

JULY 2006

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# Training Workshops for Gender Mainstreaming in WAC Programme in Four Cities of Madhya Pradesh, India



UN-HABITAT



Mahila Chetna Manch, Bhopal  
in Collaboration with  
UN-HABITAT, New Delhi

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Training Workshops for  
Gender Mainstreaming in  
WAC Programmes in Cities  
of Madhya Pradesh, India

# A REPORT

A report of Training Workshops for  
Awareness, Advocacy and Sensitization of  
Corporators and Water Sanitation officials for  
Gender Mainstreaming Strategy and  
Action Plan Implementation in Four Project Cities  
Bhopal, Gwalior, Indore, Jabalpur  
May-June 2006

Mahila Chetna Manch, Bhopal in  
Collaboration with UN-HABITAT, New Delhi

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## **Introduction**

The Water for Asian Cities Programme (WAC) is supporting the implementation of Water and Sanitation related MDG and targets in Asian Cities, specifically promoting pro-poor governance, water demand management, increased attention to environmental sanitation and income generation for the poor linked to water supply and sanitation. The overriding thrust of the WAC programme is to enhance capacity at city, country and regional levels and to create an enabling environment for new flows of investments in the urban water and sanitation sector.

Women and girls are the primary collectors, users and managers of water at the household level. They are also the promoters of household and community based sanitation activities. Inadequacies and deficiencies in water and sanitation services have the maximum impact on them in various ways. But men continue to be seen as planners and decision makers on the issues relating to these services. Women's views and perspectives are not represented. This affects the equity, efficiency and sustainability of these services. Hence a Gender Mainstreaming Strategy was formulated for WAC to bring the required focus on women's, and not only men's views, needs, concerns and perspectives in it. The strategy included an action plan in all the thematic priority areas of the programme.

## **Gender Mainstreaming Strategy**

The Gender Mainstreaming Strategy recognizes the need to look at the concerns and perspectives of women and men and the gender relations, roles and responsibilities impacting their participation in the programme and projects. It is, in fact, a process, which not only seeks to ensure incorporation of women and men's needs in planning, implementation and evaluation of the programme but also recognizes the contribution of women to the efficiency and sustainability of the programme initiatives. Further, gender mainstreaming does not concern women only. However, it is also to be noted that there are continued gender gaps in access and control of various resources, in participation in decision making institutions, in attainments in literacy, education, health and nutrition and in opportunities for work participation which are adverse to women. They also have multiple burdens of roles with these roles defined differently in different social and political contexts. Therefore, the gender mainstreaming strategy takes into account the different roles, responsibilities and needs of men and women but with special focus on incorporation of women's needs and perspectives and also takes notes of differently constructed gender relations in different social contexts, groups and locations.

The strategy emphasizes the role of women and men as active participants and agents of change as also beneficiaries of any efforts to improve access to water and sanitation and to bring about democracy and good governance especially at the municipal level. It envisages support to organizations, departments and other partners working in the area of water and sanitation policies, programme and services through advocacy, training and institutional capacity strengthening in gender mainstreaming, resource mobilization and operational activities including appropriate norms and procedures for equitable access and participation in management and decision making.

An overarching part of the strategy is advocacy, sensitization and promoting awareness of gender issues in water and sanitation sector for all levels of policy making and implementation so that gender focal points and units are not only created in the institutions of governance concerned with water and sanitation but are also given strong mandate and receive full support in their activities and interventions. This is seen as essential in the light of continuing invisibility of gender concerns and the implications of this invisibility among a number of policy makers and programme implementers.

The Action Plan for operationalizing the Gender Mainstreaming Strategy under Training and Capacity Building includes Training and Capacity Building directed at all levels of project preparation, implementation, monitoring and evaluation. At the institutional level, municipal authorities are to be sensitized to the gender approach and trained in concrete methodologies of mainstreaming gender in the provision and management of water and sanitation services. Gender Mainstreaming Workshops are to be conducted in each city where WAC programme is being implemented with the objective of assisting in understanding and implementation of the Gender Mainstreaming Strategy and also the Action Plan which is intended to ensure that concrete activities for gender mainstreaming are integrated in the overall WAC programme in each city.

## **Awareness and Advocacy Workshops for Gender Sensitive Governance**

This report presents the experience of the Awareness and Advocacy Workshops organized in pursuance of the Gender Mainstreaming Strategy and Action Plan by Mahila Chetna Manch, Bhopal in May-June 2006. The original plan was to have two workshops in which selected corporators from all the four Municipal Corporations who are concerned with water and sanitation issues and women's issues as well as staff of their water and sanitation services would be invited. One workshop was accordingly organized in Bhopal on 23<sup>rd</sup> to 25<sup>th</sup> May, 2006. Considering the need of facilitating a wider participation of corporators and officials in all the four cities, four workshops were organized one in each city. These were organised on the following dates:

Bhopal	-	8 <sup>th</sup> and 9 <sup>th</sup> June, 2006
Gwalior	-	13 <sup>th</sup> and 14 <sup>th</sup> June, 2006
Indore	-	2 <sup>nd</sup> and 3 <sup>rd</sup> June, 2006
Jabalpur	-	6 <sup>th</sup> and 7 <sup>th</sup> June, 2006

The programme of the three days combined workshop for the four cities and two day workshop in each of the four cities are given in Annexures, I and III. The lists of participants and resource persons is given at Annexures II, IV and V. The resource persons were drawn from those involved in formulation of the Gender Mainstreaming Strategy and Action Plans, training institutions, community organization, rapid gender assessment, UN HABITAT partners in the Water for Asian Cities Programme. The methodology of the training workshops was participatory with group exercises, discussions, presentations and lectures. Commissioner and Secretary Urban Development and Project Director, Urban Development Project as well as UN HABITAT MP office participated in all the workshops. There was active participation of the Municipal Corporators and Officials in the workshops. The organization of the four city level workshops in the Municipal Corporations meeting/conference rooms further facilitated their presence and participation. In Gwalior the Divisional Commissioner took keen interest in the training programme and addressed the participants.

