



Community Water Supply and Sanitation Programme  
Pokhara  
Swiss Association for Development and Co-operation  
HELVETAS

MINISTRY OF HOUSING AND PHYSICAL PLANNING

DEPARTMENT OF WATER SUPPLY AND SEWERAGE

202.1 91WO

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Pokhara, December 1991

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ISBN 6032

LO: 202.1 91W0

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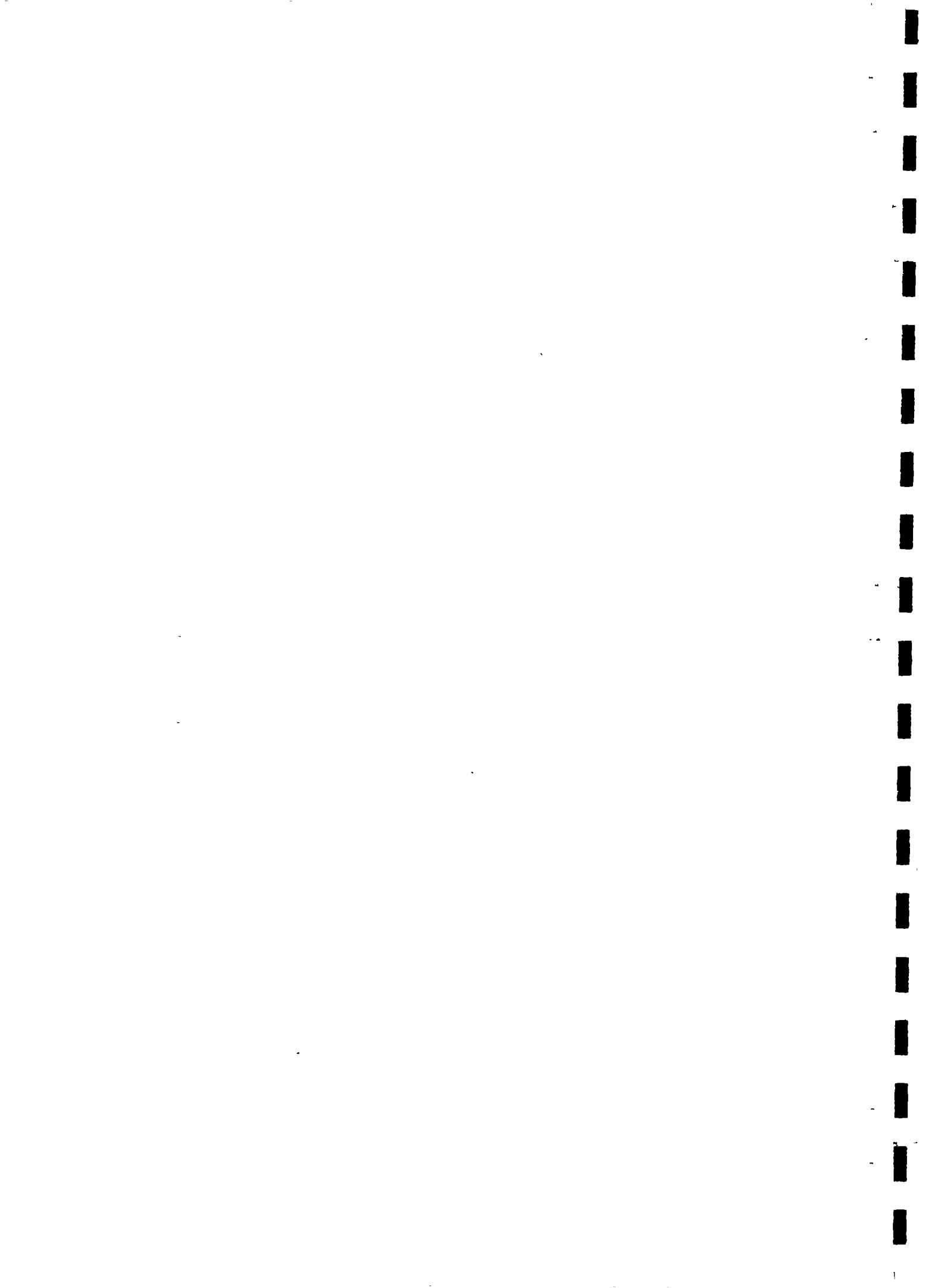
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**LIST OF ABBREVIATIONS**

ADBN	Agricultural Development Bank of Nepal
ARI	Acute Respiratory Infections
CW	Community Workers
CWSS(P)	Community Water Supply and Sanitation (Programme)
DDB	District Development Board
DWE or DE	District (Water) Engineer
DWSO	District Water Supply Office
DWSS	Department of Water Supply and Sewerage of MHPP
HELVETAS	Swiss Association for Development and Cooperation
HMG	His Majesty's Government
MHPP	Ministry of Housing and Physical Planning
MPLD	Ministry of Panchayat and Local Development now MLD Ministry of Local Development
MT	Maintenance Technician
ORT	Oral Dehydration Treatment
PCRW	Production Credit for Rural Women
SFDP	Small Farmer's Development Programme
ST	Sanitation Technician
TBAS	Traditional Birth Attendants
UC	Users Committee
UCWM	Users Committee Woman Members
UNICEF	United Nations Children's Fund
VMW	Village Maintenance Worker
WI(P)	Women Involvement (Programme)
WIO	Woman Involvement Officer
WSST	Water Supply and Sanitation Technician
WW	Woman Worker



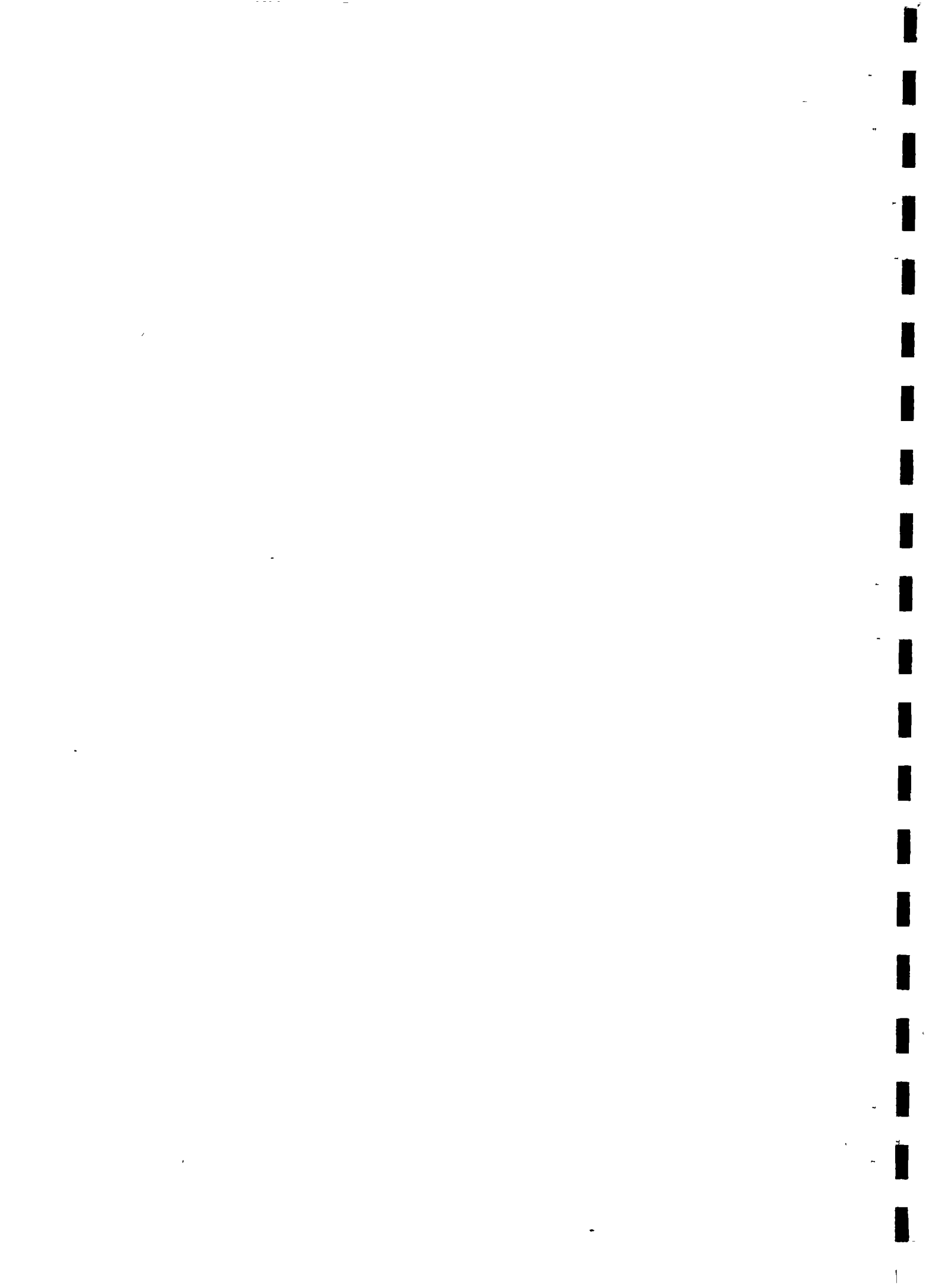


भढ्ढन् वलकलस भनी - तर त्ढो कहलँ ढ ?

ढुरूष मलत्र कलन - महललल सक्रीढ जहलँ ढ

Development! development!! but where we find it ?

There ,where not only menfolk, but women are active .



Since 1976, HMG with the assistance of UNICEF / HELVETAS has been implementing the Community Water Supply and Sanitation Programme (CWSSP) with increasing competence in the technical sector. Until July 1988 the MPLD Regional Directorate for Western Region was the responsible government agency to implement the programme. With the reorganisation of the Ministries from July 1988 onwards the responsibility for the programme implementation was given to the Ministry of Housing and Physical Planning which delegated the authority to the Department of Water Supply and Sewerage and its Regional Directorate.

For the last few years increased attention is also given to the aspect of communication and motivation in general. The experience gained so far drew the attention to one specific group among the users of the water supplies:

### T H E W O M E N

In a household all chores related to water are basically within the responsibility of the women:

- \* The women are fetching the water
- \*\* The women are handling and storing the water in the house
- \*\*\* The women take care of the water fetching points
- \*\*\*\* The women take care of the hygiene of children
- \*\*\*\*\* During construction of a water supply the women are involved by contributing physical labour
- \*\*\*\*\* Water and Sanitation related diseases are responsible for 80 percent of all diseases in developing countries.
- ====> Thus it is obvious that women are the first to suffer from problems related to water and its supply
- ====> The well being of the family therefore depends mainly on:
  - a) The knowledges and awareness of the women
  - b) The availability of sufficient and safe water

This short list shows that particular attention should be given to the women while implementing a water supply project.

The basic idea of the approach proposed in this paper is to provide not only an isolated health and hygiene education to the women, but also to involve the women gradually in the





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**I N T R O D U C T I O N**

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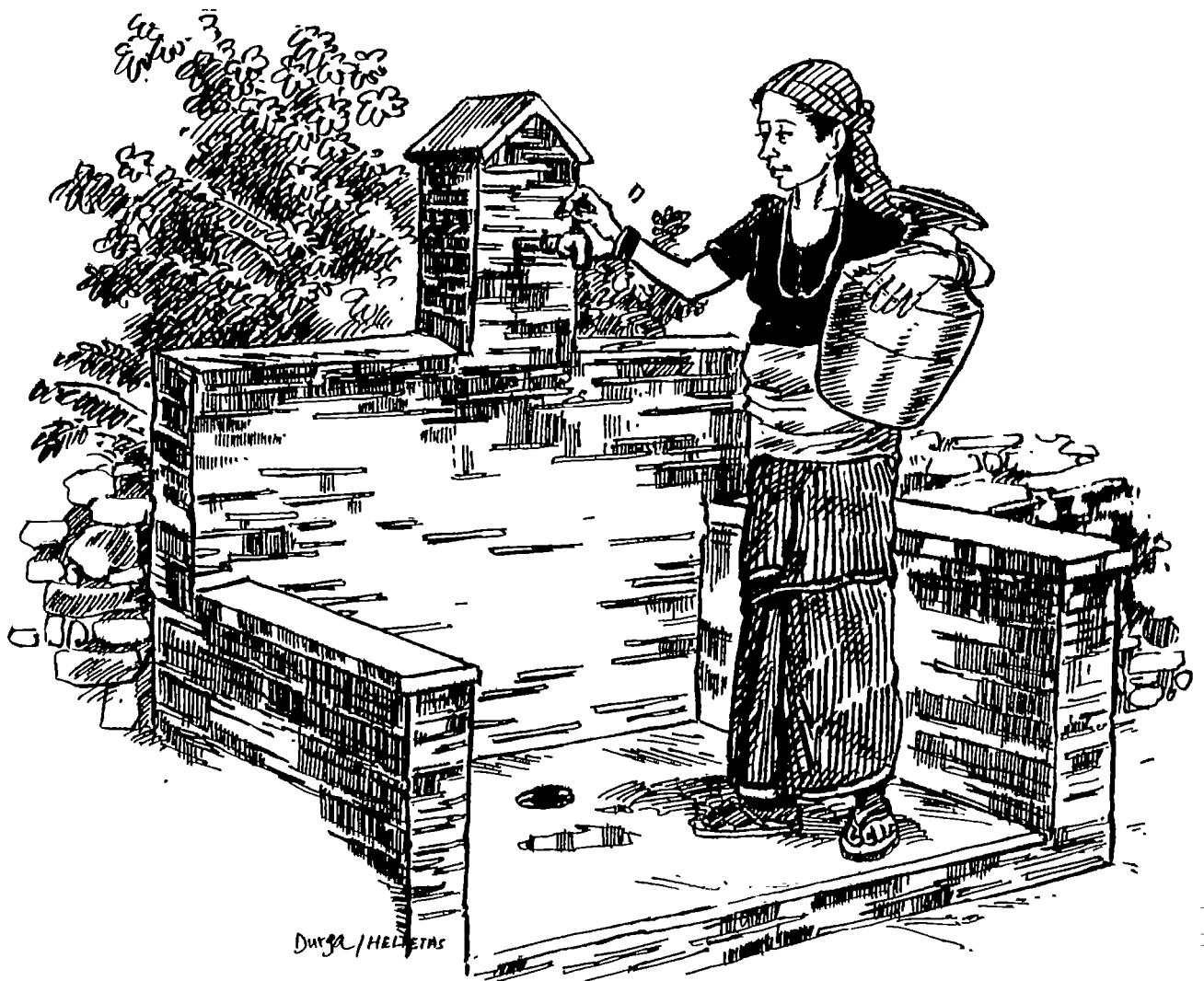
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planning and decision making processes of their water supply project, from the very early planning stage right through to the implementation of the scheme and its consequential operation and maintenance.

This approach is not an invention of something completely new. It is rather a "reshuffle" of the existing approaches in order to adjust them to the particular requirements of a water supply project. The basis for its implementation will be the existing structures such as the Water Supply Users Committee in order to make the best use of the institutional and legal facilities available.

Notwithstanding, it should be clearly understood that the proposed approach will be an experiment. As such the pilot phase shall prove which parts of it are useful and which parts need to be changed or amended according to the experience gained in the course of its implementation.







The amendments and changes incorporated in this revised approach paper are in response to the experience gained in the field as well as to the feedbacks received either from the villagers or the programme personnel. The fact that the programme has been expanded and is subject to further augmentation is an indicator that the system lives and is working.

The chosen format of the "Approach Paper", during the commencement phase of the woman involvement programme has proved to be a very appropriate and handy tool. It shows to other interested parties in detail the working situation met by the programme personnel and how the programme is developing. It is also a tool to keep track of the programme's development and its present status.

Below are some complementary notes on the amendments of the approach paper as outlined in the various chapters.

#### Amendments September 1989<sup>1</sup>

The amendment involved two major issues namely:

- 1) The forming of a "Women's Sanitation Sub-Committee". This idea evolved out of the experience that the two women members in the Users Committee could disseminate their gained knowledge only in a limited area (about 15 minutes walking distance) around their own houses. Therefore, it seems reasonable to establish a separate Woman's group to train its members in health and hygiene. It is anticipated that it will be possible through this women group to disseminate the programme's messages throughout the whole village.
- 2) Another amendment is the need to shorten the building-up phase in order to gain more time and to concentrate on the above mentioned Sanitation Sub-Committee.

#### Amendments December 1991

##### a) Programme Environment

Since the last updating of this approach paper Nepal has undergone dramatic changes in its political settings from the "Panchayat System" to a multi-party democracy.

