

Project Completion Report

Training and Capacity Building of Sanitation

Frontline Functionaries in Bihar on

Sustainable Promotion of Improved Sanitation and Hygiene

Project code : NRMCM/CSF

Contract No: CSF/ JHK/DP/10 & Addendum dated
13.04.2015



Submitted by
Water, Sanitation and Hygiene Institute
Kodaikanal

Submitted to
NR Management Consultancy



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Project Details

Implementing Organisation	<i>Water, Sanitation and Hygiene (WASH) Institute</i>
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Project code.	<i>NRMC GSF</i>
Contract No.	<i>GSF/ JHK/DP/10 & Addendum dated 13.04.2015</i>
Location of Implementation	<i>Bihar</i>
Project Period	<i>1st September 2014 to 31st June 2015</i>
Reporting Period	<i>1st September 2014 to 31st June 2015</i>
Amount approved NRMC	<i>Total project cost Rs.10, 10,475. To WASH Institute Rs.5,29,225/-</i>
Amount Spent	<i>Rs.5,59153 (Funds received Rs.3,96,919. including TDS deductions)</i>
Accounts Statement	<i>U.C. submitted separately</i>
Details of manpower Associated with the project	<i>Staff supported by NRMC Project One Training Coordinator</i>

Activities planned in Bihar	<p>4 Batches of One day orientation Training on Swachh Bharat Mission (Gramin) for Swachhta Doots.</p> <p>11 Batches of Three days Capacity and Skill building training on “Construction of Sanitary Latrines” to Masons.</p>
Activities completed under the project as per Addendum to the contract in Bihar	<p>4 Batches of One day Orientation Training on Swachh Bharat Mission (Gramin) for Swachhta Doots 167 Participants.</p> <p>11 Batches of Three days Capacity building and skill building training on “Construction of Sanitary Latrines” to Masons 295 Participants</p>

I. Background

WATER, Sanitation and Hygiene (WASH) Institute is a non-profit training and development organization dedicated to provide practical solutions to a wide range of water, sanitation, hygiene and environmental issues in India and the neighbouring countries. The core activity of WASHi is to undertake training programs to groom sector players as water, sanitation, hygiene and environmental professionals and functionaries involved in the sector. Special focus is given to middle level professionals who are directly involved in managing the programmes on ground.

WASH Institute was granted the status of National Key Resource Centre (KRC) by Ministry of Drinking Water and Sanitation, Govt. of India in the year 2010. The status of Key Resource Centre empowered the Institute to conduct Capacity Building & Trainings for Government Engineers & officials of State and Central Government across the country, designing of course structures & modules, researches and advocate for policy change at different levels. The Institute has also a proven track record of organizing National Workshops on different themes of Water, Sanitation and Hygiene. Round the year WASH Institute runs various non-formal short term training courses. The institute also offers formal training through a PG Diploma Course in Environment Sanitation Science and a Certificate Course for Health Workers in affiliation with Madurai Kamaraj University, Government of Tamil Nadu.

WASH Institute entered into an agreement with NR Management Consultants Pvt Ltd, an organization with a pan-India presence working on national and international assignments to undertake a series of Capacity Building and Skill building trainings. The assignment envisages institutional strengthening and capacity building of Government and GSF Sub Grantee functionaries on sustainable sanitation and behaviour change at scale in States of Bihar, Jharkhand and Assam. The intervention is aimed to strengthen structures, systems and capacities to respond better to communication and capacity development needs, and scale-up successful approaches, and realize the potential of learning and partnerships with civil society, various government departments and the private sector.

For the Initial Phase WASH Institute was assigned to do trainings on Integrated Water, Sanitation and Hygiene, Information, Education and Communication (IEC) and Training on Solid and Liquid Waste Management (SLWM), in five batches in Jharkhand state.

But due to elections in Jharkhand the programs could not be organized in the state in the scheduled timeframe. Considering the unforeseen situation, an addendum to the contract agreement (Project Code: NRMC/GSF and CONTRACT NUMBER: GSF/JHK/DP/10 signed on 1st September 2014) was made by NRMC, providing extension of the contract till June, 2015.

WASH Institute in coordination with NRMC, Bihar approached the State Water and Sanitation Mission (SWSM), Government of Bihar organized a series of capacity building program on Swachh Bharat Mission (Gramin) to Swachhta Doots and Skill building programs to Master Masons on Construction of Sanitary latrines.

