

REPORT  
ON THE  
FIRST TRAINING PROGRAMME OF WOMEN'S  
GROUPS IN SLUMS OF BHOPAL CITY  
FOR  
WOMEN LEADERSHIP  
IN  
WATER & SANITATION  
JULY 6 - 9, 2006  
- ORGANISED BY -  
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A four days training for women leaders of Self Help Groups of five urban slums of Bhopal was organized by Mahila Chetna Manch from 6<sup>th</sup> to 9<sup>th</sup> July 2006 at Training Hall of Kalyani Hostel. The programme schedule of the training and the trainers and resource persons are given at annexure I. The training methodology was participatory with group exercises role play and discussion which followed presentations. The language used was simple, local Hindi. The list of participants is at annexure II.

The objective of the training programme was to develop a conceptual idea of self Help Group and its activities, to strengthen SHGs to take over the water and sanitation management of slum areas, to manage public toilets and to take the allied income generating activities like construction and maintenance enabling them to act as construction entrepreneurs. 25 participants from five slums viz. Indira Nagar, Saibaba Nagar, Meera Nagar, Shahpura - Durga Chowk and Ankur Nagar were present. These women were mostly president, secretary and members of the Self Help Groups formed by Mahila Chetna Manch for management of water and sanitation services in their area. Some women who could not attend the programme on first day joined in later.

#### **DAY I**

The participants were welcomed and the design and methodology of four days training programme was explained. After individual introduction of the participants, the participants brain stormed and listed out their expectations from the training about working in a group to take up water and sanitation issues in the slum and solve their problems of water, toilet, drains and solid waste.

At the outset, The Water for Asian Cities Programme and the context of gender, need of gender mainstreaming were explained in simple local language.

The participants were divided into four groups and they were asked to explain the Self Help concept and what is a Self Help Group.

#### **Group I**

Comprising of Rani Rawat, Jatoon Bi, Simia Bai, Sheela Bai, Pushpa Devi and Kusum Gautam explained that the problem of drains, water, sanitation, light and toilet can not

be solved individually. These can be sorted out in a group. The group can also help a women who has a sick child, by collecting money and giving it to her for her child's treatment.

### **Group II**

Comprising of Guddi Bopche, Reeta Dhurve, Vidhya Malviya, Pushpa Devi, Maheshwari, Shashi Bai Kirar, Anjum Khan were of the view that women can save money in a group and help a needy women which can be used for e.g. in self employment, illness, marriage, other domestic problems.

### **Group III**

Comprising of Shobha Satankar, Kamarunnisa, Shekh Sahjahan, Sukhwati Bai, Pratima Singh explained that Self Help is to strengthen oneself. With the help of a group one gets to know what we do not know individually, we can also save and look ahead.

### **Group IV**

Comprising of Krishna Shrivastava, Rukmani Baretha, Jaheeda Bi, Sushma Rathore and Khama Malviya explained Self Help as helping oneself. Any problem can be sorted out with the help of group e.g. water and drain, savings can also be done in a group.

Then the participants were apprised of the concept of Self Help. The objective of Self Help Group, was explained along with the rules of Self Help Groups pertaining to membership, election, its meeting, periodicity, presence at meetings, discussions and decisions in such meetings, process and importance of savings and inter-lending amongst the group members, discussion on any other social issue including water and sanitation and also income generating activities.

The concept of solidarity and collectives, decision making was explained by citing examples from the stories of a single stick and a bundle of sticks that cannot be broken and birds trapped in the net flew together to become free. This was strengthened by a game of goat and lion where participants had to protect a goat from lion's attack by encircling her and preventing lion from breaking the circle. The participants enjoyed the game and explained the learning. The concept and importance of transparency was

explained to the participants by giving examples of the rules that are made by the groups of taking the decisions in the group.

Collective leadership in water and sanitation was then explained through participatory exercises.

The exercise comprising of spot the leader – where one person was asked to spot the leader amongst a group of women who were all doing same action, helped in demonstrating the collective leadership.

Similarly helping a participant with closed eyes by the team was useful in explaining the importance of teamwork in collective leadership. Another simulation exercise was done to demonstrate trust building, which is a very important component of collective leadership. Here the participants were divided into groups, a group member was asked to come in the centre and close her eyes and fall in any direction, the group members had to support the lady and not let her fall. After the exercise, the participants were asked to share their experiences. The participants who had to fall narrated that in the beginning they were not sure that the group members will support her but with two or three falls, they were sure that come what may her group members will not let her fall. Similarly the group members shared their feelings of anxiousness, confidence, alertness and a feeling of responsibility to hold on the falling partner.