A modified version of the Community Water Supply and Sanitation (CWSS) concept, as implemented during the past decades by UNICEF and HELVETAS, has been declared to the national rural water supply implementation policy by the Department of Water Supply and Sewerage of the Ministry of Housing and Physical Planning (DWSS/MHPP). For more

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<sup>1</sup> Note: Amendments are marked in the right side margin with a figure indicating the year of amendment e.g. 1989.



details please refer to the "Directives for Construction and Management of Water Supply Projects, 2047 Poush".

b) The HELVETAS Women Involvement Programme Personnel

The chosen format of the approach paper calls for a routine up-dating every six to twelve months if the management is interested to keep track of the concepts progression. For various reasons, the programme experienced a marked set-back in its further development, like:

- the above mentioned political unrests and resulting changes in the political landscape
- loss of vital programme staff e.g. Mrs. J. Schwierin left the programme in September 1989 and Mrs. Y.K. Gurung left the programme at the end of 1990

These occurrences explain the delay in up-dating the approach paper. With the employment of the new Women Involvement Coordinator Mrs. Bhim K. Ale the programme received again the attention needed for further development and enhancement.

c) The Role of the WSSTs in the Past and in the Future

The CWSS programme pursues a policy of partnership between the parties involved, e.g. HMG - Beneficiaries - DONOR, in the design and construction of a water scheme. Good communication between the partners is therefore essential and will be the key to a successful project implementation. Until few years back personnel like Overseers and especially the Water Supply and Sanitation Technicians (WSSTs) played a crucial role in field of communication and community motivation.

Since 1986, the responsibility for the water supply project implementation was shifted from the Region to the Districts through the District Water Supply Offices "DWSO". Lack of skilled staff at the District level forced the District Engineer to re-deploy the WSSTs as skilled craftsmen; since they are the only ones who have undergone any training worth to mention.

Through this development the programme lost its most valuable asset -- the community worker. In absence of any other possibility the Women Involvement Programme staff had to take over part of these duties, which will have its impact on the future development of the programme. The present situation cannot be a satisfactory solution since the programme is active in a very limited geographical areas only.





## d) The Woman Workers (Mahila Karyakarta)

Presently the programme has five woman workers and it is anticipated to increase this number successively to at least twenty which even then will not be enough to meet the actual field demands.

In a programme which addresses the gender issue special attention should be paid to the name of its field workers. Woman Workers or in Nepali "*mahila karyakarta*" is considered not a very suitable name especially when taking into account that women's work is taken for granted and often not accounted for in overall economical assessments. For this reason a more suitable name would be community worker (or in Nepali "*Sahayogi*") especially in view of the future anticipated need to introduce this job category within the DWSS structures to carry out successfully community participation projects.

## e) The Community Water Supply Programme and the Women Involvement Programme of HELVETAS Pokhara.

For the sake of avoiding misunderstanding it is necessary to clarify the relationship between these two programmes.

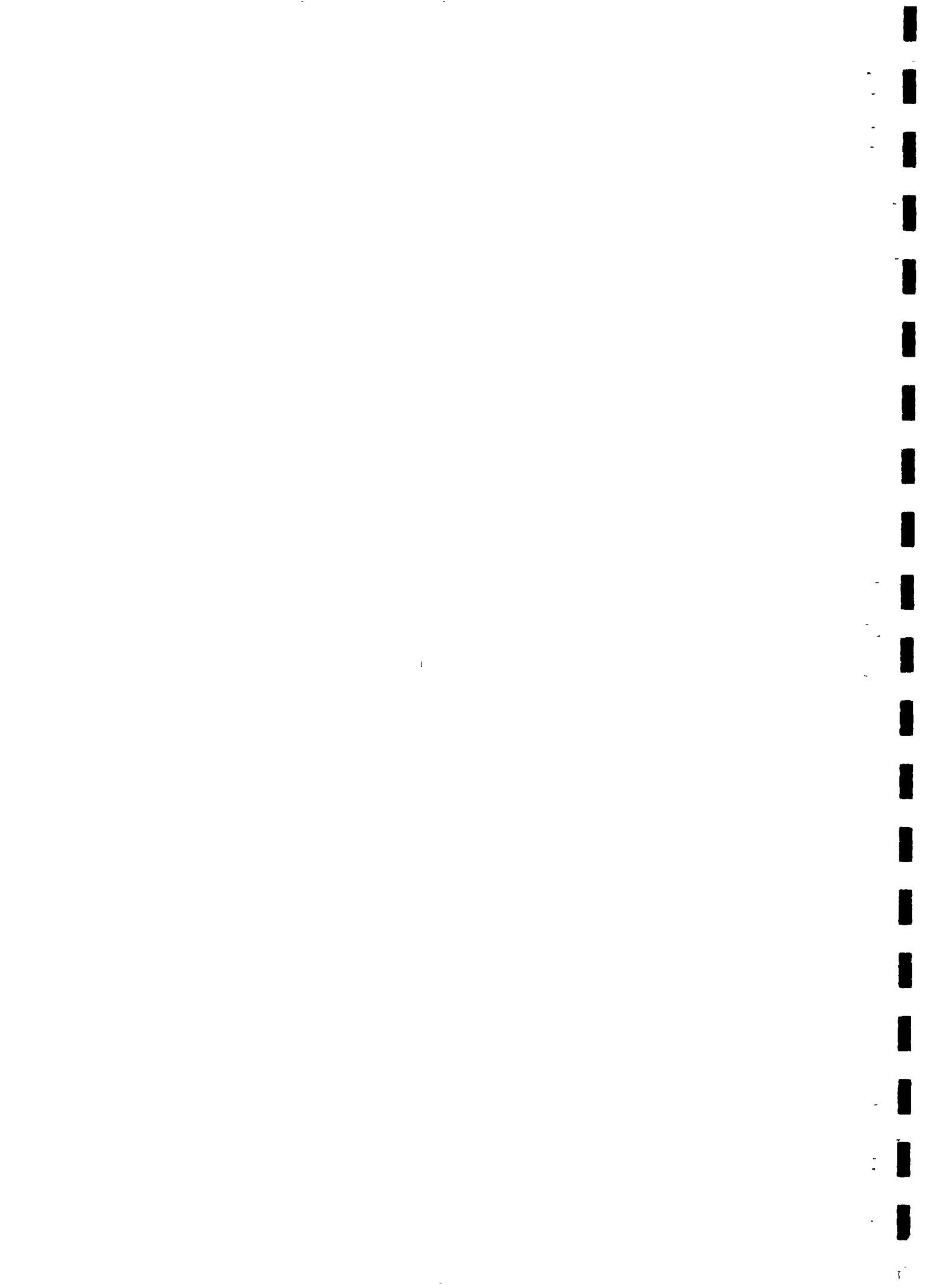
*The Women Involvement Programme (WIP) as implemented in the Western Development Region is not an independent programme of the Community Water Supply and Sanitation Programme, but it is an integral part hereof. It shall assist the beneficiaries of a water supply project to fully enjoy the benefits of the availability of water, by showing and causing awareness how water can be best used to derive the maximum benefit out of it.*

Another aspect of the Women Involvement Programme may be even more important than the envisaged health improvement. The programme, through its educational activities, hopes to strengthen the position of the women in the society and to give the women a higher level of self-confidence. This shall enable them to fight against their plight not only within their family, but also in public.

## f) The Women Involvement Programme; Changes in Approach

## 1) The amendments of 1989 involved two major issues namely:

- The formation of "*Women's Sanitation Sub-Committee*". Unfortunately this recommendation was not taken very seriously and therefore its implementation was delayed for a considerable period. However the fact remains that the two Users Committee Woman Members were not able to disseminate their newly acquired knowledge to their fellow women., This view is substantiated by the Women Involvement Programme



Evaluation carried out in 1991. In future the programme shall deal with and train a greater number of village women to ensure that the messages are trickling down even to the most remote households by increasing the time spent and subjects dealt with during the build-up phase.

- The other issue concerned the "*employment of Woman Workers*". Although in principle the DWSS consented to the need to create the posts for the woman workers the request was not approved by the respective Ministry. Presently the Woman Workers are employed and financed by UNICEF on behalf of the Regional Directorate.

## 2) Achieving Sustainable Operation and Maintenance

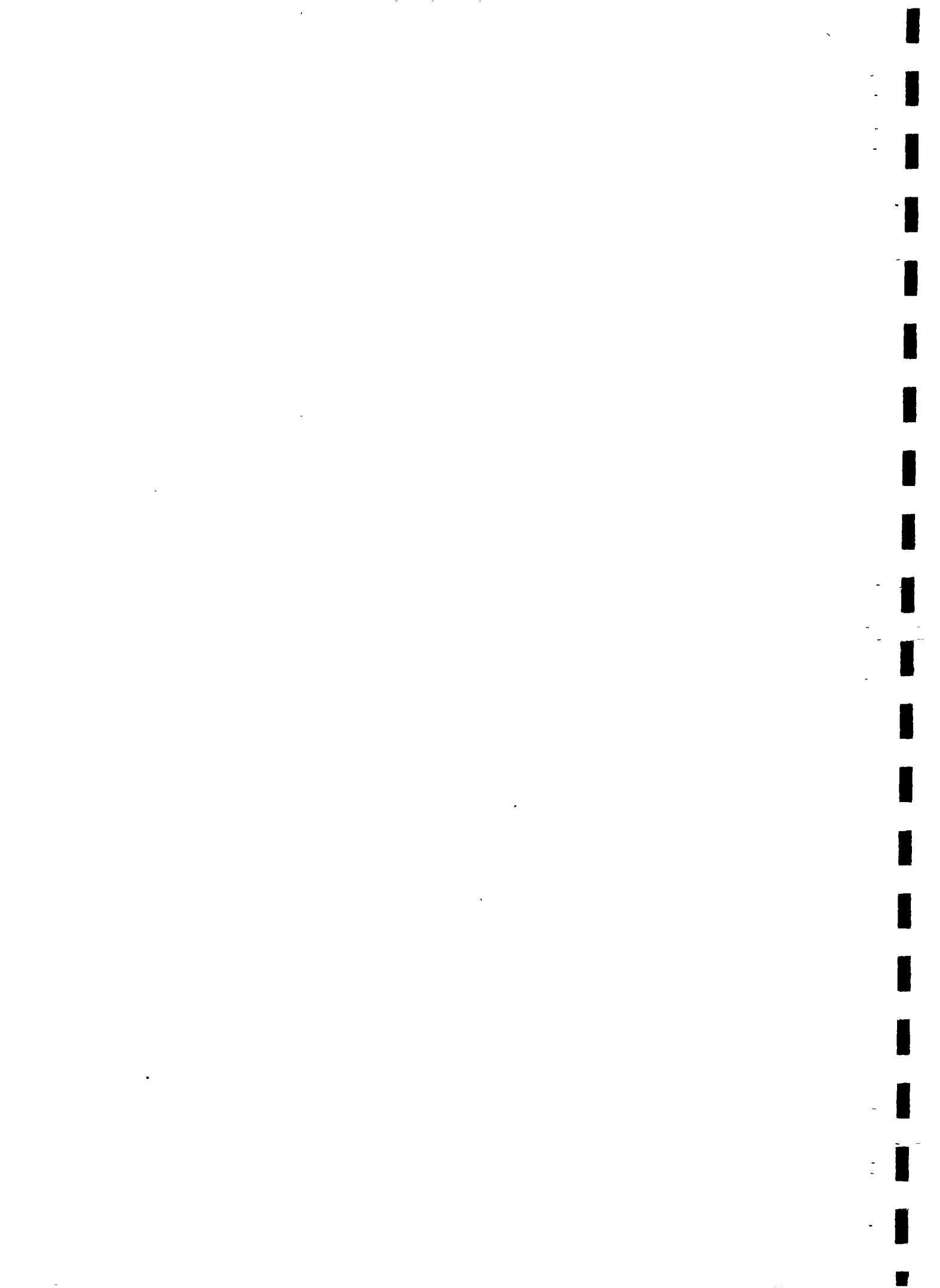
It is a common knowledge that a certain acceptable construction quality level must be maintained if the beneficiaries shall be able to maintain the system in future. Villagers are able and willing to carry out a quality control function provided they have the knowledge and information of what is required. Therefore, the approach concept will take due care of this requirement by increasing the subjects taught on O&M and paying more attention on field visits to the project sites during the construction period.

### g) Subsidy for Latrine Construction --- Yes or No

The experience with the demonstration latrines is not very encouraging. First of all the demonstration effect is very limited and secondly an artificial demand is created as long as at least the squatting slab is provided free of charge. As soon as the subsidy stops the interest in the construction of latrines ceases to be. An other point of interest is that demonstration latrines made of local materials which are lasting only for a short time e.g. one year have no effect whatsoever on changing people's behaviour. It is assumed that a latrine must provide at least five years of trouble free service to effect this behaviour changes. Experience indicate that after such a time people are willing to construct a new latrine if the old becomes unserviceable for whatever reason







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**02 WHAT SHALL BE ACHIEVED**  
Programme Objectives

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Looking at the overall objectives of the CWSS programme it is obvious that the involvement of women plays a very important part. The concerned objectives are:

- To reduce the incidence of water - and sanitation - related diseases in children by providing adequate quantities of clean water and promoting sanitation and personal hygiene
  
- To encourage women to participate in the implementation of the scheme and its subsequent management.

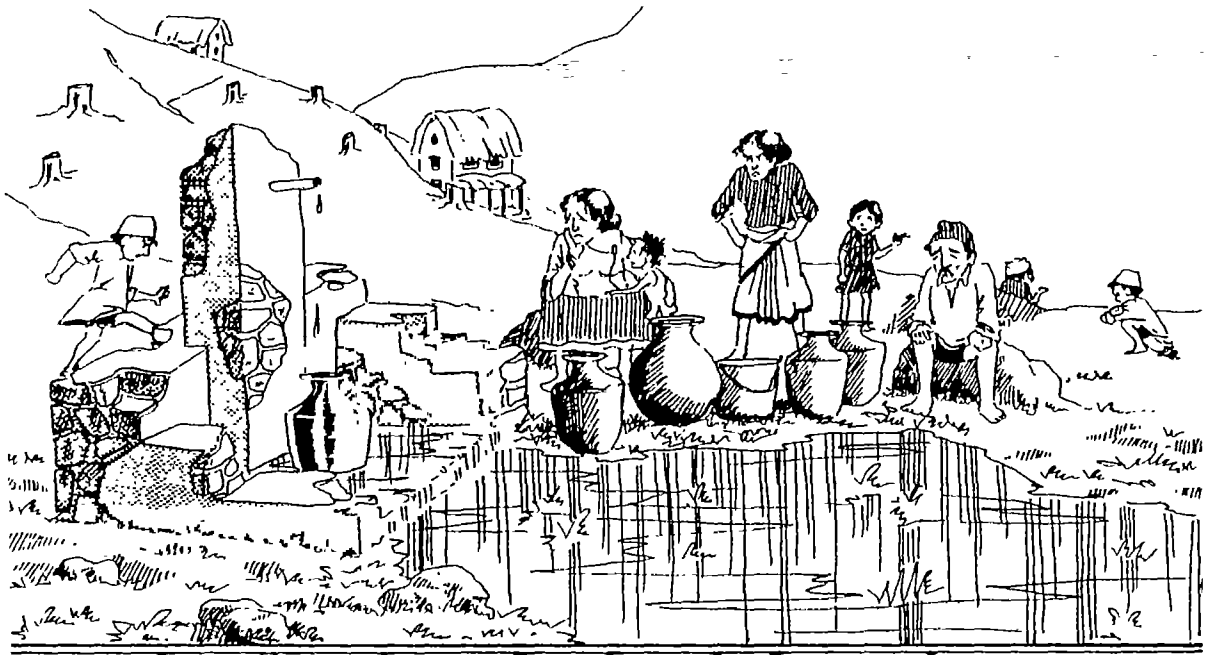
Consequently the particular objectives of women involvement are:

- a) To enable the women to voice their ideas and problems in the users committee
- b) The women (and through them the children) shall be made aware of personal and environmental hygiene, sanitation and water supply matters.
- c) The women shall be encouraged to use the time gained in water collecting for other activities to raise their living standard.

