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**NETHERLANDS-BANGLADESH DEVELOPMENT  
COOPERATION PROGRAMME**

**DEPARTMENT OF PUBLIC HEALTH ENGINEERING**

**18 DISTRICT TOWNS PROJECT**

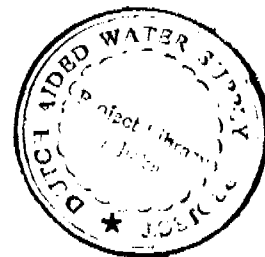
**DRAFT REPORT  
ON**

**TRAINING NEEDS & CURRICULUM**

**FOR**

**CONDUCTING NEED BASED "GENDER TRAINING"  
PROGRAMME IN RESPECT TO WATER,  
SANITATION AND HYGIENE  
EDUCATION UNDER 18DTP**

**NOVEMBER, 1996**



**CENTRE FOR MANAGEMENT DEVELOPMENT**

House # 47, Road # 3A, Dhanmondi R/A, Dhaka-1209 Tel: 861581, 864360

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## **Section One**

### **Introduction and Background**

#### **1.1 Introduction**

The socio-economic condition in the small urban towns is far below the standard. Apparently, the pourashavas under the project are district head quarters and enjoy the facilities of urban town but in reality about 70% of the area consist of rural areas, called the fringes where the population are mostly poor. In the core areas, urban slums are also growing at a rapid rate. Poverty is widespread both in core and fringe areas of the town with very low literacy rate. Because of this abject poverty people living in urban slums and fringes do not have access to basic needs of life. These includes among other things, water supply and sanitation facilities resulting in poor health and hygiene. 18DTP was undertake with the aim to improve health conditions by improving the facilities regarding drinking water and sanitation. This is also complemented with hygiene education which should result in lower disease incidence.

The ultimate aim of the Project is the improvement of health conditions and living environment of the population in the small towns under 18DTP, with special attention to the poorest sections of the community. Since mere infrastructural development of water supply and sanitation facilities do not ensure the project objective, 18DTP was conceived as a package type project where behavioral change of the people regarding use of water and sanitation practices was combined for the sustainable development.

#### **1.2 Objective of the Project :**

The long term objectives of the project are:

- to set up sustainable water supply (piped water supply & hand tube wells), sanitation and drainage systems in 18 towns that will form a sound basis for improvement of the health situation;
- to set up institutional structures for management, operation & maintenance of water supply, sanitation & drainage facilities and provide proper health education facilities within the Pourashava;
- to give priority to those areas where the water supply and sanitary conditions do not meet minimum local standards ;
- to guarantee a maximum of involvement and participation of the local population (especially the women) in health education, low cost sanitation and community participation (maintenance of hand tube wells, latrines etc.)

The project has already passed 1st and 2nd phase during the last five years. It is now in the 3rd Phase where the approach and methodology of the implementation procedures have been revised. For sustainable WSS services emphasis is given to involve pourashava and the community in development as well as operation and maintenance activities.

The culture of providing the facilities from the government is still dominant which must be changed in achieving sustainability. The dependence on grant or aid from the government or the donor is still an important hindrance to sustainable development.

Supply driven development approach should be changed to demand driven to ensure full participation of the users in WSS programmes. Attempt should be given to cope up with the trend in world economic development through self reliant, open market economy and privatization of the facilities.

With the above facts in mind planned efforts are already been made to involve the community, specially the women in the WSS activities. Sustainability depends on the participation of both men and women in the development as well as subsequent operation and maintenance activities.

The activities so far undertaken to increase the women participation in the project are:

- Engagement of women mason in latrine construction
- Formation of WSSC with Women chairperson and 50% female members
- Female Caretakers for HTW
- Female beneficiaries for latrines
- Engagement of Female NGO staff for hygiene education and motivation
- Female ownership of latrine in the beneficiaries list
- Female ownership of HTW in the beneficiaries list

#### *Women Mason*

For the construction of latrine components, female masons were trained and engaged. Since the project changed the production of latrine components to private contractors, efforts have been made to get the contractors to employ the female masons who were declared redundant by the Project.

#### *WSSC*

The sustainability of the 18DTP depends amongst others on the involvement and participation of the community. Therefore, 18DTP takes care of the issue of community participation. To that effect, the Water Supply and Sanitation Committees (WSSCs) have been created in each ward of all towns. The WSSC is a voluntary organization, which consists of representatives from various institutions and of beneficiary representatives. The total number of WSSC members is 30 (10 from each ward), more than 50% of them are female.

The overall responsibility of the WSSC is to ensure community involvement in all stages and all areas of the Project. Thus, its tasks and responsibilities in water supply and sanitation are manifold and given below:

- to identify the beneficiaries for the handtubewells, latrines
- to play a vital role in all social mobilization and communication campaigns related to the Project;
- to act as a representative of the community in the areas of water supply, sanitation and drainage;
- to perform an essential task in conveying the community's needs to the Pourashava authorities, which allows the Pourashava to meet their demands in a better way to enhance sustainability.
- to disseminate the health messages for the latrine beneficiaries;

The effect of the WSSC on community involvement was not yet optimal due to gender inequalities and other shortcomings such as:

- The WSSC do not have their authority endorsed by a by-law or any other Pourashava regulation.
- The pourashava has not yet been ready to accept the responsibility for a good (or bad) functioning WSSC;
- The attendance to these meetings is poor due to the fact that there is no logistic support to the WSSC from any quarter
- The women commissioner are engaged as the chairperson of WSSC. This is a new function for them and so they still have to learn. They also have to find ways how to deal with the males in a male dominated society.
- Lack of leadership ability of the women chairperson
- Status of the women commissioners in the society as they are selected but not elected.

#### *Tubewell caretakers*

The Project tried to involve the women as much as possible in the hand tubewell programme. Most of the tubewells were allocated to women who also received hygiene education to improve their knowledge and skills.

Only women were selected and trained as tubewell caretakers. They were trained on operation and maintenance of HTW by the project. They were also provided with hand tools for undertaking the repair work. Each user family also contributed minimum of Tk.30 for getting the HTW. That developed the sense of ownership as well as responsibilities for maintenance.