This report captures the essence of the above trainings conducted by WASH Institute in Bihar State

II. Executive Summary

WASH Institute organized Capacity and skill building program to frontline functionaries in Bihar for Sustainable Promotion of Improved Sanitation and Hygiene in association with NRMC, Bihar and State Water and Sanitation Mission (SWSM), Government of Bihar which falls under two categories.

1. One day Orientation program on Swachh Bharat Mission (Gramin) to Swachhta Doots
2. Three day training on 'Construction of Sanitary latrines' to Masons.

As per the plan four Batches of orientation training on SBM were organized to Swachhta Doots in Lorhiya, Bettiah, Bagha-2 and Narkatiyaganj Blocks of West Champaran District Bihar. The objective of the training is to orient the Swachhta Doots on the background and Components of Swachh Bharat Mission (Gramin), the roles and responsibilities of Swachhta Doots and the ways and means of Community Mobilization. The trainings were successful in providing knowledge to the participants on toilet construction and ways and means to facilitate the subsidy for toilet construction to the beneficiaries.

A total of 167 Swachhta Doots were trained and motivated through the training and the abstract of the trainings organized is furnished below.

Table 1: Abstract of trainings to Swachhta Doots in West Champaran District, Bihar.

Sl.No	Batch	Name of Block & District	Dates	Venue	No. of participants
1	Batch I	Lorhiya Block in West Champaran District	23.03.2015	MGNREGA Meeting Hall	41
2	Batch II	Bettiah Block in West Champaran District	23.03. 2015	Block Campus, Bettiah	36
3	Batch III	Bagha-2 Block in West Champaran District	24.03.2015	Block Campus, Bagaha-2	41
4	Batch IV	Narkatiyaganj Block in West Champaran District	24.03. 2015	Block Campus Narkatiyaganj	49
Total					167

The three day practical training on Construction of Sanitary toilets was provided to Masons from Bagha-2, Bettiah, Chanpatia, Piprasi, Manjholiya, Sikta and Mainatad Blocks, in West Champaran Districts, Bihar. A total of eleven batches of trainings were organized during the period 13th April

to 30th April, 2015 in which 295 participants got trained. The objective of the training is to give practical demonstration on Construction of Sanitary toilets, as per standard specifications, to ensure that all toilets constructed in West Champaran District under Swachh Bharat Mission, were as per the guidelines and standards set by the mission.

A brief of the trainings organized is presented in the below mentioned table

Table 2: Abstract of Mason trainings in West Champaran District, Bihar.

S.No	Batch	Name of Block & District	Dates	Venue	No. of participants
1	Batch I	Bagha-2 Block-West Champaran District	13-15 th April 2015	Middle School, Naya Rampur	31
2	Batch II	Bettiah Block-West Champaran District	13-15 th April 2015	Panchayat Bhavan Barbat Sena	26
3	Batch III	Chanpatia Block-West Champaran District	13-15 th April 2015	Buniyadi Vidyalaya Lohiriya	33
4	Batch IV	Piprasi Block -West Champaran District	22-24 th April,2015	Community hall, Manjhriya	8
5	Batch V	Manjholiya Block - West Champaran District	22-24 th April,2015	Panchayat Bhavan, Baithaniya	40
6	Batch VI	Chanpatiya Block -West Champaran District	22-24 th April,2015	Buniyadi Vidyalaya, Lakhora	29
7	Batch VII	Sikta Block -West Champaran District	25-27 th April,2015	Panchayat Bhavan, Balthar	23
8	Batch VIII	Sikta Block West Champaran District	25-27 th April,2015	Panchayat Bhavan, Kathiya Mathiya	26
9	Batch IX	Mainatad Block West Champaran District	28-30 th April, 2015	Panchayat bhavan,Rampur	35
10	Batch X	Chanpatiya Block -West Champaran District	28-30 th April, 2015	MGNREGA Bhavan, Karanmeya, Lalgah	24
11	Batch XI	Chanpatiya Block West Champaran District	28-30 April, 2015	Bhansaai pokhariya,	20
Total					295

III Training and Capacity Building to Frontline Functionaries in Bihar State

The details of four Batches of “one day orientation training on Swachh Bharat Mission” to Swachhta Doots is given in detail below.