Mr. Malay Shrivastava, Commissioner and Secretary Urban Development Department spoke about the relevance of the Gender mainstreaming strategy in fulfilling the objective of UN Habitat's Water for Asian Cities Programme and ADB's Urban slum improvement project. Women should be consulted in deciding about the water and sanitation services, how to fill the gap between demand and supply of these services. As women are concerned with the use of water at home, if these matters are decided in consultation with the user then Municipal Corporation will not be at the receiving end and at the same time women will help in maintenance of these services. The location of toilets and their upkeep play a major role in usage. If the toilets are located at unsafe places then these will not be used. He asked the officials and corporators to involve women from the inception of the project.

Mr. Gulshan Bamra, Project Director Urban Development Project explained that the Urban Slum Environment Improvement Project supported by the Asian Development Bank was about improvement of water, sanitation, sewage system in the four cities of Madhya Pradesh viz. Bhopal, Gwalior, Indore and Jabalpur. Under the MOU of ADB and Government of India and Government of Madhya Pradesh maintenance expenses are to be borne by the respective cities. Women are to be associated with the project. It is important that the State government, Municipal Corporation make sure that women are associated in the implementation, operation and maintenance of these services. He also clarified that UN Habitat under its Water for Asian Cities Programme has assigned to Mahila Chetna Manch the task of making the people associated with this project aware about gender. Members of Mayor in Council have a responsibility towards women. Citizens too have a role.

Mr. Bamra stressed that the participation of women in the project implementation was not optional. It was mandatory and this was a policy issue. Mayor in Council and the officials incharge of implementing the project together have a role to play to elicit participation of women.

## **Workshops Programme Highlights**

In the combined workshop day one, was utilized for presenting the training design and the concepts of gender equity, gender equality and gender relations, division of labour, issues of gender in water and sanitation and the need of gender mainstreaming in water and sanitation. The Rapid Gender Assessment which preceded the formulation of the Gender Mainstreaming Strategy was presented alongwith a film "Voices from the Margin" based of this Rapid Gender Assessment. The gender mainstreaming strategy was presented in detail followed by analysis of the participant's institutions, primarily the Municipal Corporations, analysis of the self and of gender sensitivity and suggestions for initiating institutional change and change in the self through participatory exercise. The context of the workshop was presented in detail to focus on the awareness of the need to talk about gender in water and sanitation, the issues to be kept in mind, the expected results, equity, equality and sustainability of the water and sanitation services if gender concern are addressed. It was emphasized that gender does not mean only women, but addressing concerns of both men and women but the need of focusing on women comes because they face maximum problems deprivation and discrimination besides carrying out multiple burden.

In the two days programme, general orientation, gender orientation, institutional and self analysis for gendered approaches, presentations of Rapid Gender Assessment, Gender Mainstreaming Strategy and Action Plans, gender tools, participatory methodologies for community and especially women's participation and genderised norms and standards in management of water and sanitation services were included in the various sessions.

**The Gender Mainstreaming Strategy and the five axis on which it was based were presented in all workshops. These were :-**

1. Inclusion of gender expert and staff with gender expertise in project design, selection, implementation, monitoring teams of the project.
2. Introduction of gender issues in programme framework, reviews, workshops, and all other activities for policy proposals, programme development, monitoring, reviews and evaluation.
3. Framing and inclusion of gender related guidelines and principles in programmes and undertaking gender analysis in designing projects.

4. Enabling women and men from all sections especially those from the socially excluded, marginalized, deprived sections to participate at all levels and stages of Water and Sanitation Sector projects and services through organizing groups, capacity building, entrusting responsibilities
5. Advocacy, awareness, sensitization on gender issues in Water and Sanitation Sector for all levels of policy making and implementation were presented.

Action Plans to operationalise the Gender Mainstreaming Strategy as included in the gender mainstreaming strategy were discussed which emphasized a leadership role of the state govt. in UADD and the Project Directorate of UWSEIP Project and also the actions to be taken by each Municipal Corporation. The following action points at the Municipal Corporation level were highlighted: -

1. To make corporation budget transparent and gender responsive and to arrange training of staff, water and sanitation for Corporators. Including an explanatory memorandum on action on gender issues with the budget of 2007-08. To ensure inclusion of Gender Strategy and Action plan requirement in the budget.
2. Constitution of Ward Committees and Mohalla Committees, their democratic election and ensuring women's membership and atleast 1/3 women chairpersons.
3. All information on water and sanitation services to be collected on sex disaggregated basis.
4. Including a Gender Focal Unit in the Project Implementation Unit with the Municipal Commissioner.
5. To work for a goal of making the whole city corporation area open defecation free by 2009. For this:
  - (a) Construction of individual joint or public toilet complexes to cover all Jugghi settlement houses with the facility.
  - (b) Selection of local women SHGs, their constitution and capacity building, entrusting construction of toilet complexes to women's SHGs, linking with them microfinance, and linking NGOs,
  - (c) All schools in the city to have separate toilets for boys and girls alongwith electricity and water
6. Entrusting local water distribution in the slum area to women's groups to be identified or formed in the area.

7. Gender sensitization and awareness programmes for Municipal Corporators and Water and Sanitation staff.
8. Including sex-disaggregated data in all progress reports and monitoring.
9. Including women in water audits, water budgeting and recycling of waste water initiatives.
10. Genders analysis of norms standards and arrangements of water supply and sanitation in the Municipal Corporation and make them gender responsive e.g. time of water supply, location of toilet complexes and their design, safety, approach, local water supply, method of communication about promoting of household level water connection, management of water and sanitation in the area, leadership, arrangement for grievance redressal, methods of hearing, time, place and the arrangements of meeting, strict enforcement of laws relating to violence against women and sexual harassment at work place.
11. ICDS Anganwadi Centre for all poor boys and girls in the slums area, special arrangement for education in water and sanitation.
12. Inclusion of special educational material and programme for water and sanitation education in all schools.
13. Time bound conversion of dry latrines in to sanitary toilets.
14. Teaching waste segregation in all classes of all local schools and placing different coloured waste bins to teach this habit.