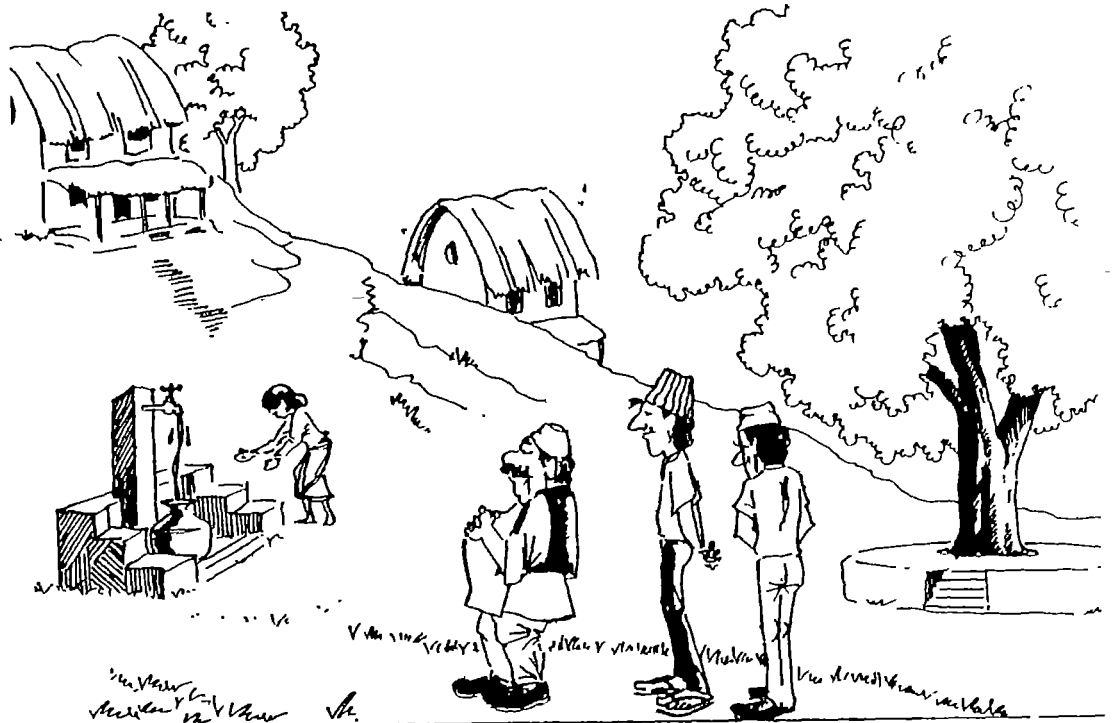
Note: Users Committee refers to Construction Committee as well as Maintenance Committee







यो गाउँलेहरूले आफ्नो खाने पानी योजनाको वास्ता  
नगरेकोले हेर्नेस! उनीहरूको धारा कस्तो छ।



मर्मत तथा संभार समिति र कार्यकर्ता भएकोले हाम्रो योजना  
राम्ररी चलिरहेको छ ।



**a) Traditional role of women**

Women not only do the work of collecting water but while doing so they also choose which water sources to use for various purposes, how much water to use and how to transport, store and draw the water. Thus traditionally they make careful decisions about water use patterns.

Despite this competence on the part of the women they are in general left out of the decision making and planning processes for the water supply scheme. If at all they will voice their opinion only through their husbands. On the other hand they contribute a great deal in physical labour during the construction period. As a result women are very often badly informed about the new facilities. It often happens that they do not even know the village maintenance worker.

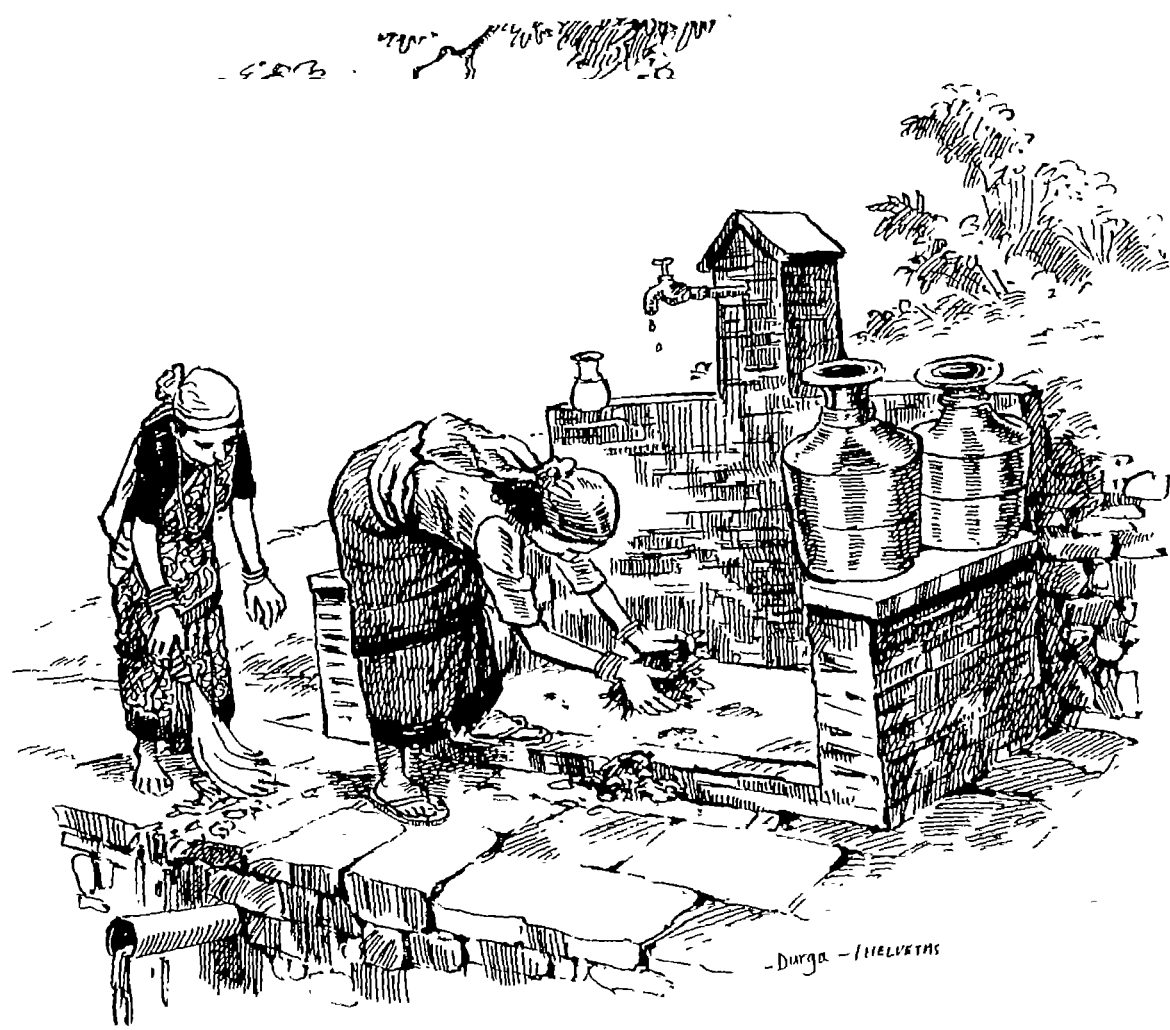
**b) Problem analysis**

Water and sanitation related diseases are responsible for most of the morbidity and mortality in developing countries. The use of more water of improved quality and safe methods of excreta disposal, adequate personal hygiene and food hygiene can lead to significant reduction in these diseases.

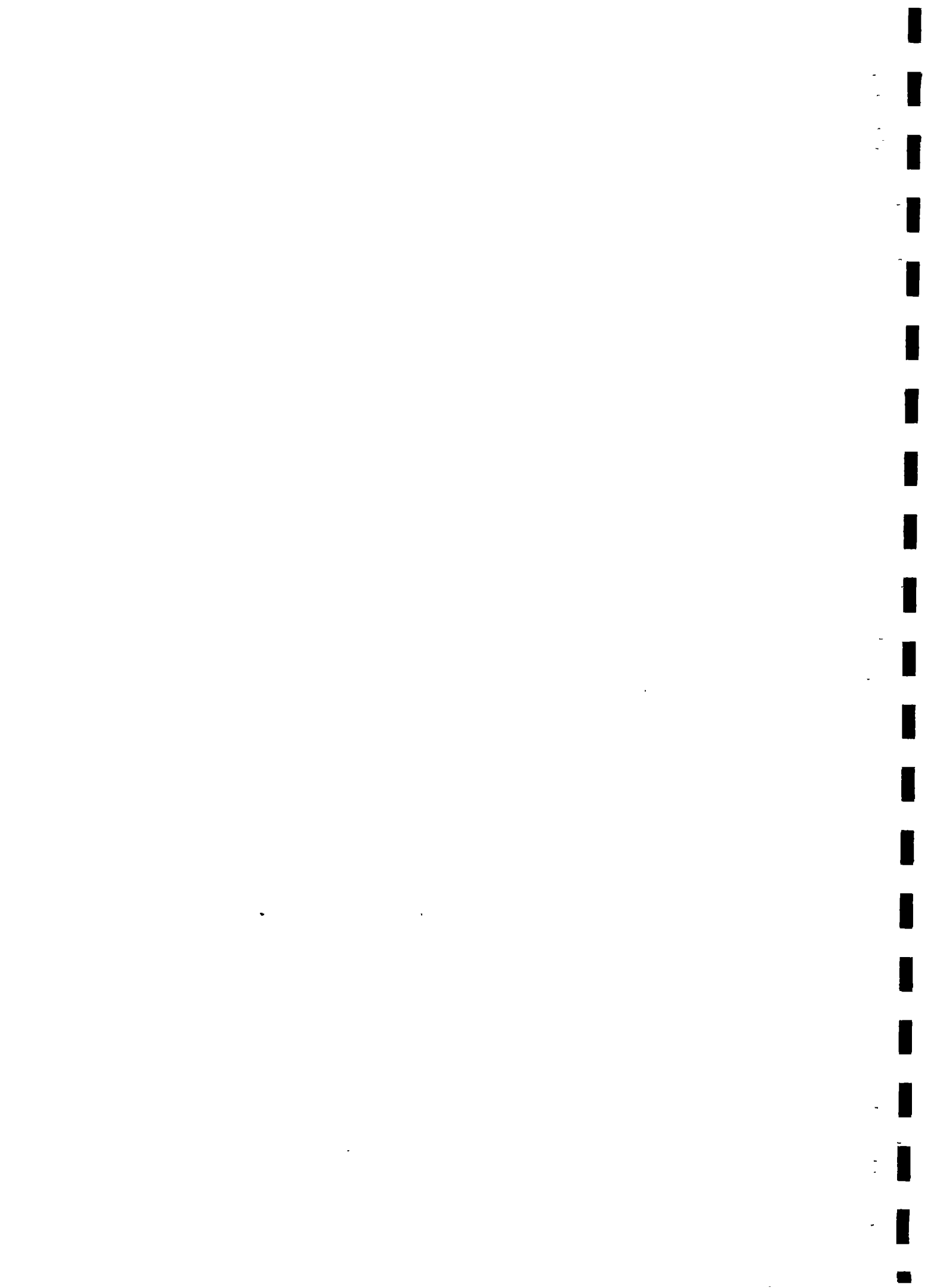
A study (carried out in CWSS programme in 1985 by Dutch medical students) has shown that the provision of an improved water supply as such has no significant influence on the reduction of water related diseases. Thus more than the technical completion of a water supply system is needed to achieve its avowed objective of health improvement. Without a widespread understanding of health and hygiene problems it is not possible to make appropriate use of a water supply.

Furthermore women as the main beneficiaries very often know too little about maintenance facilities so that they do not know whom to contact in case of need.





-Durga - HELVETIAS



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**04 WHAT DO WE EXPECT**  
Output, Impact

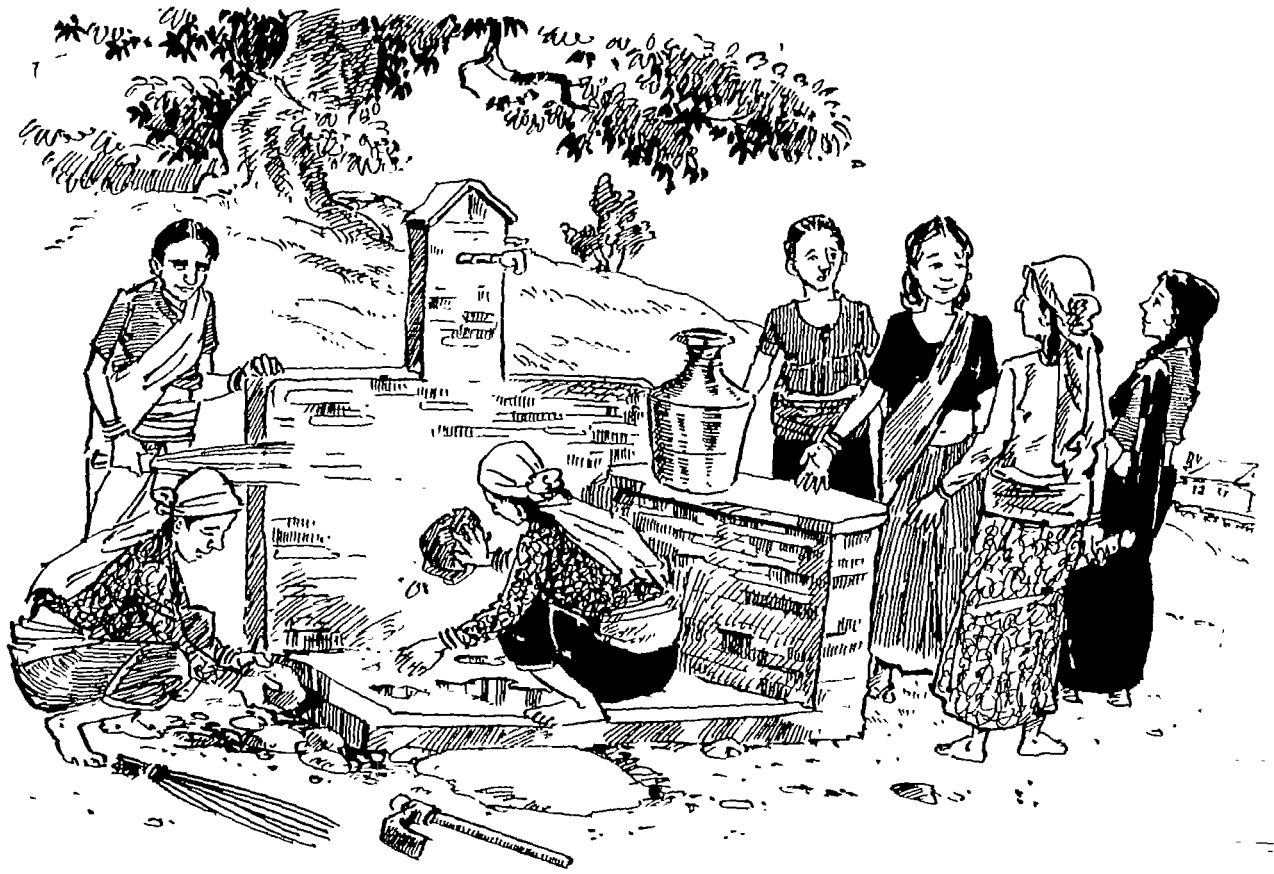
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- a) The Users Committee Woman Members and the Tapstand Group Leaders should work as mediators between the programme and the (women- and men-) beneficiaries. They shall deal with issues regarding water supply and sanitation but with special emphasis on health improvement, proper use of water and operation and maintenance of the system.
- b) Since the main instrument of this programme is awareness building it is not so simple to see its results in the field in the form of physical targets. Even then it is expected to observe certain changes and improvements in the community and its people which can be used as indicators of the programme's effectiveness like:
- 1) Personal Health Improvements
    - Knowledge on ORT
    - Kitchen gardens
    - Proper storing of collected water 1989
  - 2) Environmental Sanitation Improvements
    - Clean tapstands including their surrounding
    - Private latrines in proper use
    - Clean houses 1989
  - 3) Water Supply and Operation and Maintenance
    - Two women actively involved in the water users committee
    - Good maintenance standard of the water supply 1991









The implementation procedures consist of different steps as briefly outlined in first para of this chapter. In the second para a more detailed description of the activities carried out under each implementation step is provided.

