

Warangal

City-Wide Inclusive Sanitation



GENDER INTEGRATION ACTION PLAN



Administrative Staff College of India
Leadership through Learning

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Administrative Staff College of India

Leadership through Learning

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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 Warangal. Its methodology included a literature review, field assessment, and an iterative and comprehensive analysis with staff, stakeholders, and partners.

Findings have been structured and presented in this section by emergent themes, namely political representation, representation and roles in local governance, manual labour in the sanitation workforce, administration, management, and business ownership across the sanitation value chain (SVC), household level sanitation, stigma, inclusive design, and responsiveness to third gender interests.

Greater Warangal Municipal Corporation (GWMC) strongly supports bringing women into city-level sanitation governance. The City Sanitation Plan has clear women's participation as part of its development, and the City Sanitation Task Force Gender Sub-Committee actively engages with women and marginal groups in the community. The women-focused Urban Livelihoods Mission plans to use its national funding to facilitate a wide range of activities that are designed to bring women into sanitation value chain (SVC) governance. A two-tier organizational structure of many Slum Level Forums (SLF) informing fewer Town Level Forums (TLF) is used to gather and concentrate information about women's sanitation needs. Female Resource Persons working on behalf of women through SLFs and TLFs are knowledgeable and confident, setting a strong example and generating trust for the women they lead. However, these are unpaid positions.

The state government's reservation system ensures that 50 percent of all corporators must be women.

However, without exposure through a political family or experience gained from practice, women corporators are not always able to speak up or facilitate change in meetings, despite hearing from the women of their constituencies about their sanitation issues. Although it is against formal rules, sometimes male family members try to exercise power over the issues these women want to raise and the official decisions they make in meetings of corporators (that is, men attempt to exert influence through proxy power). Under such conditions, gendered sanitation issues that might otherwise come to the fore in meetings may be muted. Due to the discrepancy between what the research found, and what is the law, this issue will require delicacy when addressed.

Warangal has achieved a number of positive steps toward bringing women into the SVC. First, there are now two women working as operators on a desludging truck, raising women's visibility in the SVC. Second, the GWMC has put thought and energy into raising the status of low-level sanitation work by enhancing

recognition of waste pickers (usually women): issuing ID cards, formally employing erstwhile manual scavengers as community toilet (CT) and public toilet (PT) cleaners, and giving PPE equipment and user training for GWMC sanitation workers. A scheme has been set up to offer loans to individuals to buy

solid waste management (SWM) tractors or autos; women can avail of this scheme if they can raise the capital (INR 40,000). This new scheme, if supported, could create livelihood opportunities for women in the SVC. Similarly, women are beginning to own and operate desludging trucks. As scheduled emptying becomes the norm, more women entrepreneurs may enter the field.



“Training should be given to women to run and monitor desludging activities”

STAKEHOLDER

A few areas of concern regarding women working in the SVC remain. First, women currently have limited opportunities for paid employment in the SVC at higher levels. Women have yet to be appointed into leadership positions in the Sanitation Department and Municipal Health Office, or as Sanitary Inspectors. This lack is generally attributed to lack of interest or necessary education. Second, there is not pay equity at the Super Franchise (dump site). Third, women SWM workers have an insecure livelihood because the household collection fees that pay their salaries do not always reach them.



Nearly all sanitation related household tasks are done by women and girls as part of household chores. For some women in areas without piped water, this includes hauling water from nearby neighbourhoods for all personal hygiene practices. Most slums do not have CTs, so women and girls without individual household latrines (IHLs) must practice open defecation (OD). Currently the city does not have a plan in place to build CTs or IHLs for those residing in slum areas. As in all India CWIS cities, women and girls belonging to families that do not have land titles do not have IHLs, thus they go for OD despite inconvenience, lack of privacy and safety concerns. It is important to acknowledge that lack of land title is not a barrier to receiving an incentive from the Swachh Bharat Mission in order to build a toilet. Decision making about IHLs and shared sanitation lie with male HH members. This is inadvertently reinforced by only consulting men with regard to conversion of insanitary toilets – a major area of concern regarding safe sanitation for GWMC. Consulting women in addition to consulting men might bring better results regarding willingness to share sanitation; however, further research is needed in this area.