## **Institutional Analysis**

In the Group work for institutional analysis, (Responses given at Annexure VI) corporators referred to presence of women as corporators. They felt that there is greater sensitivity towards problem of women. Priority is given in redressing the problems faced by women Participation of women in decision making is only by women who come forward. There is no proactive role of men. However the participants suggested following changes

**Structure** – formation of gender cell at PMU, PIU, MC. At local level formation of Mohalla samities and user groups with 50% women participation and Woman Chairperson

**Capacity building** - capacity building of gender cell through training, exposure visit Mohalla samiti (women member's training, exposure visits

Imparting water and sanitation education, gender sensitiveness and participation skills in school and colleges.



## **Community Participation**

The methodologies to enlist participation of community were discussed. Men and women's time disposition and the higher burden and longer hours of women partly due to inadequate and unsuitable water supply arrangements and sanitation complexes and the suggestions for change were discussed through a case study. In the responses (Annexure VI) while some participants highlighted need of sharing of household work and adjustment of the time use by the husband in the case study, others pointed out action which can be taken by the Municipal Corporation. A number of suggestions were given during discussion. It was mentioned that experience shows that sometimes there is resistance from the community when women are approached. There are dynamics at play-dynamics of family, community and power dynamics sometimes. Sometimes when women are in majority, men withdraw from the scene leaving it for women to decide matters. These dynamics can be addressed with innovativeness, and objectivity.

If this is not true that sitting together of men and women will enable women to effectively participate. It will be helpful if women's meetings are organized separately. We should be aware that participation is not an instant process it takes time. If the process is rushed by those involved in facilitating community participation, then women will be left out. It is essential that the time and knowledge of the community are respected.

It was suggested that knowing about cultural background of the community will also help in striking instant rapport with the community. It was also suggested that information be shared with the community. If there is transparency about the project then community readily participates.

### **The tools of Gender Disaggregated Data and Gender Budgeting and Gender Sensitive indicators.**

The need of collecting gender disaggregated data and its use were discussed. Following points were highlighted.

- Collection/generation of data of target/achievement of programmes/scheme gender wise Objectives of the programme/scheme
- Its relevance for gender equality, gender justice
- Constitutional provision/constitutional commitment for women's development, equality and equity

It was also explained that gender disaggregated data should be collected at the micro level. This would help in identifying the needs and constraints in women's participation.

It was explained that the invisibility of gender is apparent when we talk of community development or analysis. Talking of community does not take care of women. Politics of language makes

it convenient to overlook certain sections like women. This needs to be taken into account or quite often if it is said that leaders are consulted then it is sure that women are overlooked.

Every data, every information should be disaggregated by gender i.e. men and women, boys and girls will be looked at differently both in quantitative way i.e. numbers and qualitative interpretations as compared with the baseline.

This should be done in survey, planning, implementation, monitoring and achievement, in all institutions, decision-making bodies. In water and sanitation and also related fields of health and nutrition gender gap i.e. difference in male female is to be studied. Whatever work-whether of construction or service provision it is to be seen as to who is deciding, who is working, who is supplying and who is benefiting and necessary corrective steps taken.

Participation in policy making, programme implementation activities, monitoring and its mechanism is to be identified. How far we have moved from baseline-data, gender desegregation of workers is to be taken into account. During mobilization – it is to be seen whether gender sensitive people are involved. Barriers of power are removed if gender sensitive persons or women are involved. We can achieve better results with Gender composition of policy makers, implementers and local level organization.

Talking of gender tools it was suggested that our tools are to be gendered e.g. comprehensive data on gender, gender analysis of participations is must as despite every effort women are forgotten There is even invisibility of gender in the family.

## **Gender Responsive Budgeting**

It integrates gender perspective into the budget process, tracking how budgets respond to gender equality and women's rights requirements. It looks not only at allocations and resource mobilization, but also budgeting systems, budgeting processes and the roles of those formulating the budgets. It should take into account

- Percentage of population served (men & women)
- Access of men and women to stages of policy (planning, budgeting, monitoring etc)
- Data collection – area, gender wise/programme wise
- Scheme/Project – women and men oriented
- Equal benefits to men and women
- No discrimination in wage payment to men & women.
- Analysis of data (physical, financial achievement relating to men and women)

Intention of gender budgeting is what we intended to analyze. Resource allocation, programme benefit and impact of programme is seen. Information and data create a demand and pressure

and enable women to ask questions effectively and forcefully demand equitable just and fare allocation of resources.

### **Gender Sensitive Indicators**

- Existing participatory process (men & women)
- Satisfaction by the users pro-poor groups
- Equity in system
- Percentage of population served by services
- Fairness in enforcing laws/users charges/taxes etc
- Openness of procedure

### **Feedback from Participants**

Organization of training workshop, its method imparting training, was appreciated by all the participants. They were of the view that the training will help them in executing their work. Now they will devote more time with people, creating awareness. They felt motivated to involve women and poor in the programme for good governance. Participants also felt that it will help them in motivating the community and making their work area more organized. They also felt that training has given them enough reason to work for women.

### **Their suggestions included : -**

To make it compulsory for participants to attend the training workshop, to follow up on the trainings and keep regular contact with them. Information on small-scale industries for people below poverty line should be given by Bankers.

- Awareness campaign should be organized
- Presentation and dissemination of information about the quality improvement of work and best practices of citizens
- Such programmes should be organized in slums. Women should be made aware about their rights

They liked gender budgeting, action plan for implementation of gender mainstreaming strategy, women's mobilization into groups, rapid gender assessment, community toilets,, institutional analysis, gender assessment in water and sanitation , presentation in groups,, film screening, concept of gender and gender equality, enlisting participation of women in development,, gender standards of water and sanitation services.

Participants want more information on construction of community toilet, participation of women in management of community toilets, gender gap in project formulation and implementation employment schemes for women in slum areas, how will government help the women who take up management of water and sanitation in slums, at which level financial arrangement of projects are planned to decrease gender gap, what is the procedure being adopted by other states to enlist participation of women? training to slum community on basic services, soft copy of presentation, information on subsidy, financial resources and training on business, data of survey on representation of women in administrative, clerical, technical and political posts, how to make available potable water for drinking.

They have suggested that trainings should be organized in slum areas, trainings for water and sanitation workers, more women involved in the programme, Mahila chetna Manch should work in slum areas,, Film should be screened in slums, dissemination of information in slums, children should also be made aware, all workshops, training and awareness programmes should be based on the concepts of gender awareness and gender budgeting, there should be a column in confidential report in which the official should make a note on gender perspective of the employee.