#### *NGO involvement*

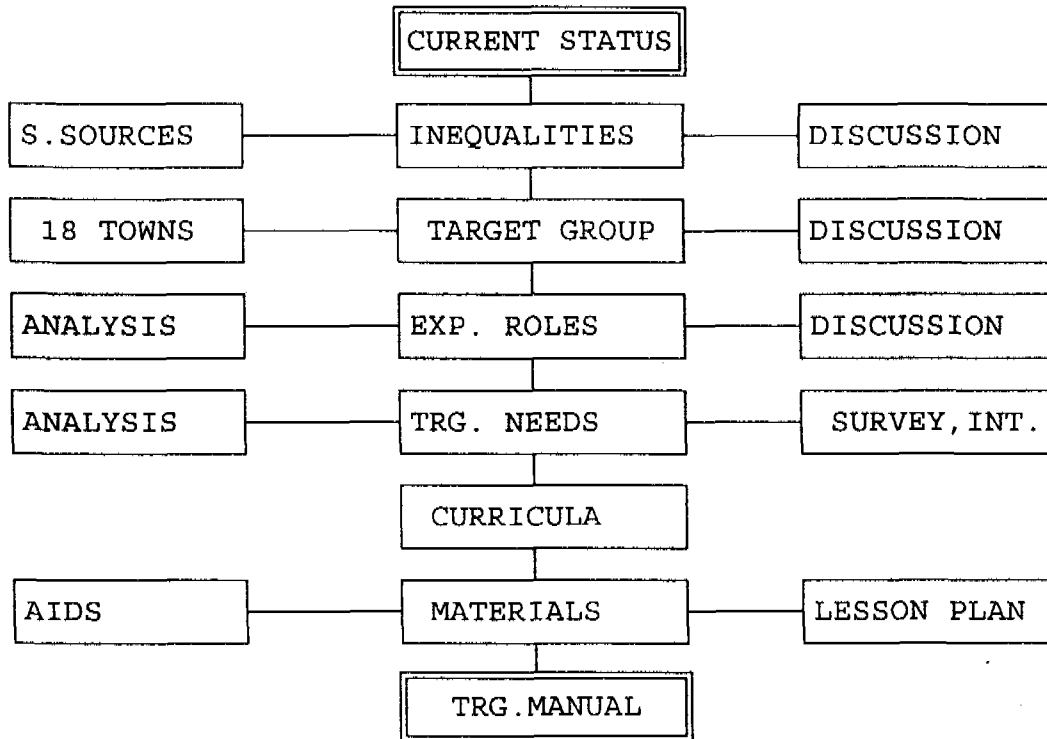
Hygiene education and motivation work are being implemented by local NGOs and through the WSSC. For the Hygiene Education of the latrine beneficiaries the NGOs have engaged the services of female hygiene educators and promoters. The NGO staff are already trained and working successfully in each town. They enjoy direct access to the female beneficiaries for promotion of hygiene education and practices. Recently they are being engaged in water supply activities, particularly wastage reduction which has shown considerable progress.

In view of the above, the gender training has been proposed and training needs assessment has been done.

## Section Two Methodology

### 2.1 Study Design

The study was designed to assess the training needs of the different target groups viz; SDEs, Chairman, male and female Commissioners and Superintendents of PWSS in the 18 district towns in order to develop training manual regarding gender issues. The basic frame work of the study is shown in the diagram below:



### 2.2 Activities followed for need assessment for Gender Training

The basic activities done for assessing the training needs of the proposed target group were:

- ◆ Analysis of the objectives of the WSS project
- ◆ Analysis of the Target group
- ◆ Analysis of gender issues based on TNA Survey
- ◆ Determine gender inequalities and current status
- ◆ Determine expected role of the target group in future
- ◆ Identify the training needs
- ◆ Determine the key training points
- ◆ Design curriculum
- ◆ Define the objectives
- ◆ Determine contents, methodology, training aids
- ◆ Determine evaluation tools
- ◆ Instructor's guidelines
- ◆ Training Manual

### 2.3 Target groups covered for TNA survey

The target groups covered for conducting TNA were:

- a. Public representatives viz; The Chairman, male and female Commissioners
- b. Employee of DPHE and Pourashavas i.e. Sub-Divisional Engineers, PWSS Superintendents
- c. WSSC members and HTW caretakers
- d. Project consultants, policy makers
- e. Other experts on gender issues

### 2.4 TNA Survey:

Respondents	In-depth interview	FGD	Key consultation
Pourashava	Barguna, Moulavibazar, Naogaon	Magura, Thakurgon, Sherpur	Niiphamari Magura, Jhalakathi, Manikgonj
Chairman	3	1	3
Male Commissioner	5	3	6
Female Commissioner	3	3	3
SDE, DPHE	2	..	.
Pwss Suptd.	3	3	.
WSSC Member	9	3	.
NGO Supervisor	3	3	.
NGO staff	4	3	.
HTW Caretaker	9	3	.
DPHE Official	..	..	4
Project Official	..	..	5
Male member (Users)	3	..	.
National NGO	..	..	2
UNICEF & other Agencies	..	..	3
	..	..	.
Total	44	22	26
Additional Sample *	22	..	.
Total	66	22	26
Total Sample			114

\* Additional in-depth interviews were conducted during FGD Session and key consultation. Thus the total size of the sample surveyed become 114, which is more than the number of sample proposed.



## 2.5 TNA Instruments/Tools Used

The following instruments were used to collect data for TNA:

### *Questionnaire for the target groups*

A questionnaire was used for the different target groups according to the identified variables. The questionnaire was prepared in Bangla for data collection is enclosed in Annexure-I

### *Checklist for key Consultation*

A checklist was used for gathering the data for the key consultation groups. Annex-II. List of persons met for key consultation is also enclosed.

### *Focus Group Discussion*

Three Focus Group Discussion sessions were conducted each in Mgura, Sherpur and Thakuragaon. The FGD sessions were recorded in audio Tapes for analysis. In addition the note takers submitted their observations. A checklist was also prepared in bangla and used for this purpose. Annex-III.

All the above instruments were pretested and discussed with the Advisory Team members before finalisation.

## 2.6 Data Collection method:

The methodology for conducting the study was primarily based on the information required for developing curriculum for the different target groups. The methodology used for different target groups were :

- Secondary sources analysis
- In depth interview with questionnaire
- Discussion with checklists
- Focus group discussion sessions

## **Section Three** **Findings and Analysis**

### **3.1 Findings**

The responses against the in-depth survey, FGD, Key consultation are summarised and appended in the Annex-IV.

### **3.2 Analysis of the project objectives and targets**

From the objectives it reveals that the key issues to sustainable development and subsequent operation and maintenance are:

- Effective organizational set up of PWSS and PCS with appropriate manning, management and financial procedures
- Skill development among PWSS & PCS staff and female caretakers.
- Participation of women in Planning, designing and implementing of the WSS facilities
- Commitment of both male and female in maintaining the WSS facilities
- Equal participation of men and women in maintenance of WSS facilities
- Sustained behavioural change among the community for equal participation of the women and men in WSS activities
- Cost sharing by the users
- Hygiene practices both by male and female

### **3.3 Target group for training**

According to the TOR the potential target group for gender training are:

Chairman, Commissioners, Officials of the pourashava, XEN and SDE, DPHE, Women Commissioners, NGO staff etc.

It reveals from the TNA study that for designing effective gender training programme, specific to 18 DTP the target group to be considered at two levels:

Level I: Participants of the Gender training

The participants of proposed gender training would be the same target group as envisaged in the TOR which includes:

- Chairman
- All Male commissioners
- All Female commissioners
- Pourahsava officials( CEO, Secretary, Engineer)
- DPHE officials (SDE, XEN)
- NGO Supervisors
- PWSS Superintendent
- PCS Inspector
- Sanitary Inspector

As per as possible selection of the participant for each batch of gender training to be made with equal representation of male and female participants.