“If our family knew all the details of the work, then a positive response to our doing this work might come.”

FEMALE FGD PARTICIPANT

PTs are dispersed across the city at regular intervals but cannot currently include all in need of PT facilities. Specifically, women working in the enormous, open-air grain market, and in other forms of daily labour, do not have access to PTs or private spaces for menstrual hygiene management (MHM) and pad disposal, causing hardship. Additionally, while PTs are numerous and the number is growing, not all existing PTs can accommodate the physically challenged. One specially built She toilet is bright, roomy, and airy, and has all the conveniences of sanitary pad dispensing and an incinerator. It has a dedicated woman caretaker. Only two of the proposed 19 She toilets have



“We have only squat latrines, but we want commodes. Since they are expensive, we cannot afford them.”

PHYSICALLY CHALLENGED FEMALE FGD PARTICIPANT



“Some people make negative comments, but I am not bothered by them.”

FEMALE KEY INFORMANT

been built, so it is too early to tell whether they are sustainable. Of the two that were built, one was converted to a PT because of lack of footfall. She toilets in well-trafficked places might be more successful.

Self-help groups (SHGs) express interest in operating and earning through PTs, but do not have interest in the work of cleaning

and caretaking because of stigma associated with those who work in the SVC. For example, the previous faecal sludge treatment plan (FSTP) Site-in-Charge knew that people said negative things about her work, but it did not worry her; holding a better, more professional position may have buffered her from feeling the criticism of others. SWM auto drivers are stigmatized for doing ‘dirty’ work, and encounter clients who avoid touching them (for example, during an exchange of bins). Stigma associated with SVC work and the scheduled caste (SC) communities that do it would transfer to women, and be intensified for Third

Gender (TG), should they engage as SWM auto drivers. Communities traditionally working in sanitation have unionized to raise their profile and status as sanitation workers; recently women have joined the organization.

The Third Gender community, while geographically dispersed, is sizeable and has strong internal leadership. It is represented in the City Sanitation Task Force (CSTF). City officials have responded favourably to requests for Third Gender PTs, but they have yet to be built. Significant concerns exist regarding the location of PTs due to stigma and safety concerns of the Third Gender community. City officials are also attempting to involve them in management and operation of PTs, and the community has expressed interest in a steady income that would let them leave less secure employment in the sex trade. The compounding stigma of Third Gender, sex work, and sanitation work is a significant hurdle to secure livelihoods for this community. Third Gender mainstreaming in the SVC could bring about quality of life changes by ending: discriminatory pricing and neglect in sanitation services; harassment and shaming at PTs; and feelings of powerlessness to affect change.



Action Plan



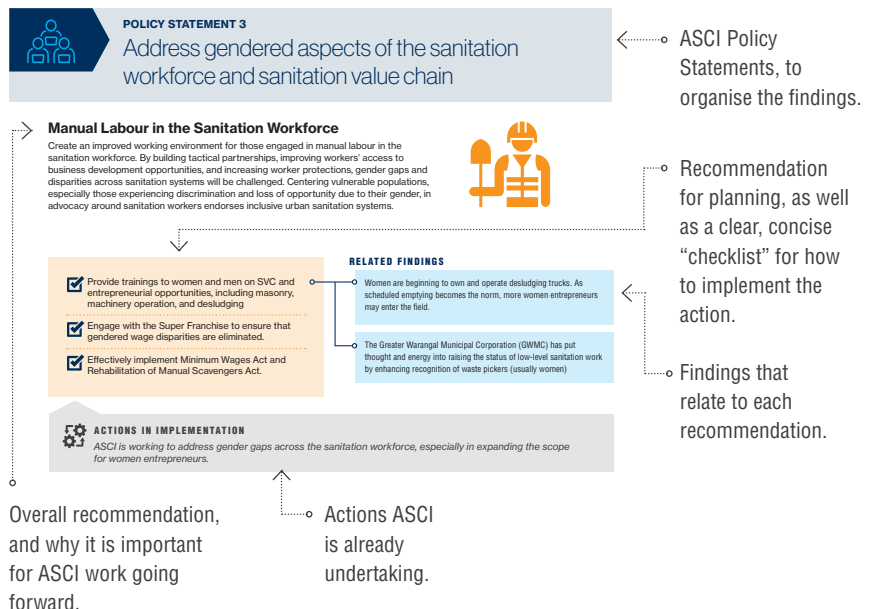
Systematically derived from the gender analysis findings, ASCI and partners have co-created a list of recommended actions for both existing project-level gender integration activities, as well as new opportunities for ongoing gender integration into City-Wide Inclusive Sanitation (CWIS) activities. The following Action Plan is a presentation of these recommendations, endorsed through a Strategic Prioritization Exercise (SPE) to promote gender equitable results in Warangal’s sanitation sector. Additional recommendations not selected for inclusion in this Action Plan remain listed in the Gender Analysis and Integration Matrix (GAIM), for future reference and integration into Warangal sanitation activities.

