

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

August 29, 2023 & January 17-18, 2024



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Training Report

Center for Water and Sanitation

CRDF, CEPT University

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Table of Contents

List of Figures.....	i
1. Introduction	1
1.1. About CWAS & CREA	1
2. Assessment & Methodology.....	2
2.1. Pre-Assessment visit Karad and Vita.....	2
2.2. Pre-Test for Participants	2
2.3. Training Methodology.....	3
3. Training Sessions	4
3.1. Session on Gender and Intersectionality:.....	4
3.2. Session on Gender Inclusion in WASH.....	6
3.3. Group Work & Interactive Activity.....	8
3.4. Session on Prevention of Sexual Harassment at Workplace.....	8
4. Feedback	11
4.1. Participants Feedback.....	11
5. Conclusion & Way Forward	13
Annexure 1: Workshop Schedule	15

List of Figures

Figure 1 Objective of Training Workshop	3
Figure 2 Number of participants across all three cities.....	4
Figure 3 Inauguration of Training Workshop in Ichalkaranji	4
Figure 4 Session on Gender and Intersectionality in Karad.....	5
Figure 5 Session on Gender and Intersectionality in Ichalkaranji	6
Figure 6 Session on Gender Inclusion in WASH in Vita.....	7
Figure 7 Session on Formal SHG engagement for WASH in Maharashtra by CWAS Team	7

Figure 8 Group Work & Interactive Activity	8
Figure 9 Session on Prevention of Sexual Harassment at Workplace in Vita	9
Figure 10 Session on Prevention of Sexual Harassment at Workplace in Ichalkaranji	10
Figure 11 Session on Prevention of Sexual Harassment at Workplace in Karad	10
Figure 12 Interaction with the participants	12
Figure 13 Interaction with the participants	12
Figure 14 Participants in the workshop for training	14
Figure 15 Group photo with participants	14

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, and January 17-18, 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, an urban policy expert from TISS Mumbai, 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.

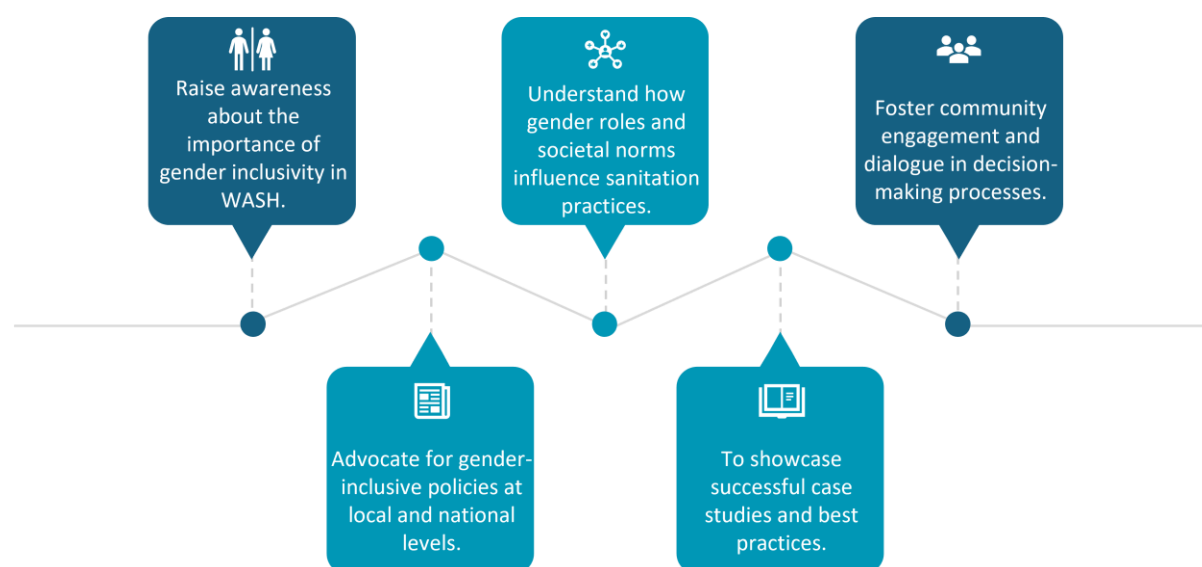
2.2. Pre-Test for Participants

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.

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:

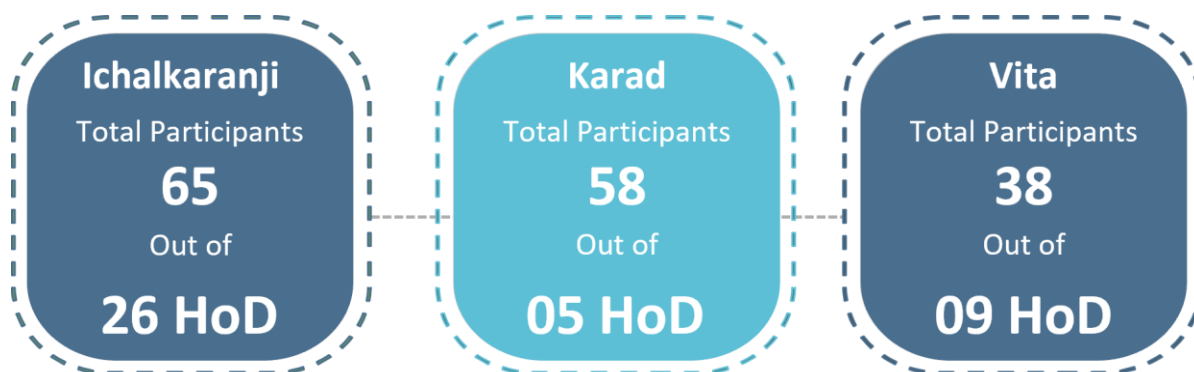
Figure 1 Objective of Training Workshop



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.

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.

3.2. 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 6 Session on Gender Inclusion in WASH in Vita



Figure 7 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 8 Group Work & Interactive Activity



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 anti-male, 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 9 Session on Prevention of Sexual Harassment at Workplace in Vita



Figure 10 Session on Prevention of Sexual Harassment at Workplace in Ichalkaranji



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



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 12 Interaction with the participants



Figure 13 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.

Figure 14 Participants in the workshop for training



Figure 15 Group photo with participants

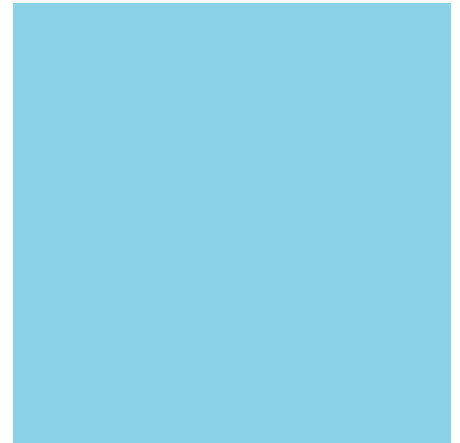


Annexure 1: Workshop Schedule

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



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.