Level II:

Target group for the Trained Participants in level one

- Male members of the community
- Female members of the community
- HTW beneficiaries and user
- Latrine beneficiaries, users, caretakers
- House connection users
- All PWSS staff
- All PCS staff
- All NGO staff

### **3.4 Expected role of the target group**

Level I:

- Disseminate the gender issues related to sex discrimination, inequalities, social and religious barriers to level two target group
- Practice the idea of equal treatment and sharing of power by male and female
- Coordinate and monitor the gender related activities
- Ensure women participation in planning and development of WSS facilities along with men
- Ensure participation of male and female in the O&M
- Encourage employment of women in all profession
- Consider men and women as equally competent
- Extends benefits to male and female equally
- Maintain commitment to equitable, sustainable development with men and women sharing decision making authority

Level II

- Realize the gender differences
- Build commitment for self development for gender equality
- Encourage participation of women in all development work and O&M activities
- Share the responsibilities among male-female members in WSS activities
- Share the ownership of the facilities
- Practice equal right of man and women in WSS
- Make no differential treatment to girls and boys
- Encourage women in development and extend support to them
- Recognizes the efficiency and skill of female
- Assist female members in maintaining the facilities

### 3.5 Analysis of TNA Questionnaire

#### *Responses against gender issues in WSS*

The responses against the different statement on gender issues shows that most of them agreed the involvement of women in WSS facilities and recognised their effectiveness.

Regarding women chairperson in WSSC only 61% agreed to accept the female leadership. 20% did not agree to engage NGO girls for site selection. 91% mentioned that hygiene education should be given to male & female. 97% mentioned that latrine cleaning to be done by women. Regarding women empowerment most of the respondents agreed.

Some inequalities are also very prominent in the response. 97% said that women were not compatible to men but in another question 94% agreed that women could do the job if trained. 80% said that women involvement did not create any problem in household works. At the same time 68% mentioned that they could give proper attention to the outside job. 85% mentioned that women employment was not a problem for male but simultaneously 58% said women should be busy in domestic works. 86% justified involvement of women in WSS but only 70% agreed that women were capable caretakers. 91% said that effort should be given for more women involvement but 76% agreed to engage women in site selection.

The overall status of women under 18 DTP town can be considered as reasonable. This is because of long interventions already implemented e.g formation of WSSC, Caretaker training and engagement of NGO staff.

#### *Knowledge on WSS facilities under the project*

Most of the respondents know the names of the facilities but partially. HTWs, Latrines are more known. Facilities for piped water supply system are not properly known. There is little knowledge on solid wastes and drainage facilities. Most of them are confused about the sources and methods of construction of the facilities.

#### *Requirements for sustainable WSS programme*

The requirement of sustainability are described in two distinct ways. Around 50% respondents mentioned that only additional facilities can bring sustainable WSS programmes. The requirements include construction of more pipelines, HTWs, latrines etc.

Another 50% describes the basic requirement of sustainability as emphasis on organization development in terms of skills, management, supervision and legal actions, Community participation, women involvement in O&M including cost sharing for ownership.

#### *Difficulties faced by the WSSC chairperson*

The difficulties faced by the WSSC are noted in three categories. The primary difficulties are lying with the institutional aspects such as no acceptable structure, undefined status(voluntary), lack of authority and no logistic and financial support from the pourashava.

There is some lack in leadership ability of the women chairmen who are selected for the chairperson and engaged in chairing the WSSC for the first time in the male dominated society. That is characterised by poor attendance in the meeting, repeated persuasion of the members and failure to arrange logistic support from the chairman.

The other category of problems are basically gender related such as:

- Male commissioners perceive female members (WSSC) as problem creator. Sometimes criticise as providing unnecessary effort
- Male commissioners dominate by claiming elected representative. More involvement of WSSC may cause threat to the commissioners to loose popularity
- Previous commitment of the male commissioners to the people for providing facilities create problems for women members
- Male people enjoys more contact with the male members and women are dependent on them.
- Lack of support from the male members in WSSC activities and cooperation

#### *Repairing of HTW*

In most cases minor repairs are done by the caretakers who are trained. But in case of spares and difficult repair they go to the pourashava. Some respondents also mentioned that they contact DPHE for repair work. Thus, the female caretakers need to depend on the male members which often cause delay in maintenance.

#### *Wastage Reduction*

In response to the wastage reduction the respondents had varieties of proposals. It had been pointed out that improvement of service, use of quality materials, tap, float valve, meter and proper supervision and action by the PWSS would reduce the wastage.

Majority of the respondent agreed that the female users could ensure wastage control. Public motivation, training and campaign programmes are needed for participating in wastage reduction programme. Without full cooperation and participation of the users, wastage can not be reduced. Female users do not have access to the PWSS and market for repairing damaged parts.

#### *Solid wastes*

Most of the respondents perceived solid waste management as the responsibility of the pourashava. They asked for more sweepers, dustbins, cleaning vehicles from the pourashava.

It had also been mentioned that the environmental pollution can be controlled by developing commitment among the pourashava dwellers. Hygiene education and motivational campaign could help. The females were made more responsible for solid wastes disposal. But male members must be supportive for keeping clean environment.

#### *Sullage Connection*

Most of the respondents heard about sullage connection. They found it not necessary as there was no drain in many areas of the pourashava. However, they agreed that sullage connection would help them for maintaining clean environment and removal of used water properly.



### *Women Caretaker:*

The appointment of women caretaker is mostly accepted by the respondents. Still some discrepancies are noted from the interview related to gender issues such as:

- They have some limitations in providing manual labour
- Cannot recover cost, so depends on male
- Cannot understand technical things
- Must be busy in domestic works.

### *WSSC performance*

The performance of the WSSC is poor due to lack of leadership of the female commissioners who are new in the position. At the same time it has been seen that the lack of support from the male colleagues is recognized as the key hindrance for efficient performance of the WSSC.

### *Involvement of women in WSS*

The question was asked in negative form. Majority agreed to involve the women in software activities of WSS such as:

- Collection and storage of safe water
- Reduction of water wastage in pipe water supply
- Site selection of HTW and latrines
- Educating children for latrine use
- Visiting beneficiaries house
- Organizing community meetings
- Attending meetings
- Writing notes of WSSC meeting

Most of the respondents do not prefer to involve the women in:

- Repair of HTW, Latrine
- Installation of Latrines
- Cleaning of Platforms, Drains

## **3.6 Key Consultation**

- The benefits of the project should be equally given to male and female of the community. Both men and women should have equal access to water and sanitation programme
- Involvement of women are required to ensure sustainability of WSS programme. They should be given the opportunity to participate in the project activities.
- The chairman and commissioners should be approached with the message that although men and women lead different types of life, their needs are identical.
- The objectives of the project should be made clear to the public representative, chairman and commissioners, lack of which sometimes causes differential treatment to the female.
- Women in development achieved in the project so far, is to be maintained through gender awareness development.
- The prevailing inequalities between male and female to be identified and reduced through gender training.
- There should not be any discrimination between elected and selected public representative.
- Health education to be provided to male and female. All training activities to be done with male and female together.

