

Narsapur Gender Inclusive Sanitation Action Plan

NARSAPUR CITY

ANDHRA PRADESH

DRAFT

Vision

To engender the ecosystem in the city so that sanitation is accessible by all at all times, in order to address the issues precisely of those who are vulnerable and marginalized.

Objectives

1. The Action plan will ensure GFs are institutionalised (formally recognised and supported by MUNICIPALITYs), established in all vulnerable localities.
2. The Action Plan will establish an issue capture/redressal protocol to ensure all voices are heard and catered to.
3. The Action plan will ensure enhancement of/ creation of infrastructure that will cater to the needs of all vulnerable groups.
4. The Action plan will ensure development of skills to ensure inclusive planning, implementation and monitoring of sanitation services.

Interventions

1. Establish Gender forums in all slum and vulnerable communities
 - a. Gender forums to capture issues of the community, solve smaller issues by themselves by contacting the concerned authority, solving their day to day problems, reach out to Gender Resource Centre for larger issues and concerns for problem resolution
 - b. Training & capacitating Gender forums on Faecal Sludge and Septage Management, Menstrual Hygiene Management, hand wash, health and personal hygiene
 - c. Sensitizing the Gender Forums on gender inclusive sanitation
 - d. Conduct Gender Forum meetings at regular intervals
 - e. Training for Gender Forums to monitor sanitation service provisions
 - f. Conduct periodic safety and accessibility audits (monitoring) through Gender Forums
2. Forming child cabinets (high school students)- group of children spreading awareness about hand wash, Menstrual Hygiene Management and monitoring sanitation (toilets and hand station) with support of Gender Forums
3. Sensitizing the communities on gender inclusive sanitation through Gender Forums, including key topics like Faecal Sludge and Septage Management, Menstrual Hygiene Management, hand wash, health and personal hygiene
4. Create communication protocols between community, Municipality, third-party service providers and any external community support structures such as Civil Society Organisations and Non-Government Organisations, particularly for issue channelization

5. Establish Gender Resource Centre and Gender Sub-Group to provide the support needed at city level for sanitation issues and improve implementation through inclusive planning
 - a. Formalise Gender Resource Centres
 - b. Ensure periodic meetings among Gender Sub-groups, Gender Resource Centre nodal person and Gender Forum members
6. Ensure capacity development in the Municipality for inclusive planning, implementation and monitoring of sanitation services
 - a. Training on importance of sanitation value chain and FSSM
 - b. Sensitization on gender concept and needs of all vulnerable groups
 - c. Sensitization on importance of gender inclusive sanitation
 - d. Training on gender integration analysis and inclusive planning
 - e. Training on human-centric design and universal accessibility standards for infrastructure provision for ULB staff, sanitation workers, masons and private enterprises who work in areas of sanitation infrastructure development
 - f. Training on monitoring and evaluation in terms of mainlining digital databases, collection, analysis and reporting of disaggregated data and gender auditing to ensure operation and maintenance
 - g. Training on how to do gender budget analysis and monitoring of the budget flow, utilisation and reporting
 - h. Leadership training to improve coaching and mentorship
7. Ensure that all further implementation is done so everyone feels safe and confident in using it. Refurbish the existing Community/Public Toilets designs to make it more accessible to all vulnerable groups
 - a. Provision of western toilets, ramps, railings for disabled and elderly people
 - b. Provision of separate toilets for transgender
 - c. Ensure proper operation and maintenance (availability of water, regular emptying of septic tanks, cleanliness, availability of attending staff etc.)
8. Involvement of MEMPA for identification of opportunities with women in Employment /Entrepreneurship domain
9. Ensure proper monitoring and evaluation of inclusive sanitation services
 - a. Create a digital database for water and sanitation data
 - b. Collect disaggregated data for planning and monitoring
 - c. Gender analysis and reporting of the disaggregated data collected
 - d. Increase the number of skilled maintained and monitoring staff
 - e. Appointment of trained staff to meet maintain the digital database

Action Plan Monitoring

Intervention Steps	Indicator of Success	Responsible agency (Primary/ Support)
1. Establish Gender forums in all slum and vulnerable communities	Gender forums established in all vulnerable communities/slums	Gender Sub-group and existing Gender Forums
a. Training & capacitating Gender forums on Faecal Sludge and Septage Management, Menstrual Hygiene Management, hand wash, health and personal hygiene	At least 2 workshop/campaigns every year for first 2 years then at least 1 workshop every year after that	Gender Sub-group and Municipality
b. Sensitizing the Gender Forums on gender inclusive sanitation	At least 2 workshop/campaigns every year for first 2 years then at least 1 workshop every year after that	Gender Sub-group and Municipality
c. Conduct Gender Forum meetings at regular intervals	Periodic monthly meeting and issue capturing from the community	Gender Forums
d. Training for Gender Forums to monitor sanitation service provisions	At least 2 training sessions along with field visit every year	Gender Sub-group and Municipality
e. Conduct periodic safety and accessibility audits (monitoring) through Gender Forums	Half-yearly citizen feedback drive conducted by Gender Forums to understand the perception on quality, ease of use, accessibility and safety of all sanitation infrastructure and services Quarterly monitoring of sanitation infrastructure and services by Gender Forums	Gender Sub-group, Municipality and Gender Forums
2. Forming child cabinets (high school students)-group of children spreading awareness about hand wash, Menstrual Hygiene Management	Formation of at least 1 child cabinet in all government high schools	Gender Sub-group, Municipality