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.

HOW TO USE THIS ACTION PLAN

Each finding from the Strategic Prioritisation Exercise is expressed in a recommendation for future planning. These recommendations include the following actionable components:





POLICY STATEMENT 1

Engage gender-related formal institutional supports



Formal Institutional Supports

Facilitate interpretation and transfer of gender technical aspects, through orientations and capacity building, to policy decision-makers and community leaders. Orientations will assist policy development personnel to ensure that gender and social inclusion are part of project implementation processes, while training and meetings will support the translation of gender policies to ensure effective implementation at operational levels.



ACTIONS IN IMPLEMENTATION

ASCI is working on gender aspects to be included in the NSS Cell meeting agenda. Additionally, a Third Gender representative is already part of the NSS gender subcommittee. Mission for Eliminating Poverty in Rural Areas (MEPMA) Gender Forums conduct regular activities to promote gender equality in sanitation.

- ✓ Develop clear gender outputs and indicators with the City Sanitation Task Force (CSTF) and marginalized groups and develop a self-reporting mechanism.
- ✓ Engage with the Non-sewered Sanitation (NSS) Cell to ensure representation of women and men.
- ✓ Engage with Urban Livelihoods Mission and develop clear indicators that correspond with their gender and sanitation goals.
- ✓ Sensitize corporators and municipal officials on distinct sanitation needs of women and girls; encourage them to promote women in sanitation in their wards, including addressing stigma associated with sanitation work.
- ✓ Advocate for gender budgeting exercise.
- ✓ Create a women's leadership program to highlight Women Change Leaders.
- ✓ Consistently collect and analyse sex-disaggregated data to address gender equality objectives. Conduct a comprehensive survey every three years.

RELATED FINDINGS

The City Sanitation Plan has clear women's participation as part of its development, and the City Sanitation Task Force Gender Sub-Committee actively engages with women and marginal groups in the community.

The women-focused Urban Livelihoods Mission plans to use its national funding to facilitate a wide range of activities that are designed to bring women into sanitation value chain (SVC) governance.

Female Resource Persons working on behalf of women through Slum Level Forums (SLFs) and Town Level Forums (TLFs) are knowledgeable and confident, setting a strong example and generating trust for the women they lead.



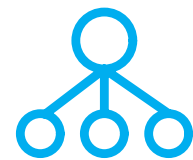
POLICY STATEMENT 2

Address gender dynamics of representation in local sanitation governance

Gender and Local Sanitation Governance

Integrate gender and gender-related issues into policy across multiple levels of governance, especially local levels, to enhance multifaceted aspects of urban sanitation systems. Targeting gender dynamics in local sanitation governance can improve representation and participation of all genders (especially women) in decision-making related to sanitation policy. Additionally, assessing the impact of these policies can strengthen local monitoring and evaluation capabilities.

- ✓ Promote sensitization among male and female political party representatives to increase opportunities and access for women in local governance and SVC.
- ✓ Review state level policy on gender to identify supports to change local governance.
- ✓ Carefully monitor risks/unintended effects of any policy/regulatory changes to ensure that they don't cause unintended consequences that go against CWIS principles.



ACTIONS IN IMPLEMENTATION

The Government of India's quota system mandates that 1/3 of corporators must be women, enhancing opportunities for gender concerns to be taken up in meetings.