### 3.7 Focus Group Discussion

- WSS must be sustainable as it is part of life. Self reliance is the essence of sustainability.
- Women are the first users of water and sanitation facilities. They must be involved in O&M of the facilities.
- Both male and female members should know the pipe water supply system working in the town for effective participation.
- Woman participation in decision making is very important. She should decide the location of the Tap, HTW and Latrines. The site should be at convenient place for her..
- There is no representative of women in the PWSS. Most of the jobs such as billing, bill collection, customer motivation and pump operation can be done by women employee
- NGO staff succeeded in developing awareness among the people on WSS activities. They still have problem of acceptability in the male dominated society.
- Acceptance of women commissioner as chairperson of WSSC is already there. The conflict lies not in the sex differences but the status of elected commissioner.
- As elected representative the male commissioners often make prior commitment to his voters which become obligations later on. Male Commissioners create pressure on WSSC and become critical when their interest is hampered. Similar attitude occurs for NGOs.
- Initially the male commissioners could not accept the women as chairperson but now they have realised the need for WSSC. They accept the reality of women involvement in decision making.
- WSSC meeting are not conducted properly. The main problem is with the leadership ability of the chairperson.
- Regular WSSC meeting can establish linkage between NGO, Community, users and the PWSS & PCS.
- The trained Women caretakers are now acceptable and they can do their job as mechanics. They know the parts, repair techniques and can easily identify defects of the HTW.
- In most cases the money is retained by the male member of the family. So it becomes difficult to realise the repair cost being a female caretaker.
- Social differences between male and female are still prevailing. Females/girls are not equally accepted like boys. Silent repression of often done even in educated families.
- Both male and female are dependent on each other. Every body should work for the greater interest of making.
- Lack of appreciation for good work some time frustrates the women members.

### 3.8 Gender inequalities

The inequalities between male and female members under the project are identified as below:

#### *HTW*

- Site selection is dominated by male although the water of HTW is primarily used by female.
- Maintenance is the female caretaker's responsibility but for costs they depend on male member

- Cleaning of platform is done by female but she depends on male for sullage connection.
- Water carried and stored by female but used by all. For any shortage or quality problem the females are blamed.
- Training is imparted to the female for J&M but there is no training intervention for male participation.
- Caretakers are suppose to repair the HTW but in practice it is done by the Pourashavas mechanic as the male counterpart of the caretaker does not want it to be done by her.

### *Latrines*

- Installation and site selection are done by male. The appropriate use can be ensured by the female.
- Latrine is always cleaned by female but used by all.
- Required water is carried by female from a distance. The male is of little help to her.
- Installation is often done by the female in this regard but this not being recognized properly.
- Full-time participation of the female in the sanitation and water supply activities is required but due to their preoccupation with the domestic activities they are not in a position to discharge their desired role.
- NGO girls, who are suppose to motivate both male and female members of the household, approaches the female only. In order to sensitize the male members to involve in sanitation activities, the present practice has to be extended.
- Female members prefer latrines for privacy and convenience than their male counterparts.
- WSS facilities are very important but priority of the males often goes to other activities.

### *Pipe Water Supply*

- Females desire to use tap water for convenience and time saving but getting house connection of tap entirely depends on the male member. Activities such as collection of application form, submission, payment of fees, costs of materials, purchase of materials arranging plumbers and labours depends on the wise of male members.
- Female can identify the best location of tap for her convenience but the male decide the type and place of tap and internal plumbing.
- Female encourages to reduce wastage but the male are reluctant to spend money in leakage prevention/replacement of damaged taps.
- There is no knowledge of piped water supply among the female members. The male also knows partially.
- Cleaning of reservoirs is important for quality of water but the male do not like to incur cost in this respect.
- Closing of gate valve becomes the responsibility of housewife. The male does not like to spend money for float valve.
- Any difficulties occurred in pipe supply are faced by the female. Still complaint are to be lodged by the male.
- Women are the main users. But the water supply exclusively determined by the males working the PSS. There is no female staff in the PWSS.



### *WSSC*

- As Chairperson the female commissioner does not have any place and logistic support for organizing meeting, conducting campaigns etc. She has to depend on the Pourashava Chairman and Commissioners for expenses incurred in the respect.
- The Chairperson of WSSC does not make decision regarding selection of site for facilities but to accord approval. Pourashava Chairman and male members of WSSC decides to matters relating to selection of site.
- No authority of the chairperson to take decision regarding selection of site for the facilities but to given approval.
- Female members of WSSC work voluntarily for the social benefit but they are not properly recognized by the male.
- Responsibility for community development lies with the female only. But the male commissioners have better contact with family heads.
- Male commissioners enjoy more authority as being elected representative. They are not willing to share authority with the female colleagues.
- Decision relating to facilities are made by the male while motivational activities are performed by the female.

### *NGO Staff*

- The NGO authority sometimes exploits the female workers paying less and giving more work. There is little appreciation for undertaking the hard work of visiting household and providing hygiene education.
- Sometimes they face pressure from their own family for the house visit.
- They need to be accompanied by male while working in the evening.

### *PWSS*

- There is no women employee in the PWSS. Though most of the works of the PWSS such as accounting, Billing, Pump Operation, Customer Relations can be undertaken by them.

### *PCS*

- Women are employed in cleaning jobs are low paid compared to male members employed in the same job as casual workers. Besides, the women are not involved in any supervisory position such as inspector, supervisor etc.

## **Section Four**

### **Training Needs and Curriculum**

#### **4.1 Training Needs**

It is revealed from the analysis of the training needs of the target group varies widely. The key training needs are summarised below:

- Lack of knowledge about project objectives
- Inadequate knowledge about WSS facilities and the cost involved,
- No clear understanding about sustainable WSS program
- Know little about operation and maintenance activities for WSS facilities
- Misconception about gender issues
- Perception of females as weak agent in organizing
- Non acceptance of women involvement in water supply
- Fear of loosing popularity in the event of women empowerment
- Unwillingness to recognize role and achievement of women.
- Traditional and cultural barriers
- Wrong interpretation of women's involvement
- Discrimination in extending support
- Lack of Leadership abilities in women representatives.
- Dependence of women on male for financial support.
- Inconsistency in belief and practices
- Women have limited access to information on WSS
- Non recognition of position, status and ownership of the female.
- Non providing of adequate logistic support.
- Discrimination in elected and selected public representative
- Misinterpretation of status, rights and obligations
- Doubts about the competence of women in WSS activities
- Demarcations between the role of men and women in WSS
- Ignorance about the importance of support.
- Inferiority complex among the female members

#### **4.2 Objectives of the Training**

The ultimate objectives of the Gender Training specific to the 18 DTP WSS programmes are:

- To make the participants understand that women are equally competent as their male counterpart.
- To convey the message that for sustainable WSS activities we must ensure gender equality.
- To break the existing belief that women are efficient only in certain profession.
- To make the target group committed towards equitable and sustainable WSS development with women and men sharing decision making authority as well as responsibility.