### 1. Overview of Implementation Procedure

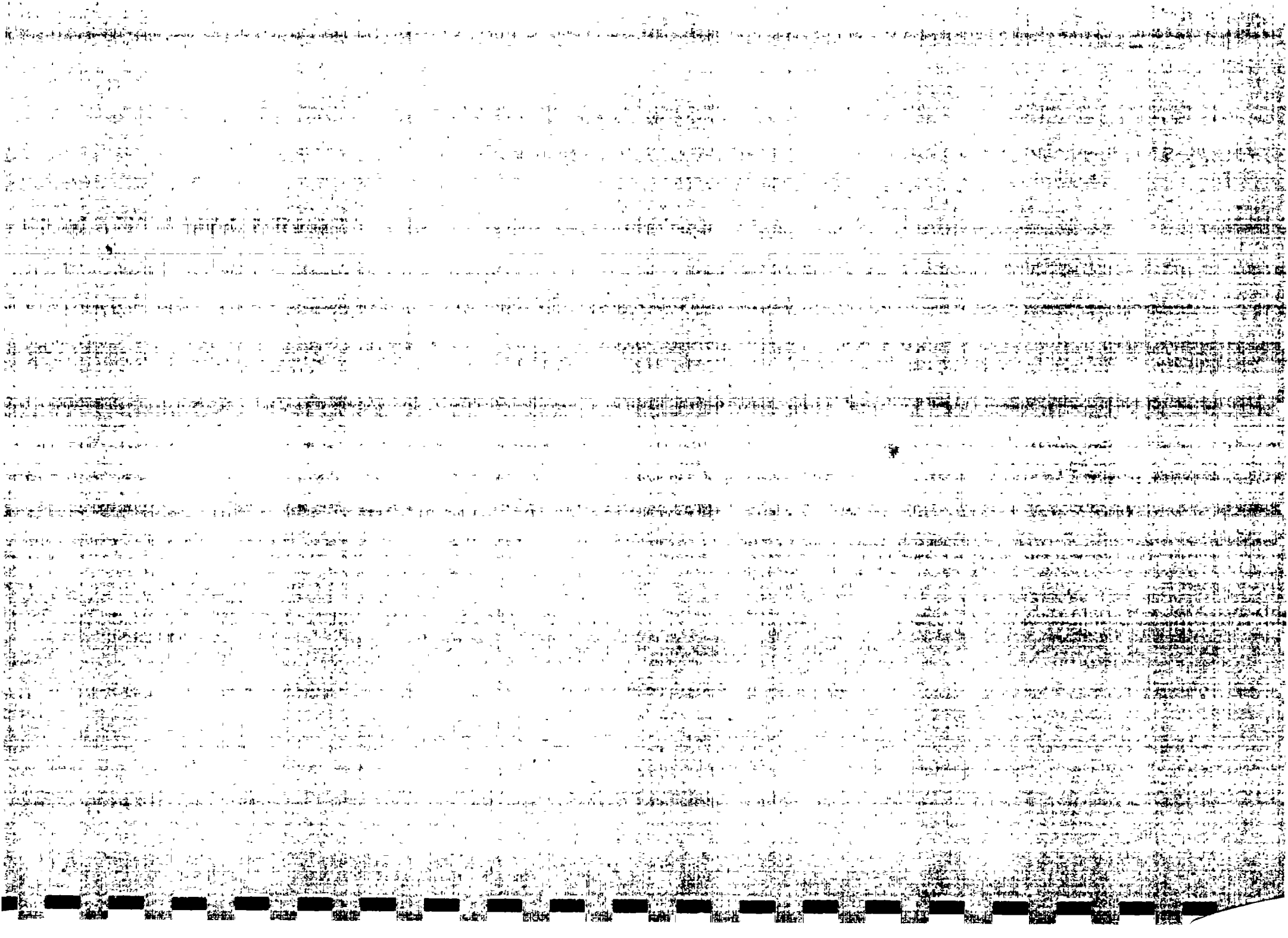
- a) BUILDING UP PHASE ON THE PROJECT SITE
  - 1) Socio-Economic Feasibility Survey
  - 2) Formation of the Users Committee
  - 1<sup>st</sup> Field visit: Involvement of Women in the Project Planning
  - 2<sup>nd</sup> Field visit: Why women in the Users Committee?
  - 3<sup>rd</sup> Field visit: Implementation standards in view of O&M requirements
  - 4<sup>th</sup> Field visit: Water and sanitation
  - 5<sup>th</sup> Field visit: The smokeless chulo and its advantages
  - 6<sup>th</sup> Field visit: Nutrition and Kitchen Gardening
- b) TRAINING PHASE FOR THE USERS COMMITTEE WOMAN MEMBERS
- c) CONSOLIDATING PHASE
  - First Step: Applying new hygiene patterns at home
  - Second Step: Forming of Tapstand Groups
  - Third Step: Training of Tapstand Group Leaders
  - Fourth Step: Introduction to O&M
- d) FOLLOW-UP PHASE
  - 1) Refresher course
  - 2) The Women as Mediators in the Village
- e) INFORMATION TO INVOLVED PERSONS AND INSTITUTIONS

The sequence and emphasis on the different activities will vary depending whether the programme:

- is active in a new project; rehabilitation project or an operational scheme and
- on the results of the socio-economic feasibility study and the spelled out need by the beneficiaries

With other words the programme tries to address the actual needs of the population by adapting the implementation procedures and to provide inputs in areas which need improvements like:

- in case of a rehabilitation project the socio-economic study will try to establish the causes for the failure, whereas in case of an operational



scheme the study will try to establish areas where further improvements are possible.

- in case of rehabilitation - or operational schemes the forming of tapstand groups may be one of the first steps in the building up phase.

(For the implementation schedule please refer to Annex I and Annex II)

## 2. Detail Description of Implementation Procedures

### a) BUILDING UP PHASE ON THE PROJECT SITE

(Mainly working with the User Committee, establishing contacts with the villagers.)

In the first phase it will be necessary to build up a working relationship based on mutual trust and confidence between the members of the water Users Committee and the concerned personnel of the women involvement programme. Without the consent of the Users Committee this programme will not be successful in the long run, since we expect the woman committee members to take an active role in the construction committee as well as later on in the maintenance committee. The role of the woman committee members is somewhat the cornerstone of the programme, which shall ensure that the women involvement programme is actually integrated in the social life of the village.

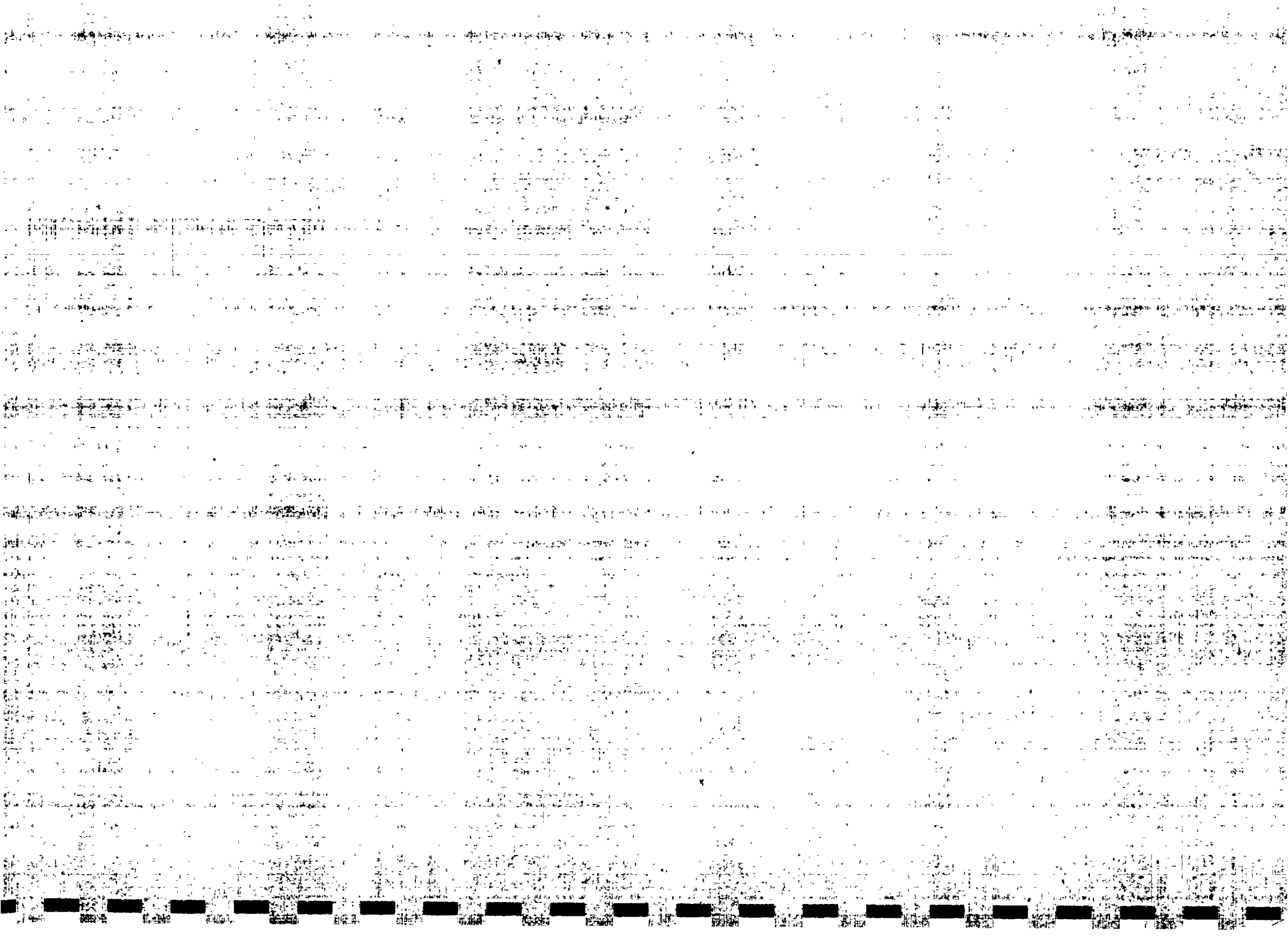
The building up phase consists of numerous field visits as elaborated below by the Women Involvement Officer (WIO) together with the Women Workers (ref. chapter 6) in order to meet the people in their usual environment and to get acquainted with this environment. Another important task of these visits is also to support the Users Committee Woman Members in achieving the necessary authority in the committee and thus in the village.

#### 1) Socio - Economic Feasibility Survey

(Target Group: villagers,)

1991

Experience suggests that identifying the real "Felt Need" from the socio - economic point of view is of as much, if not more importance, than the technical feasibility especially concerning the community's ability and willingness to take over after completion of the water supply project; its subsequent operation and maintenance. The better a project is embedded in the community environment the greater is the chance that the people will take care of the project to ensure long-lasting service. Again and again it is observed that the project cannot fulfil the peoples aspiration and therefore there is no base created within the community which will take over the responsibility for operation and maintenance. Open



ended questions which should be answered by the future beneficiaries are outlined in Annex III. By purpose the list is not compiled as a questionnaire since the answers derived from formal interviews conducted by surveyors do very often portrait a static and not very true picture of the society. It goes without saying the involvement at this stage of the women involvement programme staff will ensure that the village women's voice receives due attention.

## 2) Formation of the Users Committee

(Target Group: villagers,)

1991

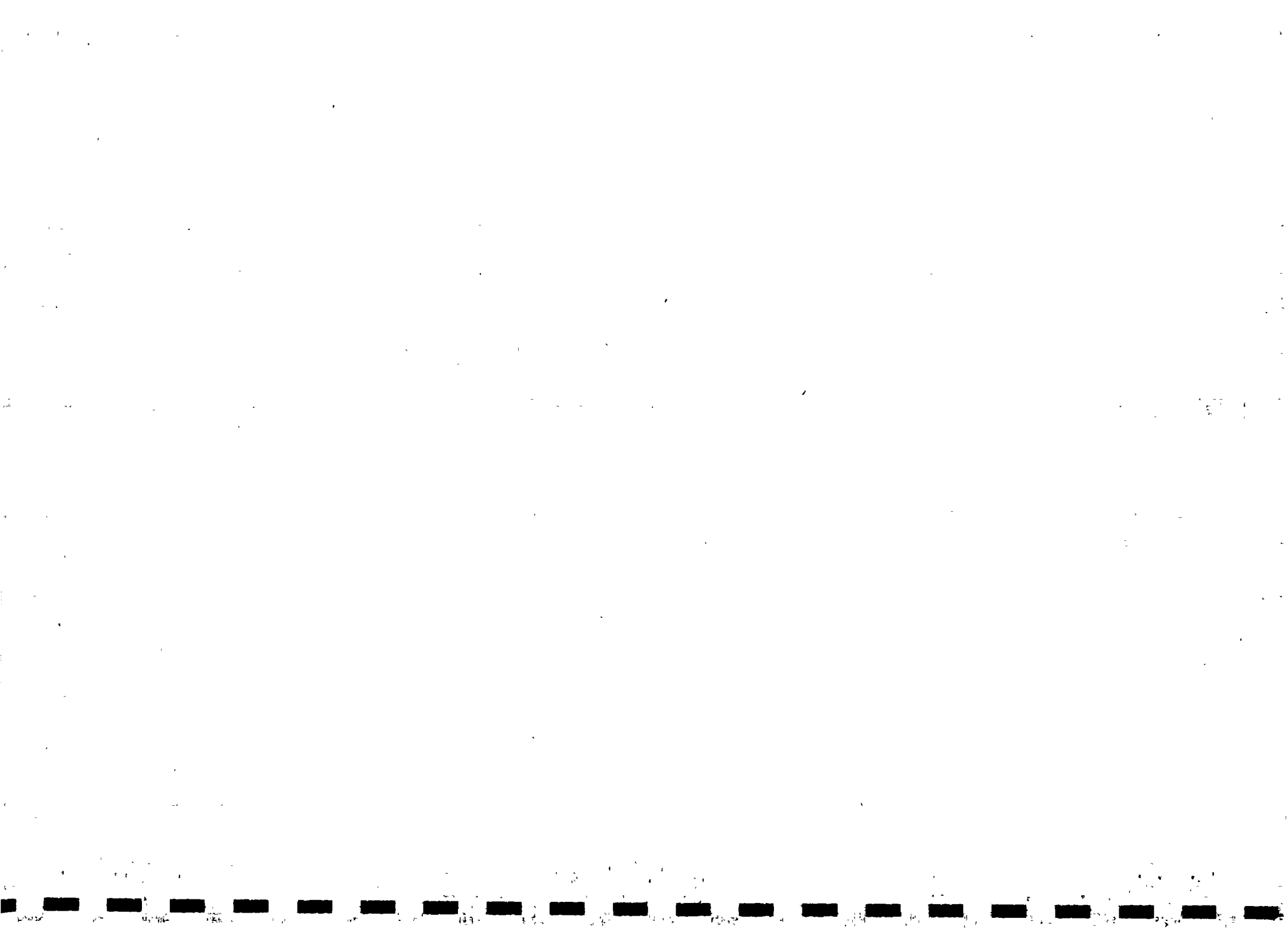
The Users Committee shall be established as early as possible in the project planning phase, the greatest impact will be derived from it is formed before even any pre - feasibility studies are carried out, although the often observed practice still exists to form Users Committee just before commencing the physical implementation of the project.

Another point of concern is that, not very much consideration is given to the type of people selected into the committee and furthermore the whole process lacks often any kind of democratic procedures involving all the beneficiaries concerned. Although duties and responsibilities of the Users Committee are circumscribed in the relevant laws; such criteria usually do not reach the decision making level in a village. Selection criteria for Users Committee Members and Village Maintenance Worker are given in Annex IV.

### 1<sup>st</sup> Field visit: Involvement of women in the project planning

(Target Group: Villagers, in particular Women)

Since it is important that the villagers are actively involved in the management of the project as early as possible, the women should be also addressed at the earliest possible moment. Even though there are still some organisational problems in this regard (selection of projects, communication with DWSO's), the intention is to commence with the WIP activities latest during the time of carrying out the detail survey for the proposed project, when important decisions regarding tapstand locations are to be taken. At this stage the Women Involvement Officer can be of great help to the technical staff for explaining the reasoning behind tapstand distribution as well as their locations. The villagers can also be made aware that the women should be actively involved in the management of the project.





Implementation Procedure

2<sup>nd</sup> Field visit: Why women in the Users Committee?  
(Target Group: Users Committee)

A committee motivation programme is held by the WIO at the project site. The role of the Users Committee Woman Members as well as our intentions to train the women in health and hygiene and the village women's role in water supply matters are explained to all the committee members.

3<sup>rd</sup> Field visit: Implementation standards in view of O&M requirements 1991  
(Target Group: Users Committee, Villagers and Schools)

The need for maintaining a certain construction quality level and henceforth the need for quality control is explained to the Users Committee. They are made aware of the fact that a properly built system is easier to maintain thereby ensuring its long lasting service to the community.

It has been found very effective to carry out motivational campaigns on O&M matters directly at the construction site at the time when villagers are fulfilling their community labour tasks. The campaigns are carried out by the WIP staff in collaboration with the technical field personnel.

