitation-related indicators, increasing awareness and monitoring of desludging, and working alongside SHGs and women to promote professional engagement in the SVC. Current efforts are aligned with CWIS principles and model ways in which stakeholders in the sanitation sector can enhance equity, resource management, and accountability of sanitation services.

- ✓ With the support of CEPT, women in Wai have taken an active part in awareness building for Wai's achievement of open defecation free (ODF) status.
- ✓ Computerization and geotagging are carried out as a part of city-wide desludging with the goal of enabling the creation of professional opportunities for women in the SVC.
- ✓ CEPT has conducted a household survey of those without IHLs, which provides valuable information about gaps and strengths of IHL coverage in the city.
- ✓ CEPT has conducted a household survey and an education campaign for all household members, especially women, about desludging.
- ✓ CEPT has worked alongside SHGs to gauge their interest in participating within the SVC workforce.

RELATED FINDINGS

Desludging operators and Wai Municipal Council (WMC) officials indicate that they would welcome women into the sanitation value chain (SVC).

Some woman-headed households that have applied for IHL building incentives under the Government of India Swachh Bharat Mission (SBM) program have not yet received subsidies.

Scheduled emptying is fully operationalized.