This session of activities and explanation helped the participants to understand the importance of collective leadership and also their role in water and sanitation management.

The final session of the day was methods of conflict management. This was demonstrated through role plays by groups. The participants were asked to split in four groups by counting numbers. Two groups were asked to resolve the conflicts faced by other groups over use of water and sanitation services. Then the experience of group members who resolved the conflict was shared. One group shared that their approach was to help the conflicting group identify the problem and suggest the solution instead of thrusting their ideas on the conflicting group.

Other group shared their approach that was to gather information from conflicting members and also from others, then after processing the information amongst themselves, discussed the available options and explained the options to all the group members of the conflicting groups. Then helped the group to discuss the pros and cons of the suggested options and choose one that was acceptable to all. At the end of the day one, the participants were asked to form groups for reporting the next day.

## DAY II

Day two began with the presentation of report of the day one by Rani Rawat, Pushpa Devi Maheshwari and Kamarunnisa. Resource Person discussed with the participants the effective communication skills necessary for them to communicate with each other in the group and also to the officials. She explained the concept of communication, what are the hindrances they face while communicating and how to overcome them. This was explained by a game of passing the message from one person to another which suffers a transmission loss in the process and does not convey the idea appropriately.

Followed by this session the concept of Networking, its importance and the problem faced by women in networking were presented. Simple examples were cited to explain 'network' which can be used as a tool to solve their problems. This helps in increasing strength of a group and can be useful in overcoming problems of water, sanitation, and toilets by them. The process of networking and linkages with Municipal Corporation, Government Offices, Banks, Corporators, Local leaders etc were also discussed.

The concept of social capital was briefly explained to the participants. All the social skills, institutions, kinship, local organization and network of poor men and women constitute social capital. This can be used to solve their immediate problem of water and sanitation.

Use of negotiation skills in getting their work done was also explained to the participants. Negotiation being a two way process in which two parties meet face to face to reach a mutually acceptable resolution of the issue was explained to them vis-à-vis mediation in which assistance of a neutral third party is sought.

The post lunch session was of technical skill in which importance of drainage, arrangement for hygienic condition and water conservation, soak pit materials and different fittings and their arrangements were presented. Use of plumbing and masonry equipments were demonstrated. Remedial measures for tackling immediate problems of plumbing, clogged drains, leakage fixing were demonstrated to the group.

Material requirement and brick laying for different wall thickness while building toilets and bathrooms was also demonstrated. The correct operation of handpump and fixing of minor faults was then demonstrated. At the end of the session various queries of the participants regarding measurement of safety tank, sewerage connection, emptying the safety tank, changing valve of a leaking tap, connection of overhead tank, size of pipe used for various sanitary fittings etc were answered to make the session and interaction more useful.

### Day III

Day three of the training programme started with report presentation by Mr. Pushpa Kushwaha, Krishna Srivastava and Shobha Satankar.

The process of planning was then discussed and the participants were asked to split in groups according to their locality to do the planning exercise. Five groups were formed. The groups were given the task of mapping water and sanitation resources available in their localities. The women in the groups were helped by their daughters in drawing the map. Two groups were helped by daughters of the group members - Reeta Dhurve and Shashi Kirar. The groups presented their respective maps of available resources. Then they were asked to point out the gaps in the services and where would they like to provide community toilet, water taps or place dust bins. The group members articulated the need for services that were deficient in their locality and suggested the site for these resources.

Then the participants were explained the concepts of prioritization, budgeting and resource mobilization (citing various examples), including getting source allocation from local corporators, the contribution of women, loan from various agencies. This session was followed by discussion on implementation of the project on management of water

and sanitation services by the groups. The participants brainstormed the process of implementation. They discussed information sharing with other women of the locality, calling a networking meeting with other groups, building consensus on fee structure, discussing the process of supervision, monitoring and reporting in detail.

The post lunch session was of maintenance of various records of the group. The various books of record specially accounts were explained, which should be maintained by the group. This included the proceedings register, the savings and loan ledger, individual pass books, cashbooks. Detailing on each of the books every entry with examples and its importance were discussed.

#### Day IV

Report of the previous day was presented by Rani Rawat, Renta Dhurve and Shashi Kirar.

Then the need of maintaining personal and community hygiene was discussed. The responsibility of women's group in maintaining hygiene and several hygienic behaviours were highlighted.

Various waste disposal methods, waste segregation into the biodegradable and plastic waste were presented. Vermi-composting method was explained in detail which could be taken up by the group as income generating activity.