### **4.3 Training Contents**

Training Needs relating to gender issues have been identified as follows:

1. Gender and Development: Concept and issues
2. WSS facilities under 18 DTP
3. Approaches for Sustainability
4. WSSC and its future role
5. Caretakers and its impact
6. Gender auditing in WSS activities
7. Women empowerment in WSS
  - Operational Freedom for women involvement
  - Social and working environment
8. Action Commitment for gender development in sustainable WSS system.

### **4.4 Training Curriculum**

The training curriculum in details are described in separate sheet.

### **4.5 Training Methodology**

The methodology of conducting the gender training is very important. Since the ultimate aim is to bring about behavioral change among the participants the methodology should be based on participative techniques. The following training methodology shall be used in the training programme:

- Brief lecture
- Discussion with question & answer
- Brain storming
- Role play

At the end of the course the participants shall prepare the action plan which will determine their commitment to the project activities. This will serve twin purpose of motivating the participants towards goal directed activities and measuring the performance against the action commitment.

### **4.6 Training Aids**

- ◆ Key points written in Bangla handout
- ◆ Flip Chart
- ◆ Case studies written in bangla
- ◆ White Board or Chalkboard
- ◆ Training Manual

## CURRICULUM FOR GENDER TRAINING IN 18DTP

Sl. No.	Topic	Duration	Learning objective	Learning Points	Methods	Media/Aid
1.	Gender and Development: Concept and Issues	120 Minutes	The participants shall be able to: <ul style="list-style-type: none"> <li>◆ Define gender and development and explain issues involved therein</li> <li>◆ Describe gender inequalities in development programme</li> </ul>	<ul style="list-style-type: none"> <li>- Concept of Gender &amp; Development</li> <li>- Gender inequalities</li> <li>- Perception of male &amp; female to each other.</li> <li>- Traditional &amp; cultural barriers</li> <li>- Interdependence of male &amp; female</li> </ul>	<ul style="list-style-type: none"> <li>- Lecture</li> <li>- Discussion</li> <li>- Brain Storming</li> <li>- Role Play</li> </ul>	OHP, Board, Flipchart
2.	WSS Facilities under 18DTP	90 Minutes	The participants shall be able to: <ul style="list-style-type: none"> <li>◆ Describe the objectives of 18DTP</li> <li>◆ Describe the facilities provided under the project</li> <li>◆ Understand the use and maintenance of the facilities</li> <li>◆ Describe the criterion for selection of target group.</li> </ul>	<ul style="list-style-type: none"> <li>- 18DTP objectives</li> <li>- WSS Facilities under 18DTP</li> <li>- Criteria for identification and selection of beneficiaries</li> <li>- Operation and maintenance of the WSS facilities</li> </ul>	<ul style="list-style-type: none"> <li>- Lecture</li> <li>- Discussion</li> <li>- Question/Answer</li> </ul>	OHP, Poster, Flipchart, Diagram
3.	Approaches for sustainability	90 Minutes	The participants shall be able to: <ul style="list-style-type: none"> <li>◆ Define criterion for sustainable WSS system.</li> <li>◆ Describe the construction and O&amp;M cost of WSS facilities.</li> <li>◆ Understand the need of cost sharing and O&amp;M cost recovery.</li> <li>◆ Describe the role of women in sustainable WSS system.</li> </ul>	<ul style="list-style-type: none"> <li>- Investment costs</li> <li>- Operation &amp; maintenance cost</li> <li>- Cost sharing and recovery of O&amp;M cost</li> <li>- Utilization of facilities</li> <li>- Maintenance of facilities</li> <li>- Importance of Women's involvement for sustainability.</li> </ul>	<ul style="list-style-type: none"> <li>- Lecture</li> <li>- Discussion</li> <li>- Question/Answer</li> </ul>	OHP, Board, Flipchart,
4.	WSSC and its role	60 Minutes	The participants shall be able to: <ul style="list-style-type: none"> <li>◆ Determine and describe WSSC's role in sustainable WSS system.</li> <li>◆ Describe the structure of WSSC</li> <li>◆ Describe the leadership qualities of WSS chairperson.</li> <li>◆ Justify the need for women chairperson.</li> </ul>	<ul style="list-style-type: none"> <li>- WSSC structure</li> <li>- Role of WSSC in WSS</li> <li>- Leadership qualities</li> <li>- Need for women chairperson</li> <li>- Consumer representation &amp; participation</li> </ul>	<ul style="list-style-type: none"> <li>- Lecture</li> <li>- Discussion</li> <li>- Brain Storming</li> </ul>	OHP, Board, Flipchart

Sl. No.	Topic	Duration	Learning objective	Learning Points	Methods	Media/Aid
5.	Caretaker and its impact	45 Minutes	The participants shall be able to: <ul style="list-style-type: none"> <li>◆ Describe the role of caretaker.</li> <li>◆ Understand the need for women caretakers</li> <li>◆ Identify the advantages of women caretakers and their difficulties</li> </ul>	<ul style="list-style-type: none"> <li>- Caretaker selection</li> <li>- Role of caretakers</li> <li>- Skill development</li> <li>- Advantage of women caretakers</li> <li>- Difficulties faced by women caretakers</li> </ul>	<ul style="list-style-type: none"> <li>- Lecture</li> <li>- Discussion</li> <li>- Question/Answer</li> </ul>	OHP, Board Flipchart
6.	Gender auditing of WSS activities	90 Minutes	The participants shall be able to: <ul style="list-style-type: none"> <li>◆ Identify the present status of male-female participation in WSS activities</li> <li>◆ Compare and contrast the present status against desired level of participation as envisaged under the project</li> </ul>	<ul style="list-style-type: none"> <li>- Current status of female participation in the project activities</li> <li>- Comparison of current status against the standard set.</li> </ul>	<ul style="list-style-type: none"> <li>- Lecture</li> <li>- Discussion</li> <li>- Case study/</li> <li>- Question/Answer</li> </ul>	Board, Flipchart etc.
7.	Women Empowerment in WSSC	45 Minutes	The participants shall be able to: <ul style="list-style-type: none"> <li>◆ Develop and design the empowering framework for the women in the project</li> <li>◆ Identify the necessity of sensitizing the community of the female members about the role played by the female members of the WSSC committee &amp; caretakers.</li> </ul>	<ul style="list-style-type: none"> <li>- Social &amp; working environment</li> <li>- Supportive role of male-female</li> <li>- Operational freedom for women involvement</li> <li>- Sensitization of community regarding women's involvement on women empowerment</li> </ul>	<ul style="list-style-type: none"> <li>- Lecture</li> <li>- Discussion</li> <li>- Brainstorming</li> </ul>	OHP, Board, Flipchart
8.	Action Commitment for Gender development in sustainable WSS system	60 Minutes	The participants shall be able to: <ul style="list-style-type: none"> <li>◆ Identify the activities to be undertaken as a commitment towards gender development</li> </ul>	<ul style="list-style-type: none"> <li>- Action plan for gender development in sustainable WSS system</li> </ul>	<ul style="list-style-type: none"> <li>- Lecture</li> <li>- Discussion</li> </ul>	OHP, Board, Flipchart

## প্রশিক্ষণ চাহিদা নিরূপণ প্রশ্নমালা

নামঃ.....