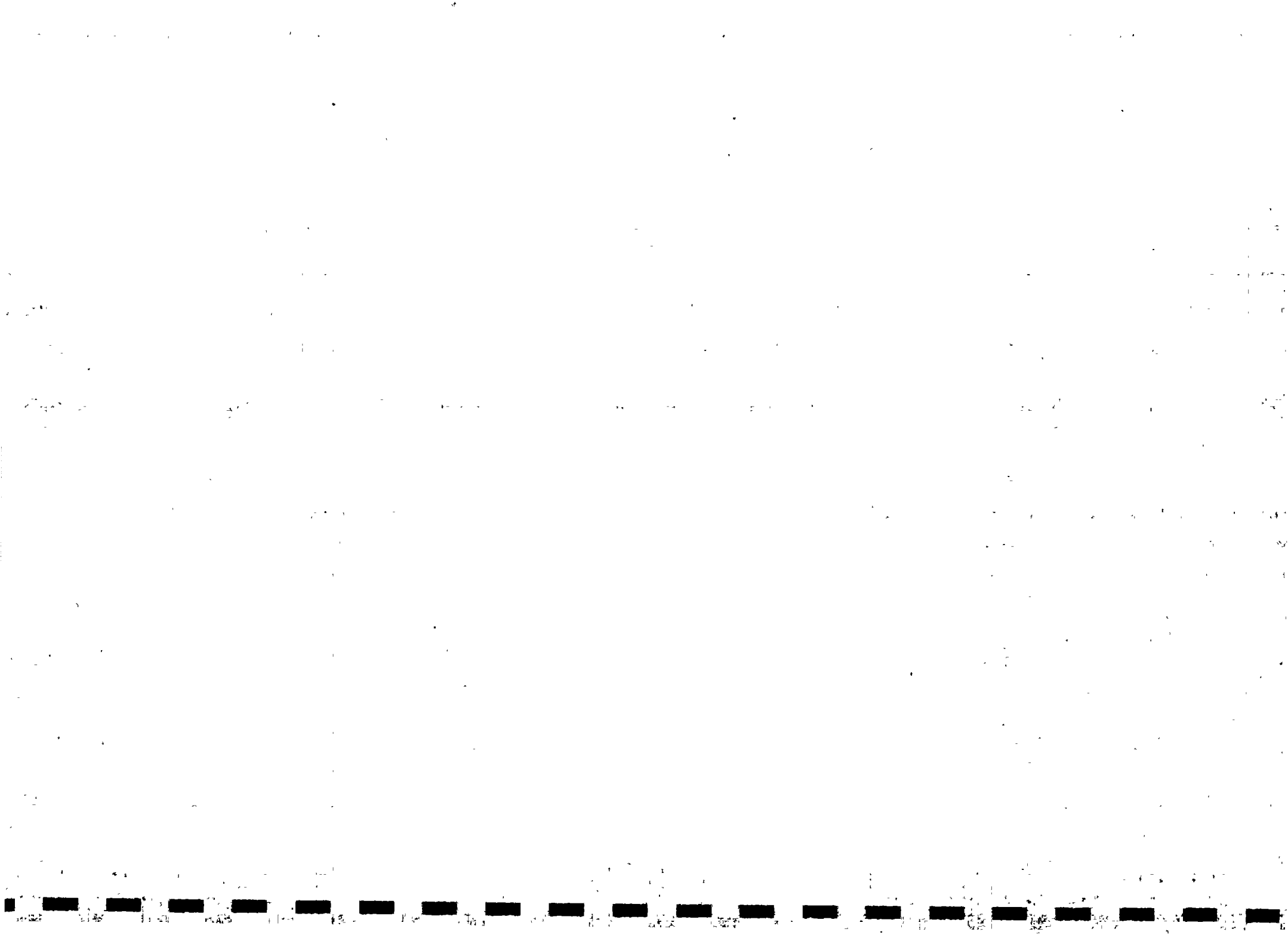
4<sup>th</sup> Field visit: Water and sanitation  
(Target Group: Users Committee, Schools)

In the fourth visit the main topic is the sanitation promotion programme. Discussing the use of latrines and showing the relation between open defecation and faeces born diseases by means of informal methods.

At the same time the technicians in charge of the water supply projects build latrines at the premises of the Users Committee Woman Members for their use and for the purpose of demonstration. It shall also serve as an incentive for the Users Committee Woman Members.

5<sup>th</sup> Field visit: The smokeless chulo and its advantages  
(Target Group: Users Committee Woman Members)

A smokeless chulo promotion programme shows the relation between eye and lung diseases and the smoke produced by traditional fireplaces and cooking stoves. At the same time people are made aware of the hazards of deforestation. The advantages and the proper use of improved chulos are demonstrated.



In each house of the two Users Committee Woman Members a demonstration chulo is installed.

6<sup>th</sup> Field visit: Nutrition and kitchen gardening  
(Target Group: Users Committee Woman Members)

In the last of six field visits, the Users Committee Woman Members will be sensitized regarding the crucial interrelationship between health status and nutrition. They are made aware and to appreciate that a well balanced diet, including beside the usual staple food, a lot of seasonal vegetable will greatly contribute to a good health of the individual as well as the whole family. The programme will demonstrate on how to acquire, maintain and operate a kitchen garden in which all these vegetable can be grown. Kitchen gardens may fulfil a useful secondary function in disposing of unwanted waste water from the tapstands, provided the gardens are of a reasonable size which does not create an additional water demand.

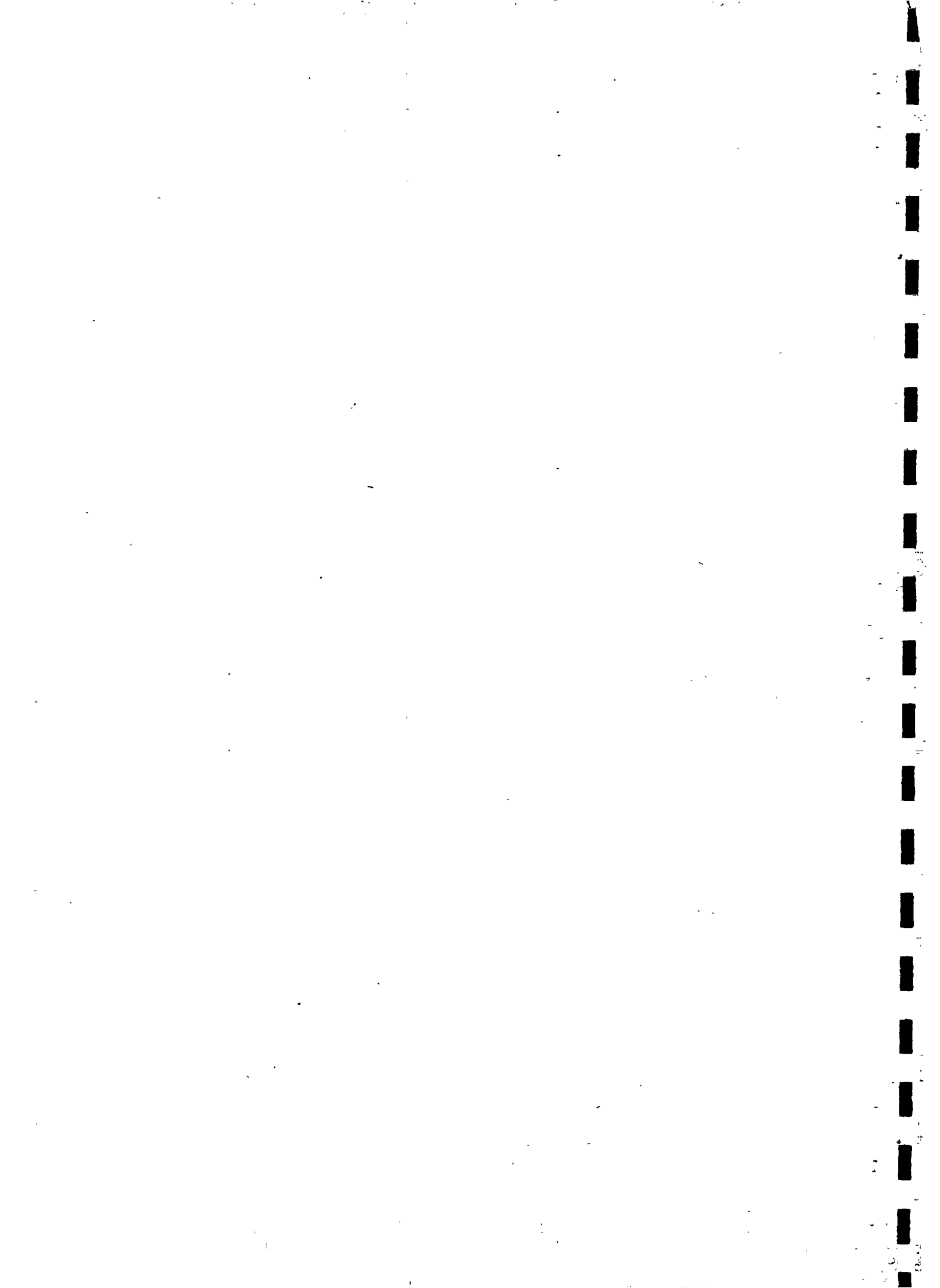
b) TRAINING PHASE FOR THE USERS COMMITTEE WOMAN MEMBERS  
(Target Group: Users Committee Woman Members)

The first phase is designed to build up the necessary conditions for the programme in the committee and in the village. In the second phase the Woman Members will undergo a training in order to give them the necessary knowledge to spread the message among the other women in the village.

A one week training is conducted in an existing water supply project nearby Pokhara where a farm house is rented in order to provide a training environment which is familiar to the participants and thus helps them to transpose the training issues to their own environment. A latrine and a smokeless chulo are installed to show the women how hygiene and health improvements can be achieved. All the chores are done by the participants and the trainers themselves for the sake of "learning by doing". Simple informal teaching methods are used which are easily understandable by the illiterate women.

Training contents:

- water and health related diseases and methods for prevention
- hygiene
- latrine sanitation
- advantages of smokeless chulo
- child health



## Training contents: (continuation)

- |   |                               |      |
|---|-------------------------------|------|
| - kitchen gardening                         | <i>health &amp; nutrition</i> |      |
| - taking care of the tapstands              | <i>maintenance</i>            |      |
| - the women task in the committee, problems | <i>management</i>             |      |
| - how to spread messages to other people    | <i>communication</i>          |      |
| - water source catchment area protection    | <i>environmental issues</i>   | 1991 |

(For the training schedule please refer to Annex III)

c) CONSOLIDATING PHASE

(Mainly working with the Woman Members of User Committee and the Women of the Sanitation Sub-committee)

Once the women have taken part in the training they are supposed to spread the newly acquired knowledge in their village on an informal basis and through the Tapstand Group Leaders (or the Women's Sanitation Sub-committee as previously called). Since they need to be introduced to this task gradually a step wise approach is taken,

The steps and corresponding activities are as follows:

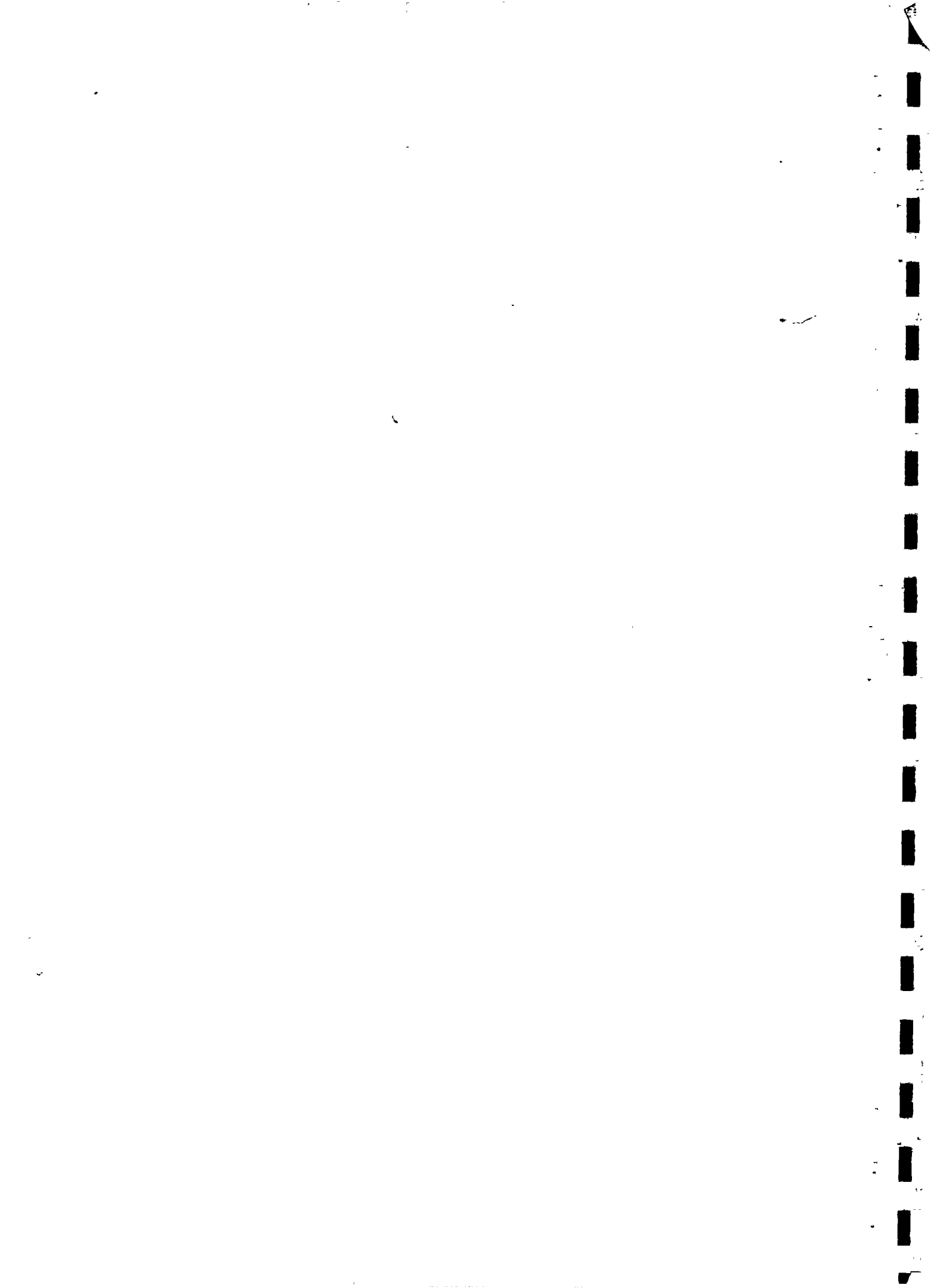
First Step: (Applying new hygiene patterns at home)

The woman members will try to adopt the habits they have learnt in the training in their own environment:

- improve household hygiene
- use and maintain the smokeless chulo
- use and maintain the latrine properly
- establish a kitchen garden
- contact other women in the village to spread the message

Second Step: (Forming of Tapstand Groups)

In principle the Users Committee Woman Members assisted by the programme staff will form these tapstand groups. From each of these groups one woman (in exceptional cases men) will be elected as tapstand leader. The tapstand group meetings are attended first by the Woman Worker and the Users Committee Woman Members together after some time by the later mentioned only.



These tapstand groups should:

- hold meetings about once a month.
- discuss one topic at a time related to health and hygiene, such as ORT, hand washing, why to use latrines, nutrition, skin diseases, smokeless chulo, waste water, kitchen gardening, maintaining the water quality from the source to the individual water storage in the house, etc.
- maintain the tapstand and its surroundings
- report any water misuse, technical or social problems to the Users Committee
- provide contribution in kind, cash or communal work for the operation and maintenance of the system

**Third Step:** Training of Tapstand Group Leaders or Forming of the Women's Sanitation Sub-committee as previously called

As mentioned above from each tapstand area one woman will be selected. as Tapstand Group Leader. However this group should not exceed 15 women (for training reasons) and if there are more than 15 tapstands, two or more groups shall be formed.

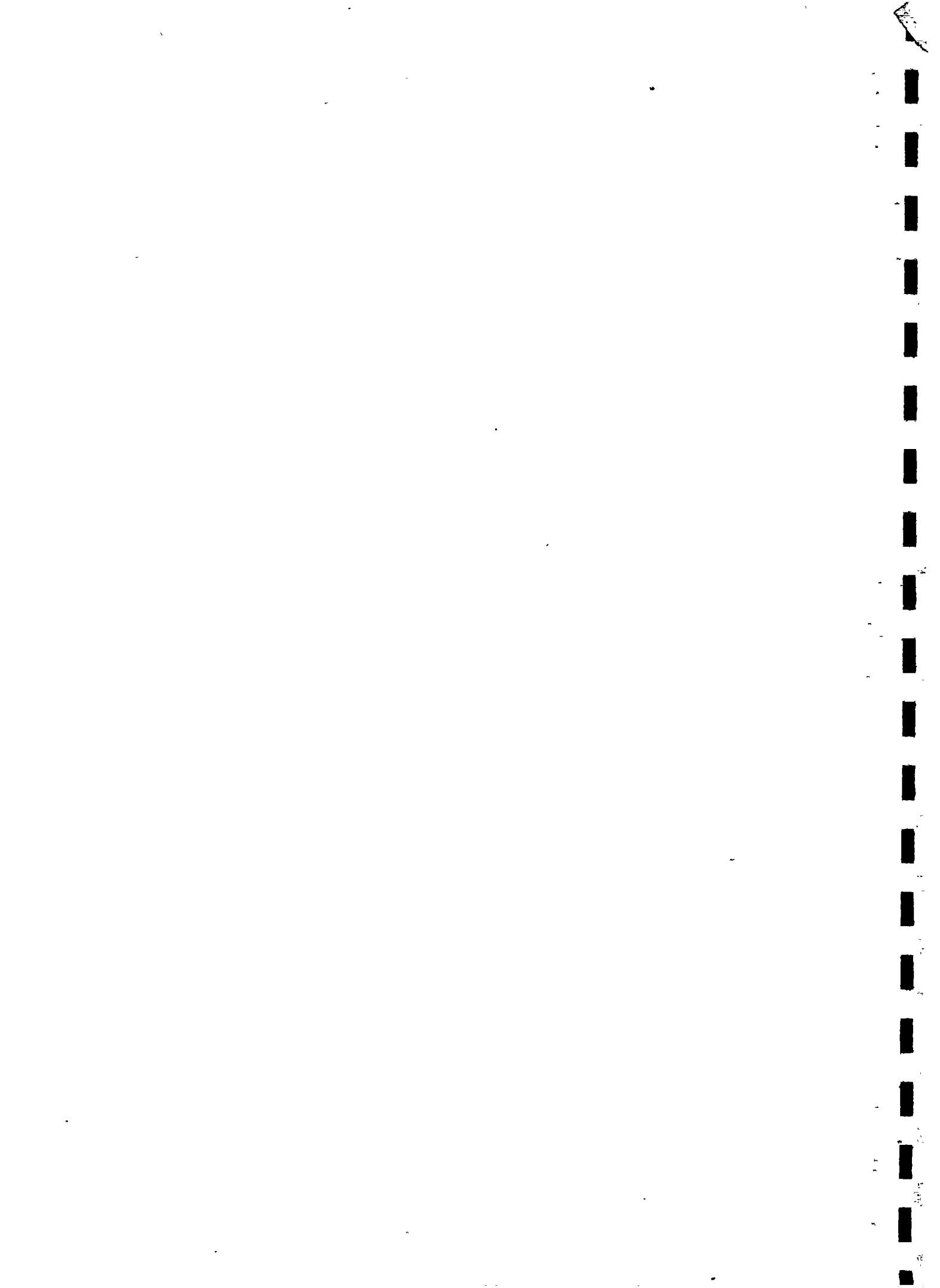
One of the Woman Members of the Users Committee will act as Chairperson of the group which shall ensure a proper and effective link to the Users Committee.