The participants were of the opinion that this workshop will make a difference in their working they will now try to enlist women's participation, working style will change,, will keep in mind about the positive and negative impact of project on women. will be more sensitive towards women, will try to involve community in the work, will try to take women on committees, and consult them in construction of facilities .

# **MAHILA CHETNA MANCH**

## **AWARENESS AND ADVOCACY WORKSHOP ON GENDER SENSITIVE GOVERNANCE FOR IMPLEMENTATION OF GENDER MAINSTREAMING STRATEGY**

### **Objectives-**

- 1) To orient the policy makers and implementors of Municipal Corporation aware about gender needs concerns and related concepts of gender mainstreaming in water and sanitation sector
- 2) To make them responsive and accountable for promoting gender equity within Water and Sanitation services and its management.
- 3) To support attitudinal change and build their capacity to integrate gender perspective in their institutional work and in all stages of WAC programme through appropriate processes and tools.
- 4) Development of Genderized norms and standards for water and sanitation management

**Participants** – Councilors and officials of four Municipal Corporations viz **Bhopal, Indore, Gwalior and Jabalpur** concerned with subjects of public health, water and sanitation.

**Duration** – 3 days

**Place** – Bhopal

## **Workshop design**

### **Day I**

#### **Pre Lunch sessions**

10.30 am to 11.30 am

#### **1. General Orientation**

11.30 am to 12.00 noon

#### **Tea Break**

12.00 noon to 1.30 pm

#### **2. Gender Orientation**

- Concept of gender
- Difference between sex and gender
- Gender division of labour in water and sanitation sector
- Concept of Gender equality and equity and development approaches
- Need of gender Mainstreaming in water and sanitation for equity and efficacy

1.30 pm to 2.30 pm

#### **Lunch Break**

#### **Post Lunch sessions**

2.30 pm to 4.00 pm

#### **3. Institutional and self analysis for gendered approaches**

- Sensitivity to problems of women in organization and water and sanitation sector
- Willingness to involve women in decision making
- Enforcement/compliance of pro women rules
- Grievance redressal system
- self reflection-feelings, biases, stereotypes, mindsets, language

4.00 pm to 4.30 pm

#### **Tea Break**

4.30 pm to 5.30 pm

#### **4. Rapid Gender Assessment**

## Day 11

### **Pre Lunch sessions**

10.30 am to 11.30 am      1. **Gender Mainstreaming strategy**

11.30 am to 12.00 noon      **Tea Break**

12.00 noon to 1.30 pm      2. **Role Orientation for pro poor and gender sensitive governance**

1.30 pm to 2.30 pm      **Lunch Break**

### **Post Lunch sessions**

2.30 pm to 4.00 pm      3. **Initiating change for implementation of GMS and action programme**

- Within organization as suggested in GMS for WAC programme
- systems, structures, objectives, policy, activities

4.00 pm to 4.30 pm      **Tea Break**

4.30 pm to 5.30 pm      ● Within self

- people centered behaviours and attitudes
- gender neutral language

## Day III

### **Pre Lunch sessions**

- |                        |   |
|------------------------|---|
| 10.30 am to 11.30 am   | <b>1. Gender tool Orientation</b> <ul style="list-style-type: none"><li>● Gender disaggregated data</li><li>● Gender sensitive stakeholder analysis</li><li>● Gender responsive budgeting</li><li>● Gender sensitive indicators of monitoring</li></ul> |
| 11.30 am to 12.00 noon | <b>Tea Break</b>  |
| 12.00 noon to 1.30 pm  | <b>2. Participatory methodologies for community participation especially women participation</b>  |
| 1.30 pm to 2.30 pm     | <b>Lunch</b>  |
| 2.30 pm to 4.00 pm     | <b>3. Genderised norms and standards for management of water and Sanitation services</b>  |
| 4.00 pm to 4.30 pm     | <b>Tea Break</b>  |
| 4.30 pm to 5.30 pm     | <b>4. Feedback of participants.</b>   |



**Three Days Workshop - 23<sup>rd</sup> to 25<sup>th</sup> May 2006**  
**Venue : Hotel Ashoka Lakeview, Bhopal**

*List of participants*

<b>S. No.</b>	<b>Name</b>	<b>Designation</b>
1	Mr. Rajendra Jain	Corporator, MC Gwalior
2	Mr. Anish	MIC Member, MC Bhopal
3	Mr. Syed Munawar	MIC Member, MC Bhopal
4	Mr. Surendra Singh Chouhan	Water & Sanitation Member, MC Gwalior
5	Ms. Manisha Telang	CDO, UWSEIP, Bhopal
6	Ms. Ganga Bai Kachke	MIC, Women & Child Dev., MC Bhopal
7	Mrs. Mahira Salman	Corporator, MC Bhopal
8	Dr. P. Chandran	Health Officer, MC Bhopal
9	Mr. S.K. Saratker	Zonal Officer, MC Jabalpur
10	Mr. Ravindra Superkar	Executive Engineer, MC Indore
11	Mr. B.S. Sikarwar	Project Engineer, UWSEIP
12	Mr. Vivek Kumar Jain	Health Officer, MC Indore
13	Dr. P.K. Nandi	UN-Habitat Member
14	Mr. Ashok Pandey	Leader of Opposition, MC Bhopal
15	Ms. Sudha Bhargwa	OSD, MC Bhopal
16	Mr. A.K. Gupta	DPD, UWSEIP Bhopal
17	Mr. M.A. Khan	DPD, UWSEIP Bhopal
18	Mr. S.G. Phadke	APO, UWSEIP Bhopal
19	Ms. Kaveri Dutt	CDO UWSEIP, Jabalpur
20	Mr. R.K.Shukla	MC Gwalior