Intervention Steps	Indicator of Success	Responsible agency (Primary/ Support)
and monitoring sanitation (toilets and hand station) with support of Gender Forums		
3. Sensitizing the communities on gender inclusive sanitation through Gender Forums, including key topics like Faecal Sludge and Septage Management, Menstrual Hygiene Management, hand wash, health and personal hygiene	At least 2 workshop/campaigns every year	Gender Forums
4. Create communication protocols between community, Municipality, third-party service providers and any external community support structures such as Civil Society Organisations and Non-Government Organisations, particularly for issue channelization		Gender Sub-group, Municipality and Gender Forums, MEPMA
5. Establish Gender Resource Centre and Gender Sub-Group to provide the support needed at city level for sanitation issues and improve implementation through inclusive planning a. Formalise Gender Resource Centres b. Ensure periodic meetings among Gender Sub-groups, Gender Resource Centre nodal person and Gender Forum members	A formal office setup in the Municipality office named of Gender Resource Centre – for meetings of Gender sub-group, Gender Forums and Municipality Nodal persons Quarterly meetings among Gender Sub-groups, Gender Resource Centre nodal person and Gender Forum members	Gender Sub-group, Municipality and Gender Forums, MEPMA

Intervention Steps	Indicator of Success	Responsible agency (Primary/ Support)
<p>6. Ensure capacity development in the Municipality for inclusive planning, implementation and monitoring of sanitation services</p> <p>a. Training on importance of sanitation value chain and FSSM</p>	At least 1 training workshop every year	Municipality with the help of experts and other academic/research institutions
b. Sensitization on gender concept and needs of all vulnerable groups	At least 1 training workshop every year	
c. Sensitization on importance of gender inclusive sanitation	At least 1 training workshop every year	
d. Training on gender integration analysis and inclusive planning	At least 2 training workshop every year for first 2 years then at least 1 workshop every year after that	
e. Training on human-centric design and universal accessibility standards for infrastructure provision for ULB staff, sanitation workers, masons and private enterprises who work in areas of sanitation infrastructure development	At least 2 training workshop and field visits every year for first 2 years then at least 1 workshop every year after that	
f. Training on monitoring and evaluation in terms of mainlining digital databases, collection, analysis and reporting of disaggregated data and gender auditing to ensure operation and maintenance	At least 2 training workshop and field visits every year for first 2 years then at least 1 workshop every year after that	
g. Training on how to do gender budget analysis and monitoring of the budget flow, utilisation and reporting	At least 1 training workshop every year	

Intervention Steps	Indicator of Success	Responsible agency (Primary/ Support)
h. Leadership training to improve coaching and mentorship	At least 1 training workshop every year for Administrative and managerial staff	
<p>7. Ensure that all further implementation is done so everyone feels safe and confident in using it. Refurbish the existing Community/Public Toilets to make it more accessible to all vulnerable groups</p> <p>d. Provision of western toilets, ramps, railings for disabled and elderly people</p> <p>e. Provision of separate toilets for transgender</p> <p>f. Ensure proper operation and maintenance (availability of water, regular emptying of septic tanks, cleanliness, availability of attending staff etc.)</p>	All existing Community/Public Toilets have of western toilets, ramps, railings, of separate toilets for transgender, regular availability of water, regular emptying of septic tanks, cleanliness, regular availability of attending staff etc.	Municipality and Gender Forums,
8. Involvement of MEMPA for identification of opportunities with women in Employment /Entrepreneurship domain		Municipality and MEPMA
9. Ensure proper monitoring and evaluation of inclusive sanitation services		Municipality with the help of experts, consultants and other academic/research institutions
a. Create a digital database for water and sanitation data	Management information system (MIS) created in the first year	
b. Collect disaggregated data for planning and monitoring	Templates for disaggregated data created in the first year	

Intervention Steps	Indicator of Success	Responsible agency (Primary/ Support)
	Collection of disaggregated data from the second year	
c. Gender analysis and reporting of the disaggregated data collected	Gender analysis and reporting of the disaggregated data collected from the second year	
d. Increase the number of skilled maintained and monitoring staff	Increase of at least 20% in the monitoring staff	
e. Appointment of trained staff to maintain the digital database	At least two trained staff appointed for MIS	

DRAFT