A) One day orientation program on Swachh Bharat Mission to Swachhta Doots

WASH Institute, with the support of State Water and Sanitation Mission, Bihar organized four batches of one day orientation programs to Swachhta Doots on Swachh Bharat Mission (Gramin). The trainings were organized in four blocks viz. Bettiah, Narkatiyaganj, Lauriya and Bagaha-2 of W. Champaran district. The main objective of this orientation program was to orient the Swachhta Doots on the background and Components of Swachh Bharat Mission (Gramin), the roles and responsibilities of Swachhta Doots and the ways and means of Community Mobilization. On each day two batches of orientation program were organized at different venues. The venue-wise brief report of the program is shared herewith.

i) Training at Lorhiya Block

Date: On 23rd March 2015

Venue: Lorhiya Block MGNREGA building.

The one day orientation program on Swachh Bharat Mission at Lorhiya Block was inaugurated by Mr. Sanjiv Kumar, the BDO of Lorhiya Block and briefed that the objective of the program is gear up SBM in West Champaran district. He said the role of Swachhta Doots is crucial in achieving the mission and assured cooperation from the Governments for the same.

Mr. Satya Narayana Ghosh, the senior resource person of WASHi asked the participants to write their training expectations. Participants reflected that they wish to know more about SBM, and what support it extends to the rural people and also the toilet models prescribed by the mission.



Figure 1 Inauguration of Swachhta Doots Training - Lorhiya Block

Dr. A. K. Upadhyaya then started with a presentation on status of water and sanitation in Bihar which created a clear graph of the same in the mind of the participants. He also described about the hazards of the open defecation and faecal contamination which leads to different water borne diseases, death and financial loss. He also described the participants about Swachh Bharat Mission, its background and components.

In the post tea session, Mr. Satya Narayana Ghosh Sub group discussion on the issue of the benefits of having toilet and hazards of not having toilet. The participants after discussing the issue presented the same which reflected that

- Water born disease is common in the village and the children are most vulnerable, at times, even leading to deathh.
- It is really a matter of shame for the women to go out.
- Having no toilets cause more disturbance during diarrhoea.
- Snake bite is common during the rainy season.
- When people are going out, there is no scope for hand washing with soap. The people only use soil.
- Women dares to take stomach full food because of going out at night

Mr. Satya Narayana Ghosh conducted the post lunch session again a group discussion was held on how to mobilize subsidy for toilet construction which clearly revealed the knowledge gap existing among Swachhta Doots. and Mr. Ghosh detailed the entire process of getting incentive for individual toilet construction.

In the next session Dr. A. K. Upadhayaya described about the important roles and the responsibilities of the Swachhta Doots as follows

- House visits, community meeting, social mapping, triggering through CLTS process to motivate the villagers on the utility of toilet in life.
- School and Anganwadi visit for monitoring
- Facilitation of VWSC meetings
- Solid and liquid waste management (Use of Dust bin and encourage kitchen garden)
- Community mobilization on safe drinking water, its operation and maintenance
- Coordination with the PHED and the Block for the promotion of sanitation status in the villages.

41 Swachhta Doots from the Block attended the training and got benefited



Figure 2 Sub group discussions on benefits of toilets and hazards of not having toilet



“We, the women never take stomach full food especially at night to avoid the pressure. We are to go out and it is risky and fearful to us. Most of the women suffer malnutrition and faintness,”- Quoted Mala Devi.

ii) Training at Bettiah Block

Date: 23.03.2015

Venue: Bettiah Block Office

The Orientation programme was inaugurated by Pramukh and Block Development officer by lightening the lamp. After welcome and introduction of participants, Mr. Chandi Charan Dey, Sr. Resource Person WASH Institute, started his session by sharing the government policies under SBM guideline. He discussed the objectives of SBM, Base Line Survey of 2012, method and tools of demand generation for construction of IHHLs, Technical aspects of sanitary toilet construction, payment mechanism of constructed toilet, design of toilet approved under-SBM, benefit of leach pit toilet over other models, how to mobilize the community, Contamination of water, faecal-oral transmission route, Roles and Responsibility of Swachhta Doots etc. Mr. Dey shared his vast experiences of working in this sector for last 35 years.