## **Workshop on Gender Sensitive Governance for Implementation of Gender Mainstreaming Strategy**

**Three Days Workshop - 23<sup>rd</sup> to 25<sup>th</sup> May 2006  
Venue : Hotel Ashoka Lakeview, Bhopal**

### **List of Resource Persons**

1. Mrs. Nirmala Buch
2. Dr. A.K. Singh
3. Ms. Kaveri Dutt
4. Mr. Praveen Singhai
5. Ms. Rashmi Saraswat

# MAHILA CHETNA MANCH

## AWARENESS AND ADVOCACY WORKSHOP FOR IMPLEMENTATION OF GENDER MAINSTREAMING STRATEGY IN WATER FOR ASIAN CITIES PROGRAMME

### Objectives-

- 1) To make the policy makers and staff of Municipal Corporation aware about gender issues and related concepts of gender mainstreaming in water and sanitation sector
- 2) To make them responsive and accountable for promoting gender equity within Water and Sanitation services.
- 3) To support attitudinal change and build their capacity to integrate gender perspective in their institutional work and in all stages of WAC programme through appropriate processes and tools.
- 4) Development of Genderized norms and standards for water and sanitation management

**Participants** – Municipal Councilors and officials of **Bhopal, Indore, Gwalior and Jabalpur Municipal Corporations** concerned with subjects of public health, water, sanitation and issues related to women and children

**Duration** – 2 days

**Place** - Indore, Jabalpur, Bhopal, Gwalior

# Workshop design

## Day I

### Pre Lunch sessions

12.30 pm to 1.00 pm

**General Orientation**

1.00 pm to 2.00 pm

**Gender Orientation**

- Concept of gender
- Concept of Gender equality and equity and development approaches
- Gender division of labour in water and sanitation sector
- Need of gender Mainstreaming in water and sanitation for equity and efficacy

### Post Lunch Sessions

2.00 pm to 2.30 pm

**Lunch Break**

2.30 pm to 3.00 pm

**Presentation on Rapid Gender Assessment  
Screening of Film on RGA "Voices from the margins"**

3.00 pm to 4.00 pm

**Gender Mainstreaming Strategy**

4.00 pm to 4.30 pm

**Tea Break**

4.30 pm to 5.30 pm

**Action plans for Gender Mainstreaming Strategy**

## Day 11

### **Pre Lunch sessions**

10.30 am to 11.30 am

### ***Institutional and self analysis for gendered approaches***

- Sensitivity to problems of women in organization and water and sanitation sector
- Willingness to involve women in decision making
- Enforcement/compliance of pro women rules
- Grievance redressal system
- Self reflection-feelings, biases, stereotypes, mindsets, language

11.30 am to 12.00 noon

### **Tea Break**

12.00 noon to 2.00 pm

### **Initiating change for implementation of GMS and action programme**

- Within organization as suggested in GMS for WAC programme systems, structures, objectives, policy, activities

1.00 noon to 2.00 pm

### **Within self**

people centered behaviours and attitudes

2.00 pm to 2.30 pm

### **Lunch Break**

### **Post Lunch sessions**

2.30 pm to 4.00 pm

### **Gender tool Orientation**

- Gender disaggregated data
- Gender sensitive stakeholder analysis
- Gender responsive budgeting
- Gender sensitive indicators of monitoring

4.00 pm to 4.30 pm

### **Tea Break**

4.30 pm to 5.00 pm

### **Participatory methodologies for community participation especially women participation**

5.00 pm to 5.30 pm

### **Genderised norms and standards for management of water and Sanitation services**

5.30 pm to 5.45 pm

### **Feedback of participants.**

5.45 pm to 6.00 pm

### **Vote of Thanks**

## GENDER MAINSTREAMING STRATEGY IN UNHABITAT'S WAC WORKSHOP PROGRAMME IN INDORE

Two Days Workshop on 2<sup>nd</sup> and 3<sup>rd</sup> June 2006  
Place: Nagar Palika Nigam, Indore

### List of participants

S.No.	Name	Designation
1	Dr. Uma Shashi Sharma	Mayor
2	Ms. Anuradha Udawat	Corporator
3	Shri Balram Verma	Corporator
4	Shri Munna Lal Yadav	Corporator
5	Shri Mangilal Redwal	Corporator
6	Ms. Sapna Chouhan	Corporator
7	Shri Sandeep Shekawat	Corporator
8	Ms. Rajshree Bhusadi	Corporator
9	Shri Prem Khadapna	Corporator
10	Ms. Lata Puruswami	Corporator
11	Shri Suman Yadav	Corporator
12	Ms. Sumanlata Verma	Corporator
13	Ms. Rashmi Verma	Corporator
14	Shri Dilip Kaushal	Corporator
15	Shri Atul Shukla	Corporator
16	Shri Parag Jainsingh Kaushal	Corporator
17	Shri Bhagh Singh	Corporator
18	Shri Raj Kapoor Sunhare	Corporator
19	Shri Shiv Verma	Corporator
20	Ms. Savita Akhand	Corporator

21	Ms. Nirmala Ladna	Corporator
22	Shri Chandu Kuril	Corporator
23	Shri Susheela Rani Jain	Corporator
24	Ms. Hemlata Sonkar	Corporator
25	Shri Devkripa Sartala	Corporator
26	Shri D.R. Lodhi	Zonal Officer, Nagar Palika Nigam
27	Shri G.K. Kathil	Zonal Officer, Nagar Palika Nigam
28	Shri V.P. Saraf	Zonal Officer, Nagar Palika Nigam
29	Sandeep	Zonal Officer, Nagar Palika Nigam
30	Shri Dilip Singh	Zonal Officer, Nagar Palika Nigam
31	Shri Umesh Patidar	Assistant Engineer
32	Shri Mohan Tank	Assistant Engineer
33	Shri Vivek Kumar Jain	Assistant Engineer
34	Shri D.R. Meena	Assistant Engineer
35	Shri Abhay Singh	Assistant Engineer
36	Shri Ashok Mishra	Assistant Engineer
37	Shri G. Dakra	Assistant Engineer, Narmada Project
38	Shri Verma Heera Lal	Sub-Engineer
39	Shri Manohar Kumar Joshi	Executive Engineer
40	Shri S.N. Tiwari	Executive Engineer, Narmada Project
41	Shri J.P. Pathak	City Engineer
42	Shri Manoj Nahar	Civil Engineer
43	Shri M.K. Khare	Narmada Project
44	Shri Lalit Porwal	Incharge
45	Shri Aniruddh Mukerjee	Chief Technical Advisor, UN-HABITAT
46	Dr. A.K. Puranik	Health Director
47	Dr. D.C. Garg	Health Deptt.
48	Shri A.K. Gupta	Dy. Project Director