ঠিকানা : ..... তারিখ : .....

(ক) নীচের প্রস্তাবনা/বক্তব্যের উপর আপনার মতামত (✓) দিয়ে চিহ্নিত করুনঃ

ক্রমিক নং	প্রশ্ন/বক্তব্য	একমত	একমত না
১।	প্রকল্পের কাজে মহিলাদের সম্পৃক্তকরার জন্য আরো বেশী পদক্ষেপ নেওয়া উচিত		
২।	মহিলাদের অংশগ্রহণ শুধুমাত্র প্রকল্পের আনুষ্ঠানিকতার জন্য করা হয়েছে		
৩।	একজন মহিলা শুধুমাত্র মহিলা হওয়ার কারণে বিশেষ সুবিধা পেয়ে থাকেন		
৪।	WSSC এর চেয়ারম্যান হিসাবে মহিলা কমিশনারের নির্বাচন সঠিক		
৫।	একজন নারী যখন কোন কমিটির প্রধান হিসাবে দায়িত্ব পালন করেন স্বভাবতই পুরুষ সদস্যগণ বিব্রত হন		
৬।	NGO-র মেয়েদের দ্বারা হস্তচালিত নলকূপ ও ল্যাট্রিনের জন্য সুবিধাভোগী নির্বাচন করলে ভাল হয়		
৭।	নলকূপ ও ল্যাট্রিন বসানোর জন্য স্থান মহিলাদের দ্বারা নির্বাচন করা উচিত		
৮।	স্বাস্থ্য শিক্ষা শুধু মেয়েদের জন্য প্রযোজ্য		
৯।	পুরুষ সদস্যদেরকেও স্বাস্থ্য শিক্ষা দেওয়া যেতে পারে		
১০।	WSSC-র কর্মকাণ্ডে মহিলাদের সম্পৃক্ত করায় গৃহস্থালীর কাজে বেশ অসুবিধা হয়		
১১।	নলকূপ রক্ষণাবেক্ষণ ও WSSC-র কর্মকাণ্ডে মহিলাদের অংশগ্রহণ করাতে সামাজিক ভারসম্য নষ্ট হয়		
১২।	মেয়েরা (পাইপ লাইনের) পানির অপচয় রোধ করতে পারেন		
১৩।	পানি সরবরাহ ও স্যানিটেশন কাজে মহিলাগণ বেশী দায়িত্ববান		
১৪।	সাংসারিক কাজ কর্মের জন্য মহিলাগণ বাহিরের কাজে মনযোগ দিতে পারেন না		
১৫।	মেয়েদের চাকুরীতে নিয়োগের কারণে ছেলেরা বেকার হয়ে পড়ছে		
১৬।	নারীর ক্ষমতায়ন পুরুষের অবস্থানকে দুর্বল করবে		
১৭।	নারীদের ক্ষমতায়ন করা পুরুষগণ পছন্দ করেন না		
১৮।	মহিলা কেয়ারটেকার (হেফাজতকারী) নলকূপের মেরামত করতে পারেন না		
১৯।	ল্যাট্রিন পরিষ্কার ও স্বাস্থ্য সম্মত শিক্ষার কাজে পুরুষদের ভূমিকা নেই		
২০।	পুরুষগণও নিরাপদ পানি ও স্বাস্থ্য সম্মত পায়খানার ব্যবহার নিশ্চিত করতে পারেন		

(খ) নীচের প্রশ্নগুলির উত্তর দিনঃ

১। পানি সরবরাহ ও স্যানিটেশন কার্যক্রমে কি কি উপকরণ বসানো হয়েছে ?

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২। এই উপকরণগুলি স্থায়ী ও টেকসই করার জন্য আমরা কি করতে পারি ?

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৩। WSSC কমিটির একজন মহিলা সভাপতির কি কি অসুবিধা হয় ?

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৪। নলকূপ খারাপ হয়ে গেলে মেরামতের কাজ কে করেন ?

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৫। বাসভবনের বিভিন্নস্থান (ট্যাপ, ট্যাংক) থেকে পানির অপচয় কিভাবে রোধ করা যেতে পারে ?

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৬। বাড়ির ময়লা আবর্জনা পরিষ্কার করার কাজ কিভাবে করা যায় ?

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৭। স্যালাজ কানেকশনের উপকার কি কি ?

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৮। সঠিক উত্তরগুলিতে (✓) চিহ্ন দিনঃ

মহিলাদের হস্তচালিত নলকূপের কেয়ারটেকার হওয়া ঠিক নয়, কারণঃ

- তিনি একজন মহিলা
- কায়িক পরিশ্রম করতে পারেন না
- দলীয় নেতৃত্ব দিতে পারেন না
- কারিগরি জিনিস বুঝেন না
- তার সংসারের কাজে ব্যস্ত থাকা উচিত

৯। WSSC এর কার্যক্রম অতি নিম্নমানের কারনঃ

- মহিলা চেয়ারপার্সন
- নেতৃত্বের গুণালীর অভাব
- পুরুষ সদস্যগন সহযোগিতা করেন না
- চেয়ারম্যান ও কমিশনারগন পছন্দ করেন না
- জনগন মহিলা সদস্যদের পছন্দ করেন না

১০। নিম্নের কোন কাজগুলি মহিলাদের দ্বারা করানো সম্ভব নয় ?

- নলকূপ ও ল্যাট্রিনের স্থান নির্বাচন
- টিউবওয়েলের মেরামত করা
- ল্যাট্রিন আনা ও বসানো
- নিরাপদ পানি সংগ্রহ ও সংরক্ষণ করা
- গৃহ সংযোগের পানির অপচয় কমানো
- প্রাটফর্ম, ল্যাট্রিন ও ড্রেন পরিষ্কার করা
- সলেজ কালেকশন স্থাপন করা
- সভায় উপস্থিত হওয়া
- PWSS সভার কার্য বিবরণী লেখা
- বাচ্চাদের ল্যাট্রিন ব্যবহার শিক্ষা দেওয়া
- সুবিধাভোগীদের বাড়িতে গিয়ে স্বাস্থ্য শিক্ষা দেওয়া
- পাড়া মিটিং সংগঠিত করা।



১৮ জেলা শহর প্রকল্প  
সাক্ষাৎকার চেক লিস্ট

নামঃ .....