The Tapstand Group Leaders shall assist the Users Committee Woman Members to perform their task more efficiently and they shall ensure that the messages reach all beneficiaries. To achieve this goal the Women Workers will conduct two four-days-trainings for the Tapstand Group Leaders in the village itself. Again the topics are nutrition, health and hygiene as taught to the Users Committee Woman Members who actually act as trainers in these informal training courses. To increase the effectiveness of the trainings they are held at interval of 6 to 8 months.

The group leaders are supposed to disseminate the learnt topics among the households of their respective tapstand areas.

**Fourth Step:** (Introduction to operation and maintenance)

Once the construction of the water supply project is finished the construction committee is changed into a maintenance committee. At this point it is the task of the woman members, the WIO and the WW's to make sure that





the women can keep up their responsibilities and their work in the newly formed committee.

d) FOLLOW-UP PHASE

1) Refresher course

1989

To conclude the Women's programme we call the women committee members for a short refresher workshop. This 2 days workshop has several aims:

- motivating the women for their work
- exchanging experiences among the women
- extending and consolidating their knowledge in nutrition, health and hygiene
- the workshop is an incentive for the Women's voluntary work
- Teach the women on operation and maintenance issues.
- the role of the Users Committee Woman Members in future village development activities.

1991

The first day of this course coincides with the last day of the training of the "new" women in order to give the "new" women a chance to exchange views and to learn from the two years of women involvement programme experiences gained by the "old" women.

2) The Women as Mediators in the Village

1989

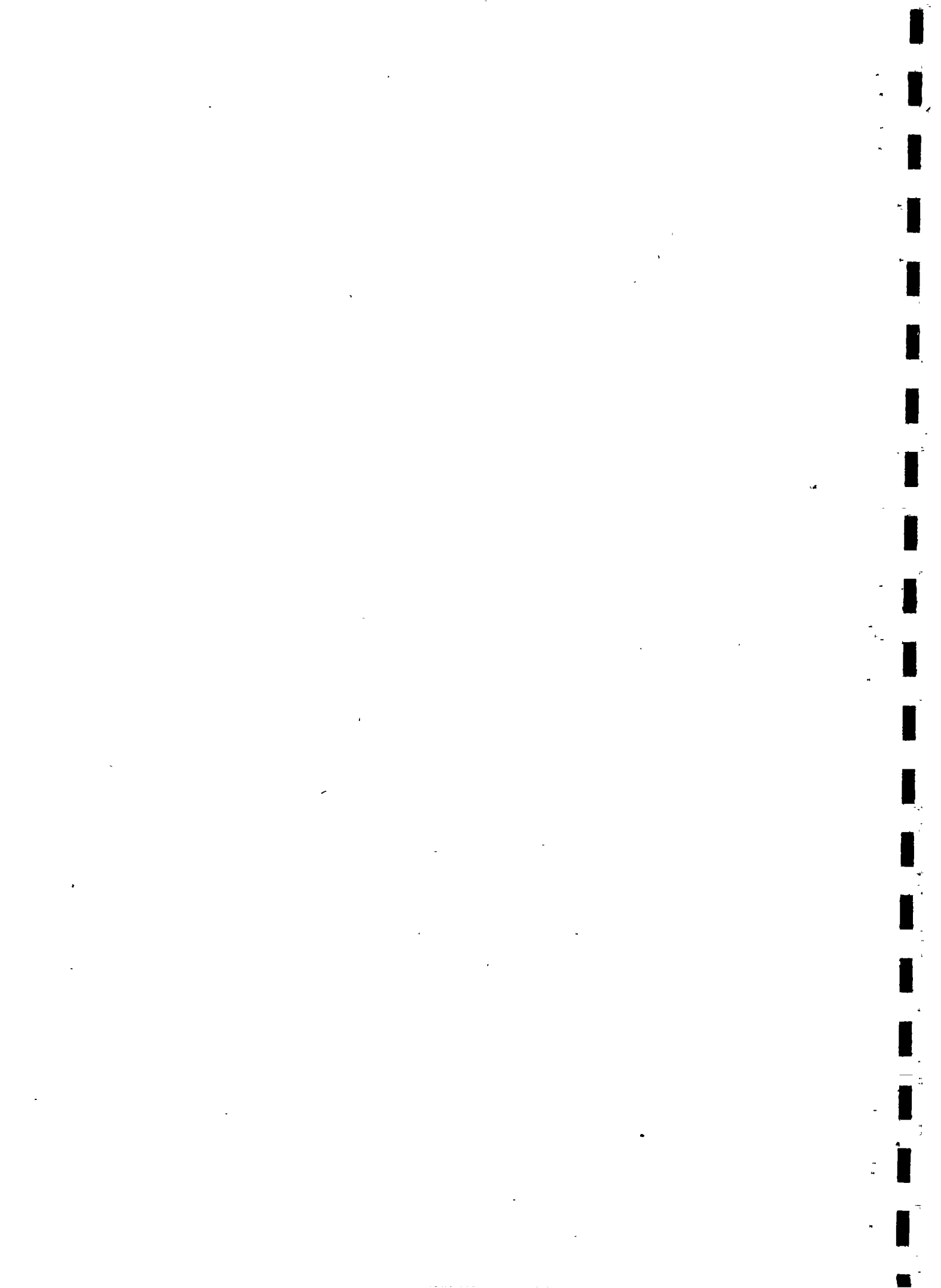
After the refresher workshop the women will go on with their work in the village as they did during the consolidating phase but basically they are no longer assisted and supervised by the programme personnel. However, a visiting system will be maintained by the Women Workers for at least another year with the aim to assist and support the Users Committee Woman Members in their never ending task.

e) INFORMATION TO INVOLVED PERSONS AND INSTITUTIONS

In order to inform and to raise awareness on the need for a special conceived women involvement programme, information classes for personnel concerned with CWSS programme are held during orientation workshops and trainings, i.e.:

- District Engineers of the DWSO during annual CWSS Project Coordination workshop

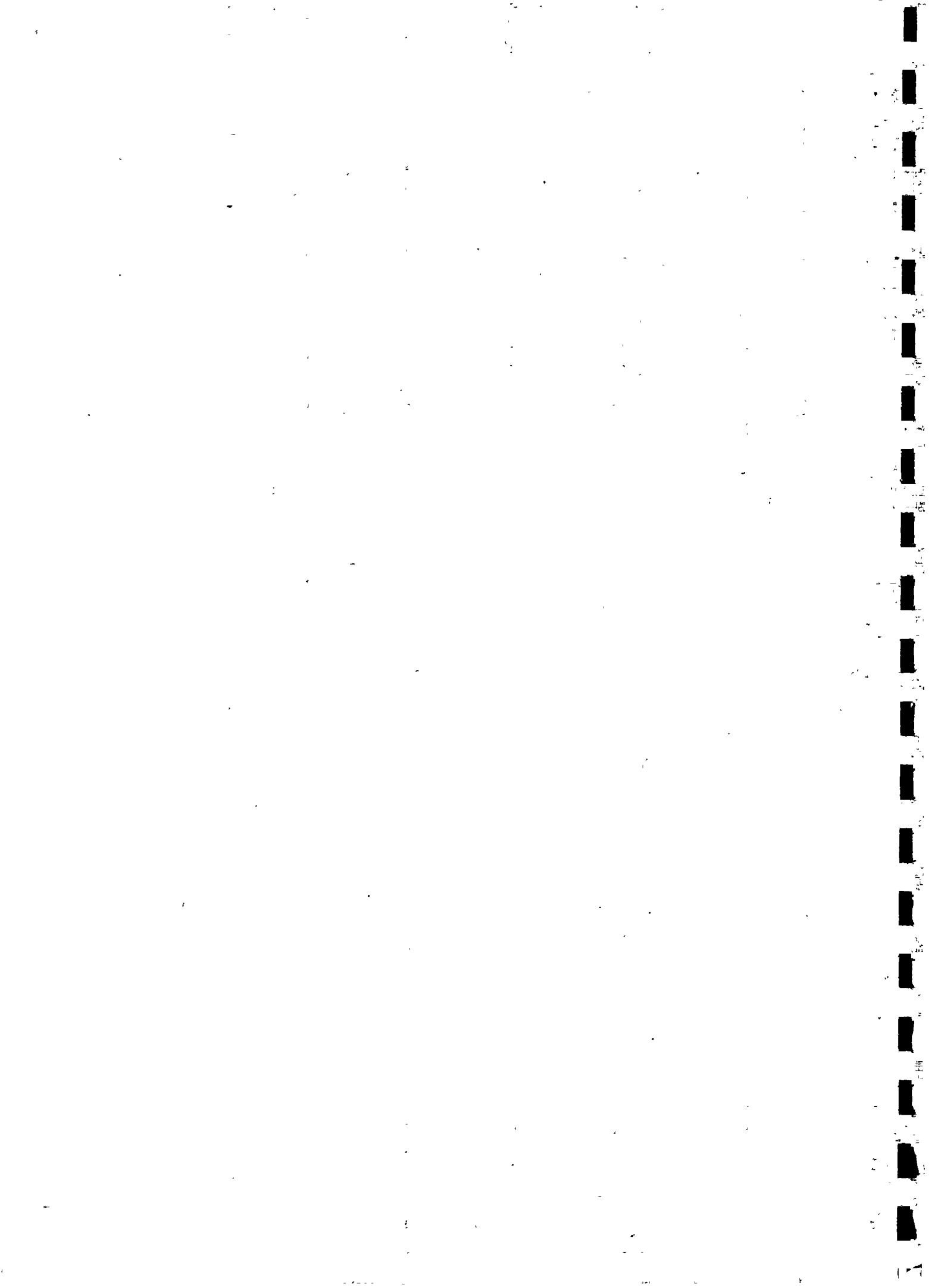
1989

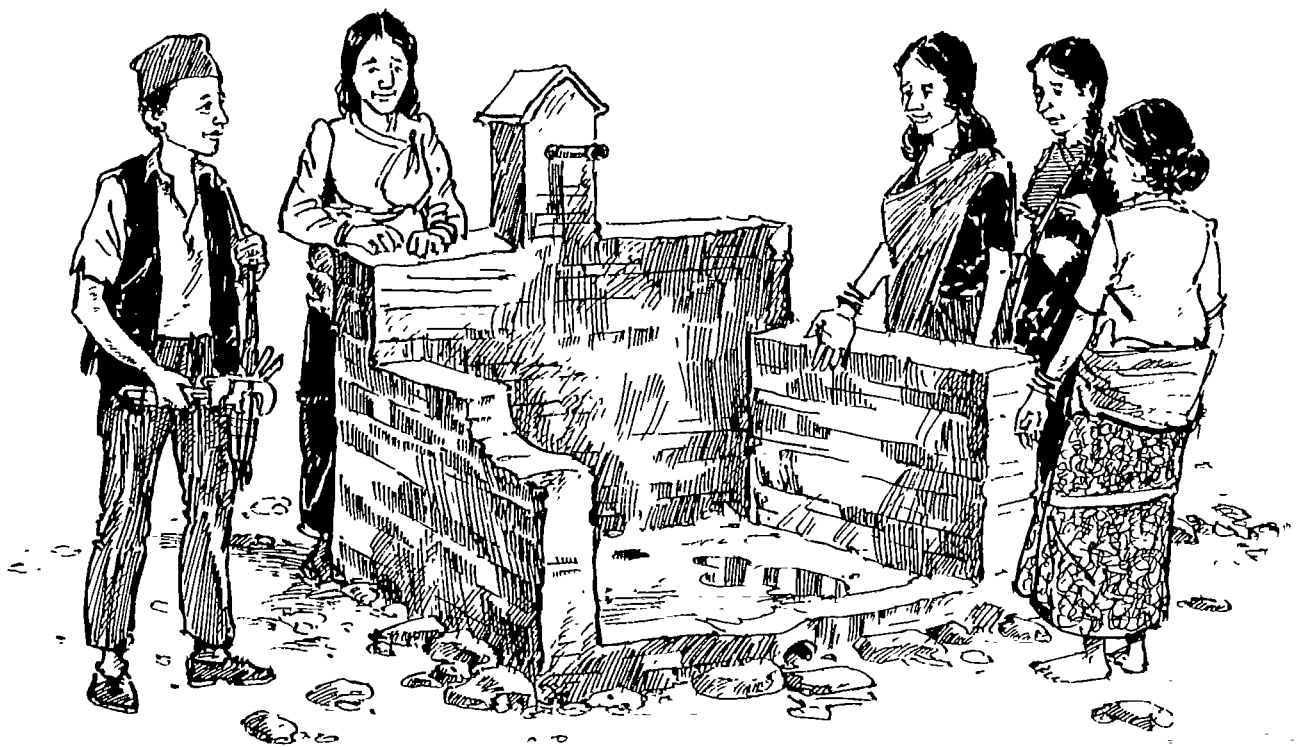


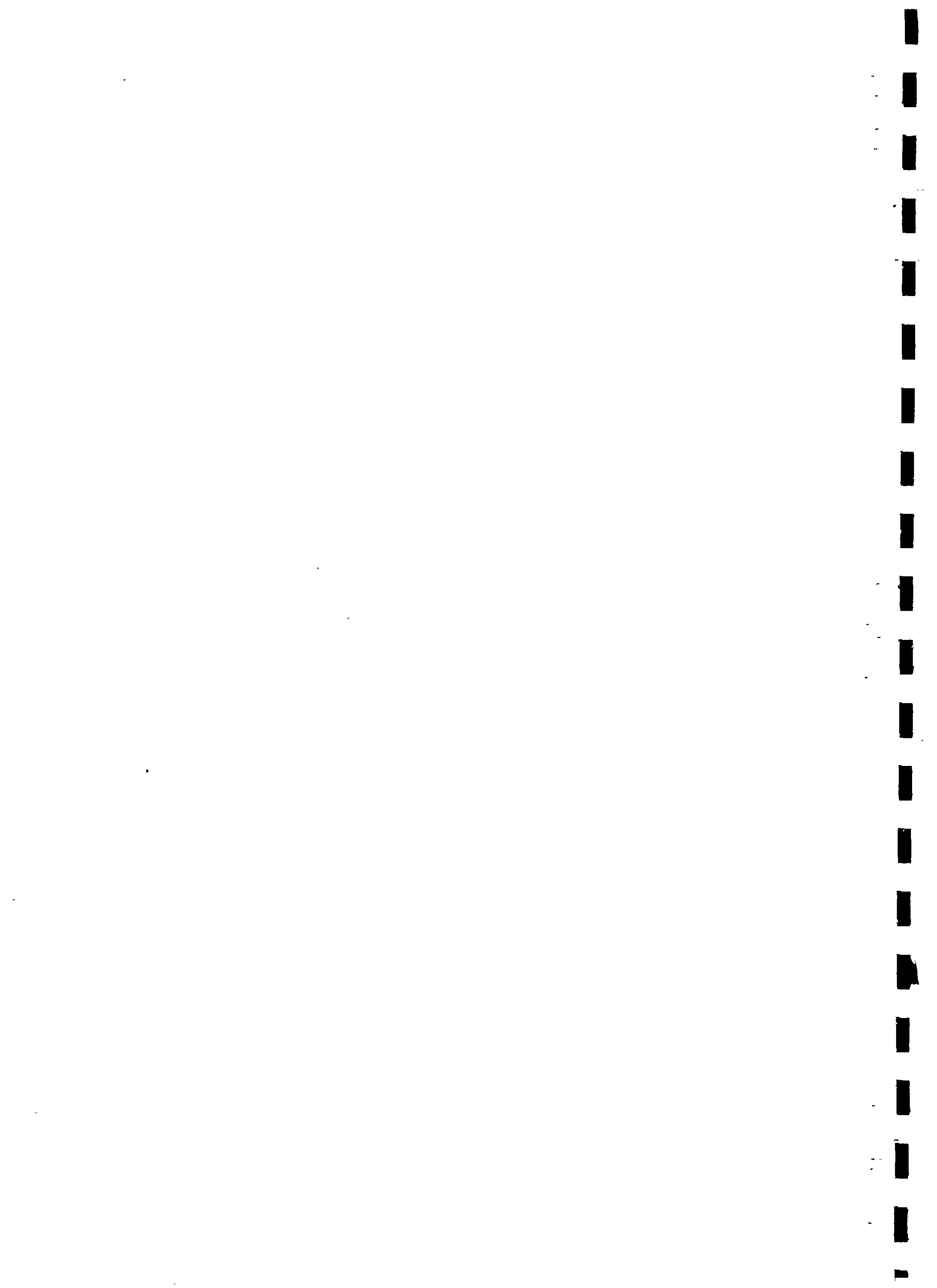
05 HOW TO MAKE IT WORK  
Implementation Procedure

- Village Development Committee Chairman and Chairman of Users Committee during annual Project Coordination workshop
- Technical Staff (overseers, technicians) during training courses

In order to run the women involvement programme effectively the support of these government and programme personnel is of vital importance.