49	Shri K.R. Jain	Additional Director, MC
50	Shri Prabhash Shukla	Project Manager
51	Ms. Manisha Telang	CDO, ADB Project
52	Dr. Natwar Shanda	Health Department
53	Shri M.K. Khare	Narmada Project
54	Shri Ashok Deby	Superintendent
55	Ms. Swapnil Yadav	S.C

**Two Days Workshop on 6<sup>th</sup> and 7<sup>th</sup> June 2006**  
**Place: Nagar Palika Nigam, Jabalpur**

**List of participants**

<b>S.No.</b>	<b>Name</b>	<b>Designation</b>
1	Smt. Susheela Singh	Mayor
2	Shri Abhay Singh Thakur	Corporator
3	Smt. Ranjana Thakur	Corporator
4	Smt. Madhuri Sonkar	Corporator
5	Smt. Roopanjali	Corporator
6	Smt. Sushma Jain	Corporator
7	Smt. Lovelin Anand	Corporator
8	Shri. Ram Shukla	Corporator
9	Shri. Survesh Mishra	Corporator
10	Shri. Nandkumar Yadav	Corporator
11	Shri. Rajesh Mishra	Corporator
12	Shri. Mukesh Yadav	Corporator
13	Shri Dilip Patel	Corporator
14	Shri. Jagadeesh Yadav	Corporator
15	Smt. Sumitra Balmik	Corporator
16	Smt. Sudha Rani Sahu	Corporator



17	Shri Vakeel Ahmed Ansari	Corporator
18	Shri Asgar Hussain	Corporator
19	Mrs. Vidhamo Singh	Corporator
20	Mrs. Indrawati Durve	Corporator
21	Mrs. Kamla Bai Choudhary	Corporator
22	Shri Jhartaj Ahmed	Corporator
23	Shri Mukesh Rathore	Corporator
24	Mrs. Rekha Prhalad Agrawal	Corporator
25	Shri Madan Rajesh Lariya	Corporator
26	Mr. Munshi Prajapathi	Corporator
27	Mr. Ram Gopal Sharma	Corporator
28	Mr. Santhosh Sharma	Corporator
29	Ms. Nisha Kuril	Corporator
30	Ms. Anuradha Upadhayara	Corporator
31	Mr. Ram Kripal	Corporator
32	Ms. Asha Yadav	Corporator
33	Mr. Veerandra Sonkar	Corporator
34	Mr. Anil Sharma	Corporator
35	Shri Mahindra Tiwari	Pradhan
36	Shri. Ajay Dev Sharma	Dy. Commissioner
37	Shri Sandeep Yadav	Commissioner MC
38	Shri. A.Kumar Tiwari	Assistant Engineer
39	Shri Rajesh Gupta	Assistant Engineer
40	Shri Manoj Avasthi	Assistant Engineer
41	Shri Santhosh Agrawal	Assistant Engineer
42	Shri. Pawan Sharma	Sub-Engineer
43	Shri Ajay Sharma	Sub-Engineer

44	Shri Diwedi Ji	Executive Engineer
45	Shri C.S. Ghatole	Executive Engineer
46	Shri Bahu Bali Jain	Engineer
47	Shri. S.P. Singh	Director
48	Shri. Anil Chaturvedi	Accountant
49	Shri. Surendra Chaturvedi	Cashier
50	Shri M.R. Tiwari	Health Officer
51	Mr Obdul Nawad	Health Department
52	Shri Nem Chand Jain	Health Officer
53	Shri Rajendra Choudhari	LDC
54	Shri Gopal Sen	LDC
55	Smt. Manisha Telang	CDO, ADB Project
56	Shri Mudgal	Technical Adviser ADB Project

**Two Days Workshop on 8<sup>th</sup> and 9<sup>th</sup> June 2006**  
**Place: Acharya Narendradev Pustkalaya Bhavan, Bhopal**

**List of participants**

<b>S.No.</b>	<b>Name</b>	<b>Designation</b>
1	Ms. Kamlesh Yadav	Corporator, Ward No.33
2	Ms. Vandana Gajbhiye	Corporator Ward 49
3	Shri Keshav Lekhwani	Alderman, MC Bhopal
4	Shri Ashok Rao	Alderman, MC Bhopal
5	Shri R.N. Gupta	Alderman, MC Bhopal
6	Ms. Sharda Pantawne	Corporator, Ward 30
7	Ms. Khursid	Corporator, Ward 41
8	Smt. Mamta Tiwari	Corporator, Ward 66
9	Shri Mukesh Rai	Corporator, Ward 56
10	Shri Gangaram Ghosre	Alderman, MC Bhopal

11	Smt. Sarita Shrivastava	Corporator, Ward 62
12	Smt. Vandana Jachak	Corporator, Ward 47
13	Smt. Ganga Devi Kachke	Corporator, Ward 57
14	Shri Mahesh Malviya	Corporator, Ward 58
15	Ms. Tulsa Verma	President, Ward 65
16	Shri Babloo Yadav	Corporator, Ward 66
17	Shri Sahid Ali	Corporator, Ward 8
18	Ms. Shivmani Maran	Corporator Ward 27
19	Shri Sadiq Khan	Corporator
20	Smt. Malti Rai	Corporator
21	Dr. Habiba Sultana	Health Officer, MC Bhopal
22	Dr. P. Chandran	Health Officer, MC Bhopal
23	Shri R.V. Tavre	Assistant Engineer, MC Bhopal
24	Ms. Mumtaz Rasool	A.H.O. MC Bhopal
25	Shri Ahsan Ullah	A.H.O. MC Bhopal
26	Shri Sunil Sharma	CEO, MC Bhopal
27	Shri Rajeeesh Shil	PA to Mayor, MC Bhopal
28	Shri Malviya	MC Bhopal
29	Shri Aniruddh Mukerjee	Chief Technical Advisor, UN-HABITAT
30	Shri Gulshan Bamra	Project Director, UWSEIP