ঠিকানাঃ ..... তারিখঃ .....

- ১। ১৮ জেলা শহর প্রকল্পের আওতায় পানি সরবরাহ ও স্যানিটেশন উপকরণঃ  
- নাম, উদ্দেশ্য, সুবিধাভোগী মহিলা ও পুরুষদের অংশগ্রহণ
- ২। উপকরণগুলি টেকসই করার জন্য পদক্ষেপঃ  
- কিভাবে টেকসই করা যায়, ব্যবহারকারী, পাইপ লাইনে পানি সরবরাহ, নলকূপ, ড্রেন, ডাষ্টবিন, পুরুষ ও মহিলার দায়িত্ব।
- ৩। উপকরণগুলির রক্ষণাবেক্ষন করার ক্ষেত্রে পুরুষ ও মহিলার ভূমিকা  
- স্থাপন করা, স্থান নির্বাচন, মেরামত, ব্যবহারকারীদের সাথে সম্পর্ক, খরচ আদায়, মহিলা-পুরুষ সম্পর্ক
- ৪। WSSC এর কাঠামো দায়িত্ব ও ভূমিকাঃ  
- WSSC কি, কেন প্রয়োজন, বিশেষ অসুবিধা সমূহ, চেয়ারপার্সন, মহিলা ও পুরুষ সদস্যের সম্পর্ক
- ৫। কেয়ারটেকার (হেফাজতকারী) এর দায়িত্ব ও ভূমিকাঃ  
- কাজ, অংশগ্রহণ, ক্ষমতা, অসুবিধা, পুরুষদের অংশগ্রহণ
- ৬। NGOর নিয়োগঃ  
- কর্মকান্ড, অসুবিধা, পুরুষদের গ্রহনযোগ্যতা, সুপারিশ
- ৭। স্বাস্থ্য শিক্ষাঃ  
- মহিলাদের উপর গুরুত্ব, এর প্রভাব, পুরুষ ও মহিলাদের সম্পৃক্তকরণ
- ৮। পানি সরবরাহ ও স্যানিটেশন কার্যক্রমে নারী-পুরুষ সম্পর্কের প্রভাবঃ  
- মতামত
- ৯। পানি সরবরাহ ও স্যানিটেশন কার্যক্রমে মহিলাদের সম্পৃক্তকরণ দেখার জন্য মাপকাঠি  
- সুপারিশ
- ১০। নারী-পুরুষ সম্পর্ক উন্নয়নের জন্য প্রশিক্ষণের বিষয়ঃ  
- সুপারিশ।

**LIST OF PERSONS MET FOR KEY CONSULTATION**

**(A) DPHE:**

1. Mr. Kutubuddin  
Project Director, 18DTP, DPHE
2. Mr. Alfazuddin Khan  
Executive Engineer, 18DTP, Nilphamari.
3. Mrs. Ethere  
Executive Engineer, DPHE-WID focal Point
4. Mr. Shahidul Islam  
Chief Training Officer, 18DTP, Dhaka
5. Mr. T.F de Vries  
Project Coordinator, 18DTP
6. Mr. Akhtaruzzaman  
Consultant, 18DTP, Dhaka
7. Mrs. Kamrun  
Consultant, 18DTP, Dhaka
8. Mr. Tahir Ahmed  
ODS, 18DTP, Magura Division.
9. Mr. Md. Shafikul Islam  
FDS, 18DTP, Magura Division

**(B) POURASHAVA CHAIRMAN/COMMISSIONER:**

1. Mr. Mahbul Haque Siddique  
Chairman, Magura Pourashava
2. Mr. Yusuf Ali  
Panel Chairman, Thakurgaon Pourashava
3. Syed Farhaduzzaman Farhad  
Panel Chairman, Sherpur Pourashava

4. Mr. Md. Rakibul Islam  
Commissioner, Magura Pourashava
5. Mr. Sheikh Shakhawat Hossain  
Commissioner, Magura Pourashava
6. Mr. Md. Aminul Islam Mintu  
Commissioner, Sherpur Pourashava
7. Mr. Md. Matiur Rahman Mati  
Commissioner, Sherpur Pourashava
8. Mr. Md. Abdur Rashid Siddique  
Commissioner, Thakurgaon Pourashava
9. Mr. Md. Abul Kalam Azad  
Commissioner, Thakurgaon Pourashava

(C) **NATIONAL NGO**

1. Ms. Mousumi Roy  
Training Manager, Shakti Foundation.
2. Mr. Fazlur Rahman Selim  
Programme Officer, Unity for Social and Human Action (USHA)

(D) **UNICEF & OTHER AGENCIES:**

1. Ms. Lena Forsgren  
Programme Officer, Gender, UNICEF
2. Ms. Jebunnessa Lily  
Advisor-Social Development, Canadian Resource Team.
3. Amity Dey  
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১৮ জেলা শহর প্রকল্প  
ফোকাস গ্রুপ আলোচনা সহায়ক

ক্রমিক নং	আলোচ্য বিষয়	সময়	লক্ষণীয় বিষয়
১।	টেকসই পানি সরবরাহ ও স্যানিটেশন ব্যবস্থা	১০ মিনিট	লেট্রিন, ড্রেন, ডাষ্টবিন, নলকূপ ইত্যাদি
২।	পানি সরবরাহে মহিলাদের অংশগ্রহণ	১০ মিনিট	গৃহ সংযোগ, অপচয় রোধ, ব্যবহার, বিল পরিশোধ
৩।	WSS কার্যক্রমে NGO-র ভূমিকা	১০ মিনিট	স্থান নির্বাচন, বসানো, স্বাস্থ্য শিক্ষা, উদ্বুদ্ধকরণ, মহিলাকর্মী
৪।	পুরুষদের WSS কার্যক্রমে অংশগ্রহণ	১০ মিনিট	স্থান নির্বাচন, ব্যবহার, মেরামত ও রক্ষণাবেক্ষন, পরিষ্কার পরিচ্ছন্নতা
৫।	নলকূপের কেয়ারটেকার হিসাবে মহিলাদের ক্ষমতায়ন	১০ মিনিট	মেরামত, খরচ অপচয়, যন্ত্রাংশ ক্রয়, স্বাস্থ্য শিক্ষা, রক্ষণাবেক্ষন, নেতৃত্ব
৬।	WSSC-র চেয়ারপার্সন হিসাবে মহিলা কমিশনারদের নিয়োগ	১০ মিনিট	ভূমিকা, দায়িত্ব ও নেতৃত্ব, পুরুষ সদস্যের সহযোগিতা অসুবিধা
৭।	উন্নয়ন কার্যক্রমে পুরুষ-মহিলাদের ভূমিকা ও দায়িত্ববোধ	১০ মিনিট	ধারণা, বিভিন্ন অসুবিধা, সুপারিশ