## a) Regional Directorate MHPP/DWSS:

- Make it a policy to include at least two active women in the Water Supply Users Committee.
- Give directives to the technical staff in raising their awareness for the issue of Women Involvement
- Give clear information on WIP in the letters at the time of forming the committee.

## Note:

Since all the WIP staff are placed at regional level, at present there is no direct link to the District Water Supply Offices except keeping them informed on the WIP activities within their areas of jurisdiction

## b) CWSS / Helvetas Women Involvement Programme Personnel

The team consists of a Women Involvement Programme Coordinator and a Women Involvement Officer who according to their respective duties will carry out the below mentioned tasks: 1991

- Selection of the villages to be included into the annual work programme
- Prepare for each village an individual programme implementation schedule
- Implement the whole Woman Involvement Programme as outlined in this approach paper
- Conducting the woman members training
- Monitoring, evaluating and carrying out the necessary follow-up
- Give special attention to create awareness within the CWSS programme's staff but especially of the WSSTs, regarding the need to fully involve women in all stages of a water supply project.
- Guide and support the Woman Workers and provide them with on the job training opportunities
- Revise approach paper at least once a year
- Establish and maintain links with RD and DWSO for coordination purpose
- Establish links with other institutions working in this field (PCRW, SFDP, Community Health Programme)
- Routine reporting on planning and implementation aspects for the attention and use of the CWSS Programme management





## c) Community Workers of MHPP/DWSS: 1991

In September 1989 five woman community workers were selected and employed by the Woman Involvement Programme. They are employed as 3rd class non-gazetted HMG employees although their salaries are for the time being paid out of CWSSP funds. The Community Workers underwent a thorough training programme to introduce them to their future role as community workers. Over the past two years they attended the following training courses either organized by UNICEF, HELVETAS or external agencies: 1991

- Woman Workers
- Household Sanitation
- Basic Foreman
- Kitchen Gardening
- Community Forestry
- First Aid

In addition to these trainings the CWSS / HELVETAS WIP Personnel provides the community workers with further on the job training, during their frequent field visits.

These additional and now well trained staff permit to extend the role and duties of the community worker in the programme implementation. Furthermore it will allow a gradual increase in the number and scope of projects to be benefited from the Women Involvement Programme.

- Build up relation with villagers and Users Committee Members
- If possible assist the technical Personnel of the DWSO when carrying out feasibility surveys and or detail designs of water supply projects 1991
- Assisting in establishing a village characteristic profile through house to house information gatherings 1991
- Conduct awareness campaigns for committee members on environmental sanitation, quality control and O&M issues
- Conduct awareness campaigns for beneficiaries on environmental sanitation, quality control and O&M issues
- Assist in the formation of tapstand groups and conduct monthly Tapstand Group Leader meetings
- Conduct the two village level trainings for Tapstand Group Leaders
- Gather tapstand groups for promotional programmes
- Assist the WIO in assessing the training needs for the Users committee woman members and assist in conducting such trainings
- Teach sanitation issues in schools



- Be a responsible partner, supporter and coordinator of the woman members
- Contact people at home for promotion of sanitation, hygiene, etc.
- Teach the Users Committee Woman Members and any other person like the Village Maintenance Worker the advantages of smokeless chulos and train them in the construction and installation of such chulos. If need arises assistance is available from the two HELVETAS chulo technicians.
- Routine reporting on planning and implementation aspects for the attention and use of the WIP Coordinator, RD and DWSO

1991

## d) Technicians:

- Give proper information of WIP to the villagers
- Assist WIO and women members whenever needed
- Build latrine slabs for the two Users Committee Woman Members

## e) The Users Committee:

- Include at least two village women representatives in the committee
- Give responsibilities and authority to these women within the committee
- Encourage and support the women
- Provide the local materials during the village level training (e.g. nun chini pani for demonstration)
- Include the women members in the Maintenance Committee.

## f) The Users Committee Woman Members:

- Take part in the building-up phase and training
- Attend all committee meetings and voice their problems and ideas
- Organise the women in the village
- Organise the Tapstand Groups
- Help Community Workers to run village-level trainings
- To chair Tapstand Group Leaders meetings
- Spread the message in all possible ways



- Contact the office (WIO, CW) if necessary

g) Tapstand Group Leaders

- Attend and conduct the monthly meetings
- Attend the two Tapstand Group Leader trainings
- Gather the tapstand groups for promotional programmes
- Contact people at home for sanitation, hygiene promotion

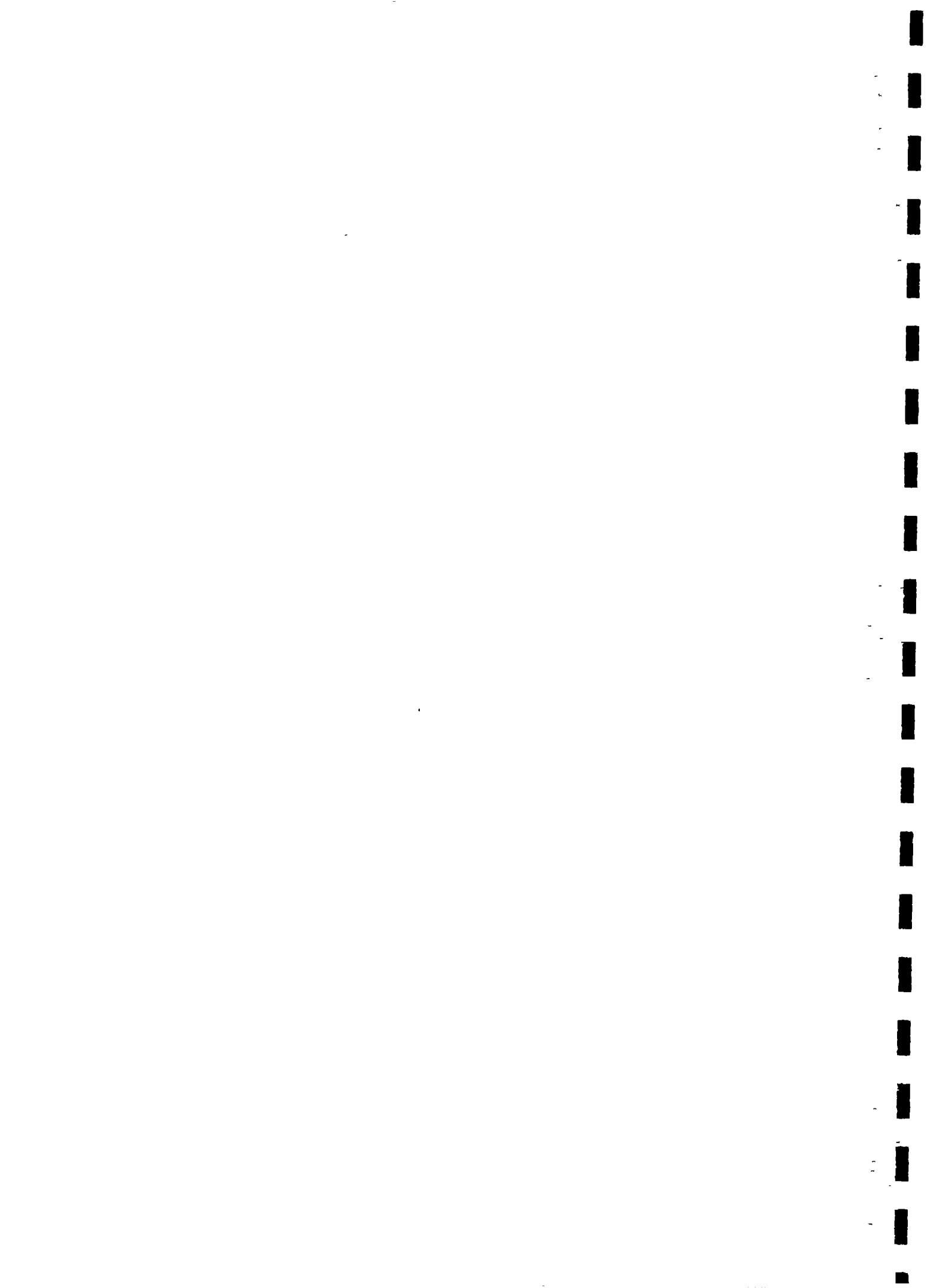
h) The Villagers

- Be cooperative and receptive towards WIP
- Support the Community Workers as well as the women in general
- Join the tapstand groups





-Durga-UNICEF





For this type of programme it is difficult to establish "countable" indicator to evaluate its success. Even then it is necessary to gather information on its impact. A list of questions and observations made in the beginning and at the end of the programme or even one year later will give a clue regarding the programme's performance.

- How are the conditions of the tapstands?
- Are there more kitchen gardens than before?
- How many latrine have been built?
- Are they in use and in clean condition?
- Have smokeless chulos been installed and are they in use?
- Are the Users Committee Woman Members actively engaged in the committee?
- Do these women spread the message actively?
- Do they arrange meetings with the village women?
- How far are women involved in the operation and maintenance of the water supply (fund raising for maintenance, salary of VMW, communication of operational shortcomings)?

1991

## OBSERVATION ON INDIVIDUAL PROJECTS

1989

Three (formerly four) villages were taken up by our women involvement programme at the end of December 1986. Now at the end of 1988, the following results can be seen.

**Gankhu:** The women are active members of the water committee. They were very successful in promoting pit latrines: more than 200 latrines out of local material have been built by the villagers during the last year. Tapstand committees are formed and are active. These committees are collecting every month Rps. 2/50 from every household for the village maintenance worker. The tapstands are very well looked after. Recently 13 sets of smokeless stoves have been installed and kitchen gardens are established.

The Users Committee Chairman, the VMW and the Users Committee Woman Members are still very active. There remains the problem that the programme was and is not able to reach all the beneficiaries. This is mainly due to the fact that the UCWM were selected from the same location and lack of time and possibilities prevents them from reaching the remote locations of the water supply system. Although latrines are in general used the number of latrines has decreased over the time. That the programme achieved its role as a catalyst is demonstrated by new activities taken up by some few women like buffalo raising and potato growing.

1991



**Keshabtar:** Even though the women of the committee are not at all supported by the water supply committee chairman, who is not interested in any social work, they tried hard to achieve something in the village.

In the beginning of the year the women did not get much response from the villagers so that they were requesting us to come to the village and arrange for a village meeting, which was done by our WIO.

Despite of these constraints, the women have managed that up till now 45 latrines have been built by the villagers. From Ward No. 6 12 sets of smokeless stoves have been requested. The women have started to install kitchen gardens and improved the environment of the house.

The tapstand groups which have been formed, are so far not very active.

A new Users Committee has been formed but due to continued political differences within the village the committee is unable to carry out its task. One of the UC Woman Members left the committee but a replacement person has been elected and awaits to undergo the necessary training. Latrines, with squatting slabs provided free of charge, are badly maintained if used at all.

1991

**Limithana:** Here construction of the water supply is going on very slowly, due to various reasons, but not least due to lack of interest from the villagers side.

In this environment it is of course difficult for the women of the committee as well as for the WIO to work according to the programme. Nevertheless the women motivated few neighbours to build latrines. Also quite some people showed interest in the smokeless chulo but unfortunately we could not provide them until now. Kitchen gardens are built.

**Satupasal:** About 80 latrines have been built and a further 24 squatting slabs were provided. Most of the latrines are nicely made and maintained with a pot of ashes and a pot of water placed inside the latrine.

Tapstand waste water utilization observed in numerous locations. Tapstands in general well maintained although not all tapstand groups are functional.

One of the UC Woman Members left the work on one side because the work demands too much from her and on the other side the interference of political minded persons. UC chairman and secretary are still very active. The programme provided 124 squatting slabs of which 4 have not been incorporated into a latrine structure and are therefore not used. In comparison to other project sites a lot of latrines have been built

1991



by low caste people and against common belief, they are used and very much appreciated.

**Gaidakot/Dodeni:** One woman committee member is very active. She organized sanitation sub-committees on her own initiative. Latrine construction programme commenced by utilizing local available construction material and skills. Squatting slab production hampered due to transportation problems (fuel shortage). As of now not all tapstands are receiving water and therefore not all tapstand groups are formed.

Both UC Woman Members are still very active and one Tapstand Group Leader is exceptionally active beside her old age. The village takes care of the O&M requirement of its water scheme and in general the scheme is in good condition. Houses are kept clean and the 30 latrines constructed are well maintained. There is a further request for additional subsidised squatting slabs which until now has not been fulfilled. 1991

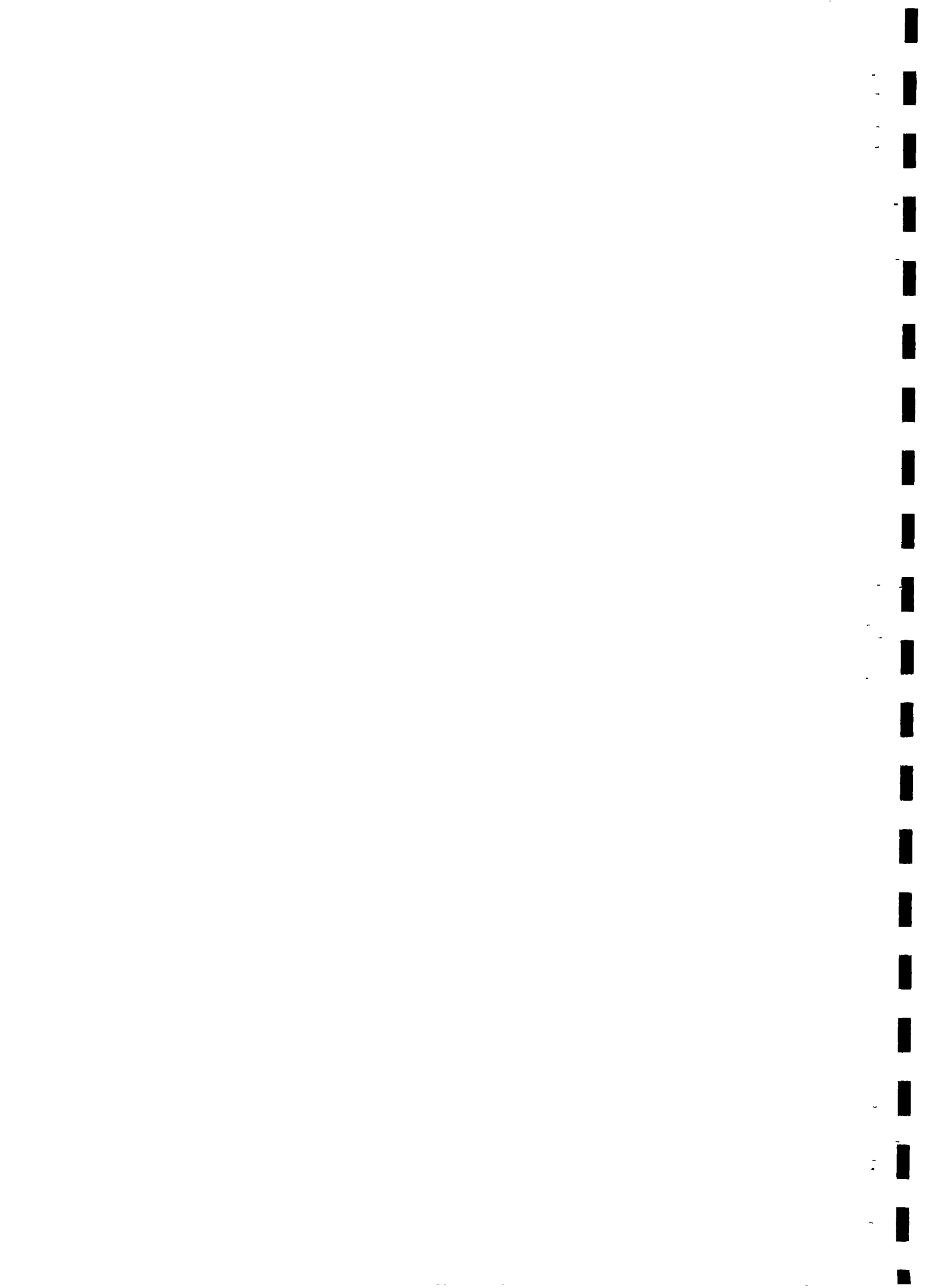
**Lunkhu Deurali:** Very big water supply scheme with 30 tapstands. The Users Committee is not very interested in the women involvement programme and its sanitation component, which hampers the Users Committee Woman Members activities and enthusiasm. Next year the formation of the sanitation sub-committee will show how the villagers in general respond to the programme.