After the lunch break, Mr. Niket Kumar Jha, Sr. Training Coordinator WASH Institute, started his session on behaviour change communication with an interesting story including role play as a community mobilizer. Then discussions were done on the 8 steps of Behaviour change communication and the way of conveying the messages among communities. Participatory discussion was also done. Some of the government representatives also share their experiences. Ms. Khushbu Jr. Training Coordinator WASH Institute ended the programme by taking feedbacks from participants. 36 persons participated in this training.

36 Swachhta Doots participated in the training and got benefited.

iii) Training at Narkatiyaganj Block

Date: 24th March 2015.

Venue: Narkatiyaganj Block meeting hall.

Nilam Kumari, the BDO of Narkatiyaganj Block inaugurated the program and delivered the welcome address. Mr. Arun Kumar from the Monitoring cell of the district in a brief speech stimulated the Swachhta Doots to work better in their allotted areas.

Mr. Satya Narayana Ghosh, Resource Person of WASHi, started the training session present status of Water and Sanitation in Bihar and Hazards of Open defecation

Later Sub Group discussion was held on benefits of having toilet and problems because of not having toilets. The women are the most suffered.



Figure 3 Swachhta Doots Training at Narkatiyaganj

- They have to go either early in the morning at dawn or in the evening after dusk. During the day they have no option to respond the natural call.
- The women suffer different abdominal problem.
- A newly married bride dares to take full stomach food to avoid the pressure and often suffers mal nutrition and weakness.

- The matter of dignity also facts
- The aged people also suffer to go out.
- Village women and the girls are very often projected to eve teasing and sometimes rape.

In the next session, Dr. A.K. Upadhayaya, Senior Resource person of WASHi explained importance of Sanitation and use of toilets described about the Swachh Bharat Mission toilet model, construction process of the same and process of getting incentive for toilet construction. Also he defined safe drinking water and its maintenance, hand washing at critical times i.e. before taking food, after defecation and after any cleaning operation. Besides he explained to women the importance of hand washing.

The post lunch session was conducted by Mr. Bindhyachal Chandra, Jr. Training Coordinator, WASHi. He discussed on the role and the responsibility of Swachhta Doots.

49 Swachhta Doots Got trained during the program.

iv) Training at Bagha-2 Block Office

Date: 24.03.2015

Venue: Bagha-2 Block Office

The Orientation programme was inaugurated by Pramukh and Block Development officer by lightening the lamp. After the welcome session, the participants introduced themselves and also shared their experiences pertaining to water, sanitation and hygiene

Mr. Chandi Charan Dey, Sr. Resource Person WASH Institute, started the session with a presentation on



Figure 4 Training at Bagha-2

Swachh Bharat Mission Objectives, Baseline survey of 2012, methods and tools of demand generation for construction of IHHLs, Technical aspects of toilet construction, design approved under SBM, benefit if leach pit over other models, Communication strategy proposed etc.,

After the lunch break, Mr. Niket Kumar Jha, Sr. Training Coordinator WASH Institute, started his session on behaviour change communication with an interesting story including role play as a



Sarada Devi of Balthar Panchayat says, "Due to not having toilet, newly married bride cannot go out during the day time, holds the pressure and waits for the evening, even don't take food to avoid the pressure."

community mobilizer. Then discussions were done on the 8 steps of Behaviour change communication and the way of conveying the messages among communities.

In continuation of the training Ms. Khushbu Jr. Training Coordinator WASH Institute describes the Roles and Responsibilities of Swachhta Doots (ASHAs, Anganwadi workers, SHG of Jeevika), who have a direct relationship with the community. She also discussed about the social mapping ,Water testing, O&M Of HPs, Village Water and Sanitation Committee, Filling of demand application form for toilet construction, solid liquid waste management etc.

Some of the government representative also share their experiences and share different formats with them.

48 Swachhta Doots attended the training program and got benefited.

Feedback

- The training programme was well received and appreciated. The participants requested WASH/NRMC to organize similar trainings on Water quality, solid and liquid waste management.
- If a field visit is arranged it will be more use full for them to understand the field reality. The training program can be extended for two days for this purpose.

B) Eleven Batches of Three day training to Master Masons on Construction of Sanitary toilets.

The three day practical training on Construction of Sanitary toilets was provided to Masons from Bagha-2, Bettiah, Chanpatia, Piprasi, Manjholiya, Sikta and Mainatad Blocks, in West Champaran Districts, Bihar. A total of eleven batches of trainings were organized during the period 13th April to 30th April, 2015 in which 295 participants got trained.