**Two Days Workshop on 13<sup>th</sup> and 14<sup>th</sup> June 2006**  
**Place: Nagar Palika Nigam, Gwalior**

**List of participants**

<b>S.No.</b>	<b>Name</b>	<b>Designation</b>
1	Shri Bhanu Prakash Jain	Corporator
2	Smt. Hemlata Bhadoriya	Corporator

<b>S.No.</b>	<b>Name</b>	<b>Designation</b>
3	Shri Raveendra Singh Rajput	Member, MIC
4	Shri Mohan Singh Katiya	Corporator
5	Shi.Hajari Singh Bahel	Corporator
6	Shri Jadeesh Patel	Corporator
7	Shri Lakshinarayan Kushwah	Corporator
8	Smt. Meena Tiwari	Corporator
9	Shri Vishal Singh Gujar	Corporator
10	Shri Deewansingh Narwaria	Corporator
11	Dr. Meera Sharma	Corporator
12	Smt. Madhu Shakya	Corporator
13	Shri Ram Nath Kattik	Corporator
14	Ms. Sameeksha Gupta	Corporator Ward 55
15	Shri Dattatray Bhalerao	Corporator
16	Shri Devendra Singh Kushwah	Senior Corporator
17	Smt. Saira Begum	Corporator
18	Smt. Ganga Praksh Tailor	Corporator
19	Ku. Bhagwati Rajput	Corporator Ward 12
20	Shri Ganga Ramkumar	Corporator Ward 27
21	Smt. Ganga Devi Praksh	Member, MIC
22	Smt. Asha Singh	Public Relations Officer
23	Shri Shakti Sun Tiwari	Assistant Fire Officer
24	Shri. Veerendra K. Singh	CDE
25	Shri Rajesh Shrivastav	Sub-Engineer
26	Shri Rajiv Padey	Sub-Engineer
27	Shri Alok Tripathi	Sub-Engineer
28	Shri D.K. Rathore	Sub-Engineer

29	Shri M.L. Sharma	Sub Engineer
30	Shri Shaildenra Gour	Sub-Engineer
31	Shri R.K. Sharma	Sub Engineer
32	Shri A.K. Bhatnagar	Sub Engineer
33	Shri Rajesh Singh	Sub Engineer
34	Shri Anish Gupta	Sub Engineer
35	Shri Arvind Sharma	Sub Engineer
36	Shri V.P. Singh	Sub Engineer
37	Shri Praveen Dikshit	Sub Engineer
38	Shri Pramod	Sub Engineer
39	Shri Anoop Choudhary	Sub Engineer
40	Shri Sanjay Solanki	Sub-Engineer
41	Shri L.L. Gupta	Sub-Engineer
42	Shri. Jhagesh Shrivastava	Assistant Engineer
43	Shri Sourabh Golya	Assistant Engineer
44	Shri APS Bhadoriya	Assistant Engineer
45	Shri S.L. Batham	Assistant Engineer
46	Shri A.P.S. Bharoriya	S.M.
47	Shri Rajendrasingh Dadoriya	MLA representative
48	Shri K.D. Agrawal	PHE Department
49	Shri Rakesh Gupta	MLA representative
51	Shri B.S. Sikarwar	Project Engineer
51	Shri R.K. Shukla	Project Engineer
52	Shri Ritesh Sharma	S.E, PHE Deptt.
53	Shri Aniruddh Mukerjee	Chief Technical Advisor, UN-HABITAT
54	Shri Gulshan Bamra	Project Director, UWSEIP
55	Mrs. Manisha Telang	CDO, ADB Project

**GENDER MAINSTREAMING STRATEGY IN  
UNHABITAT'S WAC WORKSHOP PROGRAMME**

***List of Resource Persons***

**Two Days Workshop on 2<sup>nd</sup> and 3<sup>rd</sup> June 2006  
Venue: Nagar Palika Nigam, Indore**

1. Mrs. Nirmala Buch
2. Ms. Rashmi Saraswat
3. Mr. Raghuraj Singh

**Two Days Workshop on 6<sup>th</sup> and 7<sup>th</sup> June 2006  
Venue: Nagar Palika Nigam, Jabalpur**

1. Mrs. Nirmala Buch
2. Dr. A.K. Singh
3. Ms. Kaveri Dutt
4. Ms. Rashmi Saraswat

**Two Days Workshop on 8<sup>th</sup> and 9<sup>th</sup> June 2006  
Venue: Acharya Narendradev Pustkalaya Bhavan, Bhopal**

1. Mrs. Nirmala Buch
2. Ms. Rashmi Saraswat
3. Mr. Raghuraj Singh

**Two Days Workshop on 13<sup>th</sup> and 14<sup>th</sup> June 2006  
Venue: Nagar Palika Nigam, Gwalior**

1. Mrs. Nirmala Buch
2. Dr. A.K. Singh
3. Ms. Rashmi Saraswat

**Group Work****Institutional Behaviour & Arrangements****संस्थागत व्यवहार और व्यवस्थाएं**

समूह चर्चा के दौरान प्रतिभागियों ने संस्थागत व्यवहार और व्यवस्थाओं के विषय में अपने अनुभव के आधार निम्नानुसार समस्याएँ बताई और सुझाव दिए।

