

Gender Action Plan – Blueprint for co-development

The main aim of Gender Integration in Sanitation is to ensure inclusive sanitation for all vulnerable and marginalised groups and populations who are living in the slums and wards. Under this project *Intersectionality Informed Gender integration framework was implemented*. Where the framework component of social mobilisation platforms were set up at neighbourhood and city level. These structures were not only based on the principles of Gender Mainstreaming, but also enshrines inclusiveness to the highest extent possible by considering the unique experiences of various socially and occupationally marginalised groups. Reports from these cities show a positive and encouraging impact in access to sanitation for marginalised and disadvantaged communities residing in the cities. With this positive step, the Municipality of Narsapur agreed to work on other two components of the IIGM framework (Promote Gender Inclusion & Budget in Sanitation Services and Ensure Periodic Monitoring). Thus a step by step process for co-development of action plan in Narsapur was formulated, which can be referred to in the table below.

Gender Action Plan Co-development process	
A. Articulate vision for the city	
A1.	Discuss with GSG members on their vision for Gender inclusion in Sanitation for the next five years
A2.	Discuss this first vision with ULB and MEPMA (through GRC) and the community (through GFs)
A3.	Finalise the clearly articulated vision for the city
B. Collate evidence of exclusion and inadequate sanitation	
B1.	Collate data collected during the project to determine social and sanitation condition of the city. Some key questions to answer: <ul style="list-style-type: none"> • What has been the progress in sanitation in the city? • What is the quality of access to sanitation? • What are the inequalities that exist in sanitation access? • Who are the groups that face these inequalities?
C. Design Inclusive Interventions	
C1.	Discuss with key stakeholders (GFs, GSG, and GRC) on what interventions should be carried out in the city. These interventions should contribute towards the vision. Focus on potential programmes that: <ul style="list-style-type: none"> • Integrate gender in existing sanitation efforts • Introduce new projects towards gender inclusion in sanitation • Build capacity of the ecosystem • Increase knowledge of WSH & induce positive behaviour change • Introduce gender-disaggregated data collection and analysis • Strengthen the efforts carried out in this project Prompt on potential timelines
C2.	Define crisp, pragmatic and achievable interventions based on inputs and reference material in C1.
C3.	Phase out the interventions over a five year period. Define milestones and responsible agencies as needed.
C5.	Discuss phased interventions and milestones with key stakeholders to finalise
D. Develop Budget Portfolio for the interventions	
D1.	Map the interventions with relevant state and national level programmes/schemes, ULB funding etc. by discussing with GRC
D2.	Prioritise the intervention with available funding sources

D3.	Explore other funding sources such as Corporate Social Responsibility (CSR) that supports similar interventions/actions that can be leveraged to be included in the budget portfolio
E. Discuss Periodic Monitoring	
E1.	Finalise indicators for city sanitation planning and inclusive city
E2.	Finalise data points and data collection template
F. Finalise Action Plan	
F1.	Develop single coherent document from the above steps & get reviewed by GRC, GSG and consortium members
F2.	Translate final document into Telugu and submit both versions to ULB
F3.	Develop this process as operational manual and get reviewed by GRC, GSG and consortium members

Interaction with the ULB and the community on the ground in Narsapur identified that there is awareness about gender, however many relate to gender inclusion with a lens of meeting the needs of only women. There is lack of awareness about needs of vulnerable groups other than women. The importance of integrating gender into sanitation was missing at large except for some high ranking officials. Sanitation and gender integration are two parallel streams. Limited technical knowledge was also identified among key positions such as the Municipal commissioner, sanitary inspector, health assistant etc. in integration gender into planning, implementation and monitoring to ensure the needs of all vulnerable groups are met. Thus the co-development process of action plan was slightly modified in order to facilitate the ground situation. The co-development process adopted on ground can be referred to in the table below:

Gender Action Plan Co-development process	
A. Initial discussion with the Stakeholders	
A1.	Pitch the gender action plan development to the ULB and convince them to participate in the process
A2.	Discuss the gender action plan process to the community and encourage active participation in the process.
B. Collate evidence of exclusion and inadequate sanitation	
B1.	Collate data collected during the project to determine social and sanitation condition of the city. Some key questions to answer: <ul style="list-style-type: none"> • What has been the progress in sanitation in the city? • What is the quality of access to sanitation? • What are the inequalities that exist in sanitation access? • Who are the groups that face these inequalities?
C. Articulate vision for the city	
C1.	Discuss with ULB on their vision for Gender inclusion in Sanitation for the next five years
C2.	Articulate vision for the city
C. Design Inclusive Interventions	
D1.	Discuss with key stakeholders (ULB, MEPMA, GFs) on what interventions should be carried out in the city. These interventions contribute towards the vision. Focus on potential programmes that: <ul style="list-style-type: none"> • Integrate gender in existing sanitation efforts • Introduce new projects towards gender inclusion in sanitation • Build capacity of the ecosystem • Increase knowledge of WSH & induce positive behaviour change • Introduce gender-disaggregated data collection and analysis • Strengthen the efforts carried out in this project
D2.	Define crisp, pragmatic and achievable interventions based on inputs and reference material in C1.
D3.	Define milestones/indicator of success and responsible agencies as needed.
E. Develop Budget Portfolio for the interventions	

E1.	Map the interventions with relevant state and national level programmes/schemes, ULB funding etc. by discussing with GRC
E2.	Prioritise the intervention with available funding sources
E3.	Explore other funding sources such as Corporate Social Responsibility (CSR) that supports similar interventions/actions that can be leveraged to be included in the budget portfolio
F. Discuss Periodic Monitoring	
F1.	Define indicators for city sanitation planning and inclusive city
F2.	Develop data points and data collection template
F3.	Discuss the ease of data collection and available sources for data collection
F4.	Finalise the indicators, data points and data collection templates
G. Finalise Action Plan	
G1.	Develop single coherent document from the above steps
G2.	Discuss the action plan document with the ULB and get same reviewed by ULB
G3.	Submit the action plan document developed to the ULB by the GF members

However, the first process of co-development is more ideal and is recommended to be adopted by other cities who want to integrate gender into sanitation. The process can be altered to facilitate for the on-ground situation in the city, similar to Narsapur example.