Figure 5 Mason training at Bagha 2- 13-15th April, 2015

On the first day, half day was allotted for classroom session, which started with a formal welcome address from the training organizers and introduction of the participants. Then the participants were

briefed about the purpose of the training and explained in details about Swachh Bharat Mission Objectives, design of toilet approved under SBM, Technical aspects of sanitary toilet construction, payment mechanism of constructed toilet, benefit of leach pit toilet over other models, how to convince the beneficiary to construct the SBM model toilet.

The rest of the sessions were allocated for practical demonstration. After the lunch break, Construction work started at one site with digging the pits. On the Second day, demonstration of toilet construction commenced with the layout of the toilet to be constructed. Then the of toilet room were done. The base, Plinth and wall till 3 feet of the toilet room were completed. Then the Masons constructed the water tank with the guidance of master mason, who simultaneously explained about issues that may crop up during construction i.e. how to construct the toilet in space scarcity, Use and fixing of siphon, why distance should be maintained at least 3 feet from pit to pit and pit to toilet room, Use of Junction chamber etc. were dealt. After the lunch break the construction at another site started. The masons were divided into two teams for the both sites.



Figure 6 Mason training at Chanpatiya

Third day started with recap of the last two days. Then again construction work started. Completing the wall, pan fixing, Junction chamber, Pipe connection and finishing of toilet were the main focus. The training ended with distribution of certificates to all the participants.

During all the training programs, the master masons clarified all the doubts raised by the trainees during the process of construction and explained them the importance of adhering to standard specification, while digging pits, minimum space for super structure, usage of quality pans to

avoid maintenance issues, distance to be maintained between leach pits and the water source etc., and reasons for the same.

Feedback

- The masons felt the training to be very useful. They expressed that so far they used to construct toilets without understanding the basics behind the specifications for pit, distance to be maintained between pit and drinking water source etc., but now they understand its importance,
- Impressed with the outcome and performance, the State Water and Sanitation Mission, (SWSM), Government of Bihar, requested WASH Institute/NRMC to conduct similar trainings in other districts of Bihar.

IV Results and Impact of the Trainings

Addressing the knowledge gap is the main objective of this project. The collaboration of both WASHi and NRMC helped to achieve the specific goal of addressing the training needs of the frontline functionaries- Swachhta Doots and also the Masons who are involved in construction\ motivation for construction of toilets. With the available resources and manpower, WASH Institute was able to organize all the training programs in stipulated time. Simultaneous trainings were organized at the same time to maximize the available time.

- 167 Swachhta Doots from four blocks of West Champaran Districts were trained on Swachh Bharat Mission and its components and their role in ensuring SBM objectives. The trainings enhanced not only the knowledge level but also motivated them to perform them more effectively in their project area.
- A total of 295 Masons were trained on Construction of Sanitary toilets, adhering to specifications prescribed by SBM. This will ensure quality of toilets constructed under SBM in Bihar State.

V Conclusion

WASH Institute in coordination with NRMC and fund support from Global Sanitation fund played a crucial role in strengthening and capacity building of Government and Sub Grantee functionaries on sustainable sanitation and behaviour change at scale in States of Bihar. Though changes were made in consultation with NRMC on the nature of training program, the trainings were much relevant since the focus of the training was on Swachh Bharat Mission. These trainings will definitely help to strengthen the capacity of field workers involved in implementation of the mission; thereby will contribute to enhanced effectiveness in implementation of the project. WASH Institute and NRMC has also planned to organize a series

of trainings to State and District level officials, elected representatives like MPs/MLAs and PRIs in the next phase of training covering three states Bihar, Jharkhand and Assam.

The interventions planned will strengthen structures, systems and capacities to respond better to communication and capacity development needs and to scale-up successful approaches, along with partnership of various stakeholders, to achieve the goal of Swachh Bharat Mission.

Acknowledgement

- WASH Institute take this opportunity to thank NR Management Consultancy, for placing confidence and rendering the opportunity to provide capacity building trainings to frontline functionaries in Water, Sanitation and Hygiene sector.
- WASH Institute is also grateful to State Water and Sanitation Mission, Bihar, for its support to organize and conduct the trainings.

WASH Institute

Kodaikanal