- महिलाओं को पीने और शौच के लिए पर्याप्त पानी नहीं मिल पाता।
- जल प्रदाय के लिए स्वच्छ स्थान बनाया जाये, पानी की निकासी की व्यवस्था हो।
- जल प्रदाय के लिए मानक निर्धारित हों जिसमें महिलाओं की सुविधा का ध्यान रखा जाये जैसे –
  1. पानी साफ, रंगहीन, गंधहीन और कीटाणु मुक्त हो।
  2. पानी 50 मीटर से ज्यादा दूरी से न लाना पड़े।
  3. कम से कम एक घंटा पर्याप्त दबाव से जल प्रदाय हो।
- जल प्रदाय का समय सुबह 6 से 7 बजे के बीच होना चाहिए।
- भू-जल स्तर बढ़ाने के लिए जल स्रोतों के रिचार्जिंग के विषय में महिलाओं को प्रशिक्षित करना चाहिए।
- पानी का दुरुपयोग रोकने के लिए महिलाओं को प्रशिक्षित किया जाये।
- सफाई के संबंध में महिलाओं का प्रशिक्षण हो और उनकी संगठनात्मक क्षमता बढ़ाई जाये।  
ऐसा करने से कचरा एक स्थान पर एकत्र होगा, नाली में कचड़ा नहीं फिकेगा और सामंजस्य स्थापित होगा।
- पर्याप्त शौचालय बनाये जायें, उनमें पानी की व्यवस्था हो।
- खुली नालियों की नियमित सफाई हो।
- सफाई का समय प्रातः 5 से 7 बजे तक हो।
- घरों में कचरा एकत्र करने की व्यवस्था निगम को करना चाहिए, ऐसा करने से कचड़ा घर के सामने जमा नहीं होगा।
- जगह-जगह डस्टबिन हों जिनकी नियमित सफाई की व्यवस्था हो।
- स्लम-एरिया में साफ-सफाई का प्रशिक्षण और सार्वजनिक शौचालय जरूरी हैं।
- संस्थाओं को महिलाओं से जुड़े मुद्दों के प्रति संवेदनशील होना चाहिए।
- निर्णय प्रक्रिया में महिलाओं की भागीदारी लगभग नहीं है, यह बढ़ना चाहिए।

- महिलाओं के लिए बने नियमों का पालन हो।
  - परिषद् के अंतर्गत वार्ड अथवा जोन स्तर पर गठित समूहों में महिलाओं का प्रतिनिधित्व हो जिससे कि उन्हें सलाह देने के लिए मंच मिले।
  - निर्णय लेते समय तो महिलाओं के पक्ष में निर्णय होते हैं लेकिन क्रियान्वयन के स्तर पर उन्हें बदल दिया जाता है।
  - महिलाओं को बराबरी के अधिकार नहीं मिलते, मिलना चाहिए।
  - महिलाओं के संगठन बनाकर उन्हें व्यवस्थाएं सौंपी जाना चाहिए जिससे उनमें आत्मविश्वास पैदा होगा और काम अच्छे ढंग से होंगे।
- 
- संस्थाओं को समस्या मूलक स्थानों में महिला संगठनों की राय लेकर सर्वानुमति से समाधान करना चाहिए।
  - महिलाओं को निगम की जानकारी देने के लिए जोनवार महिला पार्षद दल गठित हों। वार्डों में भी महिलाओं को संगठित किया जाये।
  - महिलाओं में क्षमता विकास के लिए कार्यशालाओं का आयोजन किया जाये।
  - साफ-सफाई और जल प्रदाय समितियों में महिला संगठनों को सम्मिलित कर उनसे विचार-विमर्श कर निर्णय लिये जायें।
- 
- प्रबंधन में महिलाओं की भागीदारी हो।
  - तकनीकी और प्रबंधकीय पदों पर अच्छी शिक्षा की उपलब्धता के बावजूद महिलाओं की उपस्थिति कम है। तकनीकी पदों पर भी महिलाएं हों।
  - क्लर्क जैसे पदों पर महिलाएं हैं लेकिन ऊंचे पदों पर कम हैं। ऊंचे पदों पर भी महिलाएं होना चाहिए।
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- शिकायत के लिए महिलाएं सामने नहीं आतीं। अगर महिला सामने आती भी है तो उसकी शिकायत को नजरअंदाज कर दिया जाता है।
  - महिलाओं की शिकायतों के निराकरण के लिए एक सेल गठित हो। सेल के प्रमुख महिला हो।
  - शिकायत निवारण के लिए समय सीमा तय हो।
  - महिलाओं को निगम की योजनाओं की जानकारी मिले।
  - महिलाओं को स्वरोजगार, बेरोजगारी भत्ता, प्रसव सहायता, निराश्रित पेंशन और स्वास्थ्य बीमा योजना की जानकारी मिलना चाहिए।



**Responses and Comments on the Case Study of daily time allocations of  
Sunita (wife) and Ramdayal (Husband)**

सुनीता – रामदयाल की केस स्टडी पर  
पार्षदों और अधिकारियों की समूह चर्चा में प्रतिक्रियाएं और सुझाव

- सुनीता 18 घंटे और रामदयाल 8 घंटे काम करता है।
- पानी का समय बदलना चाहिए।
- पानी रात में दो से तीन बजे के बीच आता है। पानी सप्लाई की व्यवस्था पांच बजे से आठ बजे के बीच हो।
- जल संग्रहण क्षमता का विस्तार किया जाये।
- पानी भरने का काम रामदयाल को करना चाहिए।
- सुनीता और रामदयाल के बीच काम का समान वितरण होना चाहिए। सुनीता के कार्यों में रामदयाल की सहभागिता देना आवश्यक है जिससे श्रम में बराबरी होगी।
- रामदयाल को दोपहर में हेंडपम्प से पानी भरना चाहिए, इससे सुनीता को आराम का समय मिलेगा।
- रसोई के काम के समय बच्ची को रामदयाल संभाले।
- रामदयाल को सुबह छः बजे से 10 बजे तक घर के काम जैसे – बच्चों को तैयार करना, सब्जी लाना आदि करना चाहिए।
- अगर रामदयाल नौकरी के अलावा घर के काम जैसे – बच्चों और मां की देखभाल करे तो सुनीता बाई के काम के घंटे कुछ कम हो सकते हैं।
- झुग्गी बस्ती में सुविधाओं का अभाव है। घर में शौचालय नहीं है।
- घर में जल वाहित शौचालय बनाया जाये।
- सुनीता बाई शौच के लिए पहाड़ पर जाती हैं जो उचित नहीं है। झुग्गी बस्ती के पास पुरुष और महिलाओं के अलग-अलग शौचालय बनाना चाहिए जिसमें पानी का समुचित प्रबंध हो।
- निगम को शौचालय बनवाना चाहिए।
- सुनीता के चार बच्चे हैं जो आज की स्थिति में अधिक हैं। परिवार नियोजन की जानकारी नहीं होना प्रतीत होता है।
- परिवार में शिक्षा का अभाव है।
- लड़की के पोषण में लापरवाही है।



**BHOPAL**



**JABALPUR**



**INDORE**



**GWALIOR**

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