The participants agreed with the proposal of minimizing the use of plastic waste as they themselves cited its harmful effect on men, soil and water.

This was followed by various suggestions from the participants for water conservation and minimizing its misuse. All the trainees participated in the discussion.

The session was followed by a group work on 'How to Solicit Cooperation of Men' in management of Water and Sanitation. The group work was done by groups formed locality-wise.

Group - I Saibaba Swayam Sahayata Samooh from Indira Nagar slum comprising of Mrs. Pushpa Kushwaha, President, Mrs. Shobha Satankar, Secretary, Mrs, Sushma

Rathore, Treasurer, Mrs. Rani Rawat and Mrs. Akhtar Bi - member suggested that all the group members will together request cooperation from all men for solving problems of drain, road, garbage, water, toilet and electricity. They will share with men folk the learning's of four day training programme attended by them - like how we can solve our own problems, how can we make our locality free from garbage, how it is unhygienic to defecate in open.

They also said that they would try to convince men about the training programme they should also attend.

Group - II : Ankit Swayam Sahayata Samooh from Ankur Nagar represented by Mrs. Krishna Shrivastava, President, Mrs. Guddi Bhopche, Secretary, Mrs. Kamarunnisa and Mrs. Mumtaz Bano members said that they will first explain the learnings to men of their own houses and will ask them in turn to seek cooperation of other men from the locality to help this group of women in improving their slum. They will also seek cooperation of men folk in matters of electrical repairs, fixing plumbing faults, how to get construction material for toilet etc.

Men can also help in asking children not to litter garbage. Help from men can also be sought for solving other problems and any work undertaken by the group.

Group - III: Mahila Shakti Samooh, Saibaba Nagar represented by Mrs. Pushpa Maheswari, Secretary, Chama Bai and Surekha Bai - members were of the opinion that before embarking on any work they should consult their husband, if husbands do not agree to it and the work is important then they may go ahead to accomplish the task. We should seek men's support to talk to corporators or to go with us to Municipal Corporation.

Group - IV : Radha Swami Samooh, Shahpura represented by Jaheeda Bi, President expressed her confidence in soliciting help from men folk of her colony. She said firstly I would take permission from my husband and then I will achieve success in my mission and show him that whatever work I do is for the benefit of society. For this work I will consult my group members, colony people, try to convince men folk that we have



always worked on your guidance how you should follow our guidance. Some practical tips of soliciting cooperation from men were presented.

Followed by the presentation and group discussions session on participatory monitoring and reporting it was explained how to collect information on achievements of goals, amount spent, resources used and benefits accrued, feed back from the users, regular site visit helps in monitoring. Regular monitoring will help in changing the method if there is no desired outcome. All these informations about successes and activities and the corrective measures taken should the reported. Emphasis should be given on observing the impact on women as to how many women are using the facilities, what is the difference they are feeling with your management.

In the end summing up of the training programme was done and feed back of the participants sought on their view about the training programme, method of imparting training and what they liked about the training, how will they make use of the training and their suggestions about improving this training programme.

#### **Feed back**

Women liked the training programme and the method of delivery. They said that the method of imparting training was simple and planned. They want more of such trainings as through this training, they have learned about those things which they never heard of....

They specially liked solidarity of women and the formation of collective of women for management of water and sanitation services and to cooperate with each other for, savings and solving the problems of water and sanitation.

- They said that they will share the information with their colony people and try to include them in the group, we will consult residents of the colony, both men and women before taking any decision.
- We will also try to work according to suggestions given during the training programme and will strengthen our group to bring improvement in water and sanitation facilities in the slum. Thus solving our own problem.

## Annexure I

### Mahila Chetna Manch, Bhopal

#### Training for Women Leadership in Water and Sanitation

##### Training-Programme

##### Day - I

11.00 am to 11.30 am	Welcome of participants and introduction about training, objective, design and methodology
11.30 am to 12.00 noon	Introduction of participants
12.00 noon to 12.30 pm	Expectation of participation
12.30 pm to 1.00 pm	Concept of SHGs <ul style="list-style-type: none"><li>• Objective of SHGs formation</li><li>• Establishment of SHGs</li><li>• By laws of SHGs</li><li>• Conducting group meetings</li></ul>
1.00 pm to 1.30 pm	Principles of SHGs
1.30 pm to 2.00 pm	Lunch
2.00 pm to 3.00 pm	Gender, water and sanitation
3.00 pm to 4.00 pm	Collective leadership in water and sanitation