যে বিষয়ের উপর নোট নিতে হবেঃ

- ☞ নারী-পুরুষ সম্পর্কের উপর ধারণা, আচরণ, ও বিশ্বাস;
- ☞ আলোচ্য বিষয়বস্তুর উপর ধারণা;
- ☞ নারী-পুরুষ সম্পর্কে বিভিন্ন বাধাসমূহ;
- ☞ নারী ক্ষমতায়নের উপর আলোচিত পয়েন্ট;
- ☞ প্রশিক্ষণ কার্যক্রমে প্রয়োজন এমন সকল বিষয়।

## ANALYSIS OF IN-DEPTH INTERVIEW

## Part-A

No.	Statement/Question	Yes (%)	No (%)
1.	It is necessary to take more effort for women involvement in the Project	91	9
2.	Present approach for women involvement just fulfilled the formalities only	14	86
3.	A female member is getting more attention just for her sex difference	12	88
4.	It is justified to select the Female Commissioner as the chairperson of WSSC	85	15
5.	When a female chair the meeting, the male members automatically feel embraced	39	61
6.	It is better to select beneficiaries of HTW and Latrines by NGO girls.	76	24
7.	Site/Place for HTW and Latrine should be decided by female members	76	24
8.	Hygiene education should be given to female only	9	91
9.	Male members should also be given hygiene education	89	11
10.	Involvement of women in project activities create problem in household work	20	80
11.	Social imbalance has been developed for women participation in development works	11	89
12.	A women cannot be compatible with a man even she is skilled	97	3
13.	Women are equally competent to do a job if proper education is given	94	6
14.	women can not give proper attention to the job because of her pre occupation in domestic work	32	68
15.	Male are becoming out of job due to women employment	14	86
16.	Women empowerment will weaken the status of men	15	85
17.	Women should only be busy with domestic works	42	58
18.	Women caretakers are not capable to repair the HTW	30	70
19.	Male members will be dominated if women are empowered	20	80
20.	Male members should not do the cleaning of latrines	97	3

\* Total numbers of in-depth interview = 66 Nos.

## Part-B

Question nos. 1 to 7 in this part were open. Therefore the responses are listed in order of priority as below:

1. What are the WSS facilities installed under the project ?
  - HTW
  - Latrines, public toilets, community and school latrines,
  - House connections, street hydrants, group taps
  - Drains, Sullage connections
  - Pipeline, reticulation line,
  - Dustbins
  - Production wells, pump house, pump, motor
  
2. What should we do for sustainable WSS Programmes ?
  - More facilities: Latrines, HTWs, Double pits, additional rings, pipelines, overhead tanks, dustbins, drains.
  - Proper use of facilities installed.
  - Proper maintenance of the facilities
  - HTW for drinking and piped water for other purposes
  - Financial assistance to make superstructure, pucca latrine
  - Regular visit and inspection of households by PWSS staff.
  - Control of Water wastage
  - Awareness development through education and motivation
  - Technical training and skill development
  - Organization development of PWSS, PCS
  - Community participation and Women involvement
  - Cost sharing for ownership development
  - Caretakers should be more responsible
  - Taking Legal actions for piped water supply
  - Complaint to pourashava
  - Users participation in O&M
  - Arranging uninterrupted electricity supply
  
3. What are the difficulties for a women chairperson ?
  - Non availability of logistics viz, place, furniture, fund, secretarial service, photocopying, conveyance, tea, etc.
  - Low support from chairmen, male commissioners
  - Status of voluntary service which incur costs from the personal family fund, Part-time involvement
  - Poor attendance of members in the meeting. Male members are engaged in other jobs. The female members can join after finishing the domestic responsibilities
  - Lack of leadership ability
  - Low attention is given to female workers causes difficulties in organizing meetings
  - Male commissioners perceive as problem creator
  - No authority of the WSSC as both site and beneficiaries are selected by male commissioners
  - Perceived as unnecessary effort

- Less influence on population as selected commissioner
- Male commissioners dominate as claimed to be elected
- Fear of losing popularity by the male commissioners
- Previous commitment of the male commissioners to the people for providing facilities
- Male people enjoys more contact with the male members
- Few people knows about WSSC, that is commissioners are more popular than WSSC
- Culture of dependency on Pourashava for HTW repair through male commissioners
- Difficult to make understand the illiterate people
- Difficulties in organizing mass communication programme
- Female commissioners have little access and knowledge about the community
- Neglected by the male society

4. Who does the repairing work of HTW when it goes out of order ?

- Caretaker
- Mechanic from the Pourashava
- Mechanic from the local market
- Self
- Male users
- Inform DPHE

5. How can you manage solid wastes ?

- Education and motivation programmes
- Placing in the dustbins
- Regular cleaning by male and female members
- Regular burning of wastes
- Dumping in one corner
- Campaign
- More dustbins
- Para meetings by WSSC
- More sweepers

6. How can you reduce the water wastage in house connection ?

- Closing of tap, gate valve
- Use of Float Valve
- Motivation by NGO, WSSC
- Education and motivation of the users
- More supervision
- House to house visits
- Use of quality materials,taps, fittings
- Enforcing law
- Informing the effect of wastage on supply, electricity bill and other cost
- Use of meters
- Complaint handling
- 24 hours supply
- Involvement of women
- Stop direct pumping

7. What are the benefits of sullage connection ?

- Clean environment
- Remove stagnant water
- Keep environment dry
- Reduce mosquito spreading

8. Women caretaker of HTW because she:

Statement	No. of Responses	Percentage
◆ She is a women	7	11%
◆ Cannot give manual labour	19	29%
◆ Lacks leadership qualities	14	21%
◆ Cannot understand technical things	25	39%
◆ Must be busy in domestic works	14	21%

9. The performance of WSSC is not satisfactory because of:

Statement	No. of Responses	Percentage
◆ Women Chairperson	4	6%
◆ Lack of Leadership qualities	34	52%
◆ Male colleagues do not listen to them	26	40%
◆ No support from the chairman and commissioners	8	12%
◆ Community do not accept the female members	6	9%

10. Which tasks of WSS can not be undertaken by Women:

Statement	No. of Responses	Percentage
◆ Site selection of HTW and latrines	3	4%
◆ Repair of HTW, latrine	16	24%
◆ Installation of Latrines	37	56%
◆ Collection and storage of safe water	32	48%
◆ Reduction of water wastage in pipe water supply	10	15%
◆ Cleaning of Platforms, Latrines, Drains	6	9%
◆ Installation of Sullage connection	28	42%
◆ Attending meetings	2	3%
◆ Communicating with PWSS and Pourashava	20	30%
◆ Writing notes of WSSC meeting	12	18%
◆ Educating children for latrine use	2	3%
◆ Visiting beneficiaries house	2	3%
◆ Organizing community meetings	21	31%