POLICY STATEMENT 3

Address gendered aspects of the sanitation workforce and sanitation value chain

Manual Labour in the Sanitation Workforce

Create an improved working environment for those engaged in manual labour in the sanitation workforce. By building tactical partnerships, improving workers' access to business development opportunities, and increasing worker protections, gender gaps and disparities across sanitation systems will be challenged. Centering vulnerable populations, especially those experiencing discrimination and loss of opportunity due to their gender, in advocacy around sanitation workers endorses inclusive urban sanitation systems.



- Provide trainings to women and men on SVC and entrepreneurial opportunities, including masonry, machinery operation, and desludging
- Engage with the Super Franchise to ensure that gendered wage disparities are eliminated.
- Effectively implement Minimum Wages Act and Rehabilitation of Manual Scavengers Act.

RELATED FINDINGS

- Women are beginning to own and operate desludging trucks. As scheduled emptying becomes the norm, more women entrepreneurs may enter the field.
- The Greater Warangal Municipal Corporation (GWMC) has put thought and energy into raising the status of low-level sanitation work by enhancing recognition of waste pickers (usually women)



ACTIONS IN IMPLEMENTATION

ASCI is working to address gender gaps across the sanitation workforce, especially in expanding the scope for women entrepreneurs.



Professional and Management Positions in the SVC

Connect women to management, training, skill-building, financial, entrepreneurial, and professional opportunities in collaboration with key stakeholders within the SVC. Not only does this equip workers and communities with marketable skills and technical expertise, it also encourages institutions to provide resources and opportunities that promote community-level development of urban sanitation systems.



ACTIONS IN IMPLEMENTATION

ASCI has existing efforts underway that focus on capacity building to promote participation of women and Third Gender people in the SVC, especially as entrepreneurs.

- Increase knowledge and awareness among self-help groups (SHGs) to manage latrines/ community toilets (CTs)/ public toilets (PTs), and work to reduce stigma associated with this work.
- Train women on skills needed for work in the SVC.
- Increase awareness and financially support women as entrepreneurs such as SWM truck or autorickshaw owners.
- Engage with the GWMC to create opportunities for SHGs to manage latrines/CTs/PTs.
- Work with banks and micro credit institutions to support loans to women wanting to work in the SVC.

RELATED FINDINGS

- SHGs express interest in operating and earning through PTs.
- Women currently have limited opportunities for paid employment in the SVC at higher levels.
- A scheme has been set up to offer loans to individuals to buy solid waste management (SWM) tractors or autos. This new scheme, if supported, could create livelihood opportunities for women in the SVC.



POLICY STATEMENT 4

Promote gender-integrated household and community sanitation, including inclusive toilet design



Household and Community Sanitation

Facilitate development of PTs, CTs, and She toilets that are designed to be inclusive of women and vulnerable populations, in addition to adapting sanitation helplines to be more gender-sensitive for household use. This improves faecal sludge and septage management (FSSM) processes, which enhances community access to safe and usable toilets. Furthermore, improving sanitation helplines will help women receive better support when they raise issues with their household latrines.

- Develop sanitation helplines that provide necessary support to promote gender inclusion in household sanitation
- Examine GWMC budget to see if it is financially feasible to have more She toilets and follow up on success of these types of toilets regarding safety and usage.
- Investigate feasibility for roomier women's stalls in PTs to enable more comfortable menstrual hygiene management (MHM) and CTs that include a bathing place.
- Approve friendly toilet designs for children, elderly people, people with disabilities, and pregnant women.

RELATED FINDINGS

Nearly all sanitation related household tasks are done by women and girls as part of household chores.

It is too early to tell whether She toilets are sustainable. She toilets in well-trafficked places may be the most successful.

Women working as daily laborers do not always have access to PTs or private spaces for menstrual hygiene management (MHM).

While PTs are numerous and the number is growing, not all existing PTs can accommodate the physically challenged.



ACTIONS IN IMPLEMENTATION

ASCI has piloted She toilets and promoted design improvements that accommodate the needs of children, elderly people, people with disabilities, and pregnant women.

ASCI has created a Sanitation Helpline to provide necessary support to promote gender inclusion in sanitation.