##### Day - II

11.00 am to 11.30 am	Report presentation of previous day
11.30 am to 12.00 noon	Communication skills
12.00 noon to 12.30 pm	Networking and linkages
12.30 pm to 1.00 pm	Building social capital
1.00 pm to 1.30 pm	Negotiation
1.30 pm to 2.00 pm	Lunch
2.00 pm to 4.00 pm	Technical skills <ul style="list-style-type: none"><li>- Plumbing</li><li>- Construction</li></ul>

### **Day - III**

11.00 am to 11.30 am	Report presentation of previous day
11.30 am to 12.30 pm	Project planning – water and sanitation management
12.30 pm to 1.00 pm	Action planning and Implementation (Mapping, Prioritization, Resource mobilization)
1.00 pm to 1.30 pm	Lunch
1.30 pm to 4.00 pm	Maintenance of records and finances

### **Day - IV**

11.00 am to 11.30 am	Report presentation of previous day
11.30 am to 12.00 noon	Hygiene - personal and community
12.00 noon to 12.30 pm	Conservation of water
12.30 pm to 1.00 pm	Cooperation with men
1.00 pm to 1.30 pm	Lunch
1.30 pm to 2.00 pm	Monitoring and reporting
2.00 pm to 2.30 pm	Gender audit
2.30 pm to 3.00 pm	Summing up
3.00 pm to 4.00 pm	Feed back

### **Trainers and Resource Persons**

1. Mrs. Nirmala Buch, President, Mahila Chetna Manch
2. Ms. K. Arondekar, Vice-president, Mahila Chetna Manch
3. Ms. Rashmi Saraswat, Director (Training and Communicaton)
4. Mrs. Sumitra Chouhan, Director SHG, Mahila Chetna Manch
5. Mrs. Pratibha Shrivastava, Principal AWW Training Centre
6. Mr. Pawan Nigam, Accounts Officer, Mahila Chetna Manch
7. Ms. Anju Rai- Instructor AWW Centre
8. Mr. Lalit Nath Yogi, Coordinator, Mahila Chetna Manch
9. Mr. Phate – Plumbing, repairing of water and sanitation

**Annexure II**

<b>S. No.</b>	<b>Participants name</b>	<b>Address</b>	<b>Designation</b>
1	Smt. Jahida Bee	Shahpura Durga Chowk, H.No. 255	President
2	Smt. Rukmini Baretha	Meera Nagar, Jhuggi No.9	President
3	Smt. Pushpa Kushwaha	Indira Nagar, 529	President
4	Smt. Guddi Bopche	Ankur Nagar, 6 No.	Secretary
5	Smt. Binda Malviya	Meera Nagar, Jhuggi No.6	Secretary
6	Smt. Pushapa Devi Maheshwari	Sai Baba Mandir, 275	Secretary
7	Smt. Shobha Sawankar	Indira Nagar, 305	Secretary
8	Smt. Kamarunnisa	Ankur Nagar, 6 No.	Member
9	Smt. Krisha Shrivastava	Ankur Nagar, 6 No.	Member
10	Smt. Pratibha Singh	Shahpura Durga Chowk	Member
11	Smt. Kusum Gautam	Shahpura Durga Chowk	Member
12	Smt. Reena Dhurve	Meera Nagar, Jhuggi No. 201	Member
13	Smt. Sukhwati Bai	Meera Nagar, Jhuggi No. 17	Member
14	Smt. Sheela Bai Nath	Meera Nagar, Jhuggi No. 106	Member
15	Smt. Simiya Bai	Meera Nagar, Jhuggi No. 105	Member
16	Smt. Shekh Shahjhan	Sai Baba Mandir, 614	Member
17	Smt. Chama Bai Malviya	Sai Baba Mandir	Member
18	Smt. Shashi Bai Kirar	Sai Baba Mandir, 251	Member
19	Smt. Anjum Khan	Sai Baba Mandir, 710	Member
20	Smt. Sushma Rathore	Indira Nagar	Member
21	Smt. Jaitoon Bee	Meera Nagar	Member
22	Smt. Rani Rawat	Indira Nagar	Member
23	Smt. Bano Bee	Ankur Colony	Member
24	Smt. Mumtaz Bano	Ankur Colony	Member
25	Smt. Nirmala Sawankar	Indira Nagar	Member
26	Smt. Uma Jaiswal	Sai Baba Nagar	Member
27	Smt. Surekha Yadav	Sai Baba Nagar	Member
28	Ku. Waheed Bano	Shahpura	Member
29	Smt. Akhtar Bee	Indira Nagar	Member