The slow implementation progress of the water supply system has a direct and negative impact on the implementation of the Women Involvement Programme. The slow pace of project implementation reflects directly on the peoples negative attitude towards the project. The Project is plagued with irregularities and internal squabbling -- it is therefore obvious that not too much can be expected from this project. 1991

**Bhachowk:** The former Users Committee for operation and maintenance has been dissolved and replaced by three new Users Committee for each independent supply system one. The previously trained UC Woman Members are not very active. Notwithstanding new UC Woman Members have been elected in two of the three committees and the villagers expect now that the programme is providing again training for the new comers ! 1991

It has been observed that the number of temporary latrines has increased especially in Dhodeni village. Previously built latrines are well maintained and very much appreciated, the same holds true for the smokeless chulos installed. The women of this village have been very good listeners and they try to adapt what they have learned in their daily life.

**Kota:** The UC Woman Members are still very active and usually attend UC meetings. One of the UC Woman Members (Mrs. Gaumaya Gurung) appointed on her own initiative a 1991



young literate girl as a volunteer for account keeping on the VMW payment. Sixteen latrines were built and all are in use but only a few are well maintained.

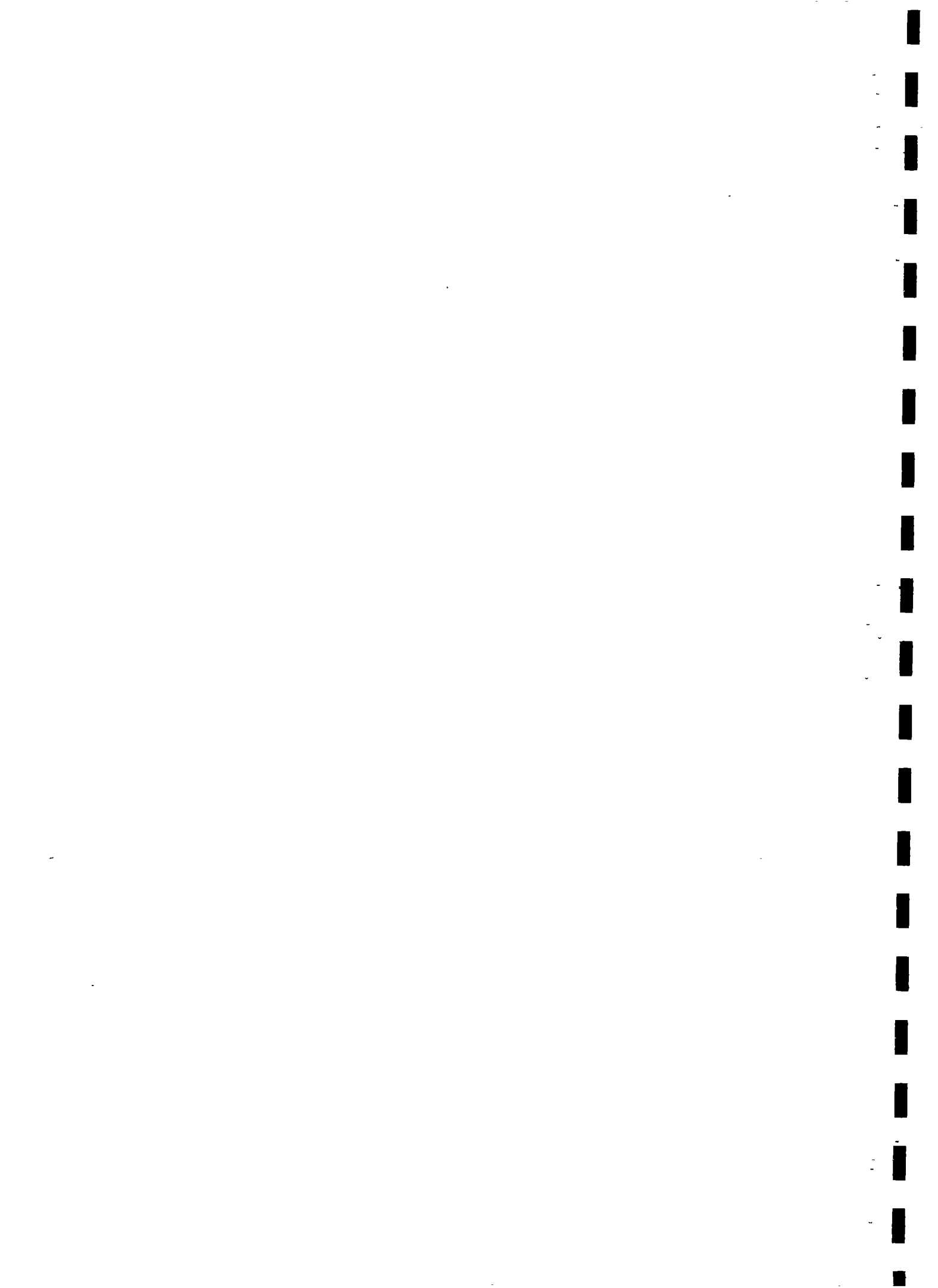
**Ghyalchowk:** One of the older UC Woman Members left the committee and the work, but another woman has been elected to take over her job. The annual UC Woman Members training provided the women with new initiatives and courage. Tapstand Groups are formed and their leaders are inspired to take their duties seriously. 1991







-Durga- (UCC)



1987 The first 4 villages which were included in the WIP:

- Gankhu (new project)
- Keshabtar (new project)
- Limithana (new project)
- Armadi Dhanubase (rehabilitation project)

The villages were visited for 6 to 7 times according to the programme-schedule. All the women attended the training in the beginning of 1988.

Due to lack of cement all the Woman Committee Members have not yet got a concrete squatting slabs for their latrines, but they all are using one made of local materials. So far the smokeless stoves are very much appreciated.

1988 a second row of villages were taken:

- Satupasal (new project)
- Lunkhu Deurali (new project)
- Gaidhakot (new project)
- Bhanu (new project)

The villages and the women committee members were visited until now 3 to 4 times according to our programme. Due to the delayed start of the construction season also our programme was hampered. Nevertheless the women in the committee seem to be quite active.

The training in the beginning of 1988 was a success in the sense, that the village women liked it very much. The atmosphere allowed the participants to learn in an environment that suited them. Learning by doing was our motto during the training.

1989 Another four villages were included into the programme (all new projects) 1989

- Bhachowk - Ghyalchowk
- Kilung Deurali - Kota

So far all the villages were visited for two to three times. On the second visit the women involvement staff was accompanied by the CWSS / Helvetas mobile communication unit, which showed movies related to sanitation.

In the beginning of the construction season jointly with the WSSTs a sanitation promotion campaign was conducted. The distribution of cement for the production of squatting slabs was hindered due to the fuel shortage experienced at that time.

The refresher course for the 1987 projects was again very successful in the sense that the Users Committee Woman



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**08 WHAT HAS BEEN DONE UNTIL NOW**  
Activities/Experiences

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Page: 08/2

Members from different walk of life could share their experiences and learn from each other

**Problems encountered so far**

In general no major problems were encountered. Even then a few points may be mentioned here.

- At the very beginning of the programme, MPLD / RD did not clearly mention about the WIP in the letters to the project sites at the time of forming the committee.
- When the technicians first went to the project sites to start their work; some of them did not inform the villagers sufficiently about WIP. Therefore in those villages either no women, only one woman or the wrong type of woman was put in the committee. Therefore the WIO had to put a lot of efforts into explaining and encouraging the people to choose the right type of women and put them in the committee. It was difficult to take out the male members and put females in their places. Furthermore the process took time.
- Another problem was that even after clear explanation in some villages the male committee members did not take the matter seriously and they thought that women's programmes are not very important; so they did whatever they liked. An example of that is the village of Armadi Dhanubasse. There people are quite well educated and they understood very well what they were told. Despite of that (or because of that?) when they were informed to send the woman members for the training; at the last moment they sent two new women even though the other women were still members of the committee. Since it was not possible to implement the programme under such conditions we decided to drop this village.

The first two problems can be solved by better information from the side of MHPP / RD and by special introduction classes given to the technicians on the issue of WIP.

The last problem might be encountered again and it is probably difficult to avoid depending on the particular circumstances in a village.

- Not all the women in the village have the right environment to work within. Like in Keshabtar the women are not supported by the village leaders. There seems to be no other solution except that the WIO provides support and motivation to these women as far as possible.



- Another problem waiting for a solution is that there are mainly Brahmin women chosen as committee members for the water supply committee. Although the villagers are informed to elect women from different ethnic groups into the committee, mostly Brahmin women are chosen. Since it is the villagers wish what kind of women they would like to have in the committee it is not up to the programme to further intervene.

However compared to 1987 an improvement can be observed; since in the newly selected projects only half of the women are Brahmins.

- In our third field visit of the building up phase the Users Committee Woman Members received a smokeless chulo as a demonstration set as well as an incentive for their voluntary work. The women involvement programme created a demand for smokeless chulos which could not be met by the local production centres. Despite numerous production centres which were established within the region, with assistance of CWSS / Helvetas, the Kumales (Potters) were not really interested to produce the stoves.

In the financial year 1990/91, for reasons as outlined in the preface no new projects were included in the programme activities, instead it was necessary to spend more time in the village where work was going on to make up for the time loss during the political unstable period when it was difficult and sometimes impossible for the women involvement personnel to move around as required. 1991

In the financial year 1991/92 the programme was able to take only two new projects namely:

- Khurkot Subeditar Rehabilitation Project
- Bharat Pokhari New Project

Khurkot Subeditar has been visited four times and Bharat Pokhari two times until now and the programmes are progressing quite satisfactory.

- The question on how many woman members the programme requires to transmit its messages to all beneficiaries remains unanswered. The decentralisation act stipulates that there must be at least two women in the Users Committee. Experience indicates that for every maximum five tapstands a woman member is required the actual number depending on the geographical spreading of these tapstands. The UC Woman Member must be residing within the tapstand area which she is representing.
- Unfortunately the work of the Users Committee is hampered by the following shortcomings:





- a) Status attached to the work of the committee members except the chairman is very low
- b) Candidate nominations are often influenced by political motives or vested interests of individuals
- c) Duties and responsibilities of the committee are not spelled out clearly and to the benefit of every body.

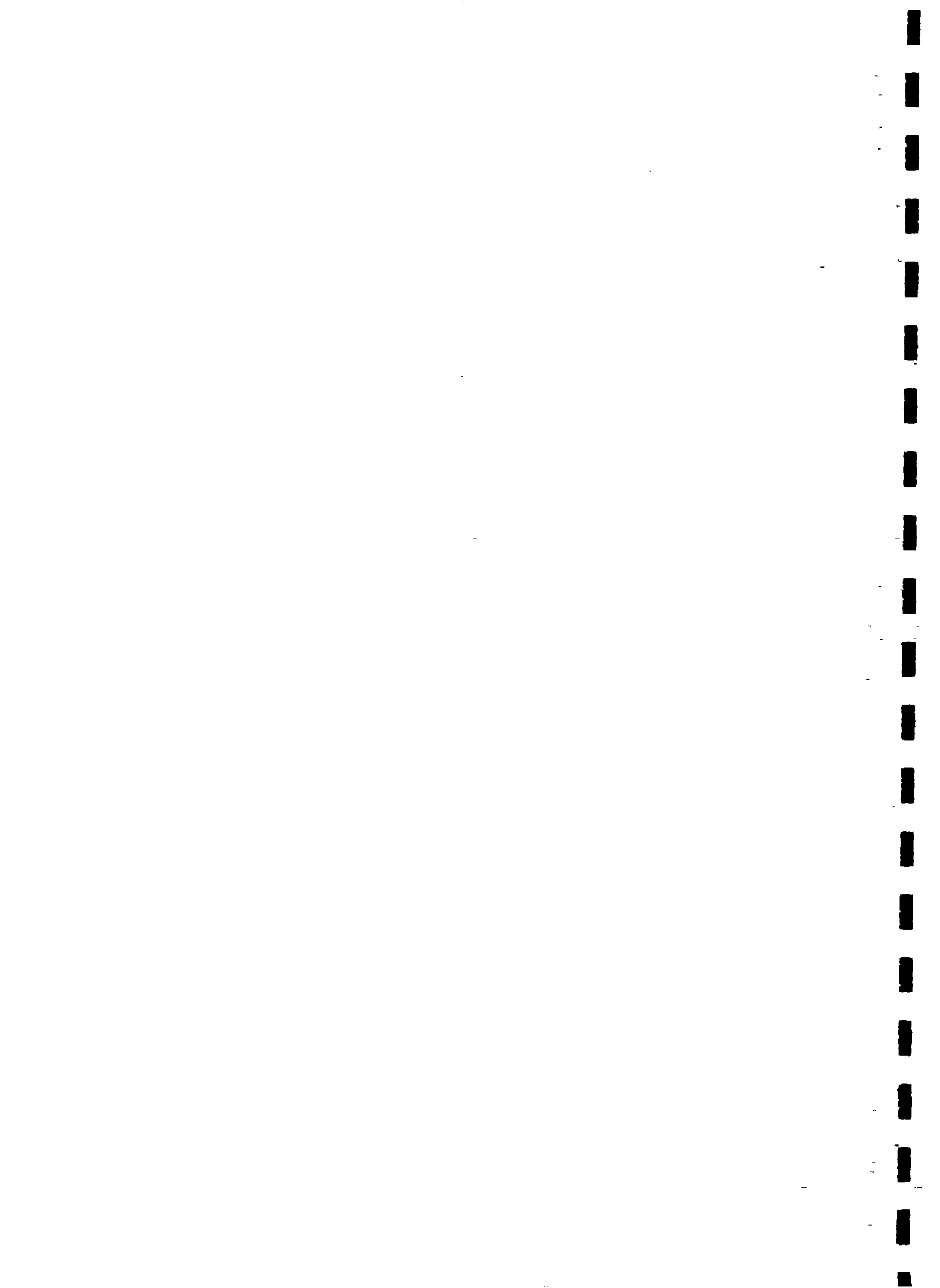
The committee members should be chosen according to some guide-lines as provided on Annex III. These guide-lines are conveyed to the beneficiaries during awareness campaigns.

However this measure will not solve the deplorable situation regarding the committees activities after completion of the project which is in most cases insufficient for a proper and effective up-keeping of the system.

- The drop out rate of UC Woman Members is considerable and is causing great concern to the programme management. Training of newly selected UC Women Members solves the problem only partially since they will miss the whole on the job training carried out by the WIP Personnel in due course of implementing the programme.
- "Felt Need" assessment was not carried out and in addition the real users are not identified by the project.
- Not suitable Village Maintenance Workers are often elected for whatever reason.
- The poor and or small ethnic groups are often misused as a source of cheap labour, without giving them fair access to the project and therefore depriving them to enjoy the fruit of their work.







As mentioned in the chapter "Introduction", women play an important role in relation to drinking water. One major objective of the CWSS programme is, to improve health standard by providing clean water. Sustained improvement of the health situation in a village demands the women as agents of change.

The chosen approach tries on one side to work within the existing structures of the community water supply programme, and on the other side works on a very individual basis with the Users Committee Woman Members, by establishing its own, appropriate system of spreading the messages.

The interest shown by the women is actually bigger than it was expected at first. It is amazing what the women are capable to achieve if they are given the right support and environment. But even in those places where the women so far only improved their own households, use the latrines and the smokeless chulos at least a focal point for changes is established.

Working in the villages; it was observed, that beside few trainings for midwifery there are no other development activities for women going on. In the villages covered by the women involvement programme there are also no PCRW - activities.

Overall it is felt that the developed approach, aimed and conceived for Nepalese rural village women as well as for the achievement of the objectives of the CWSS programme is very appropriate.

Looking at the encouraging results, it was definitely worthwhile to give the women involvement a try, to show that it can be done and what can be done. With the help of these concrete results it should also be easier to find ways to institutionalize the activity within the CWSS programme.



परिवारका सबेँ जनाले -बापीं प्रयोगजरीं।

बापीं सबेँ राफा राखेँ ।

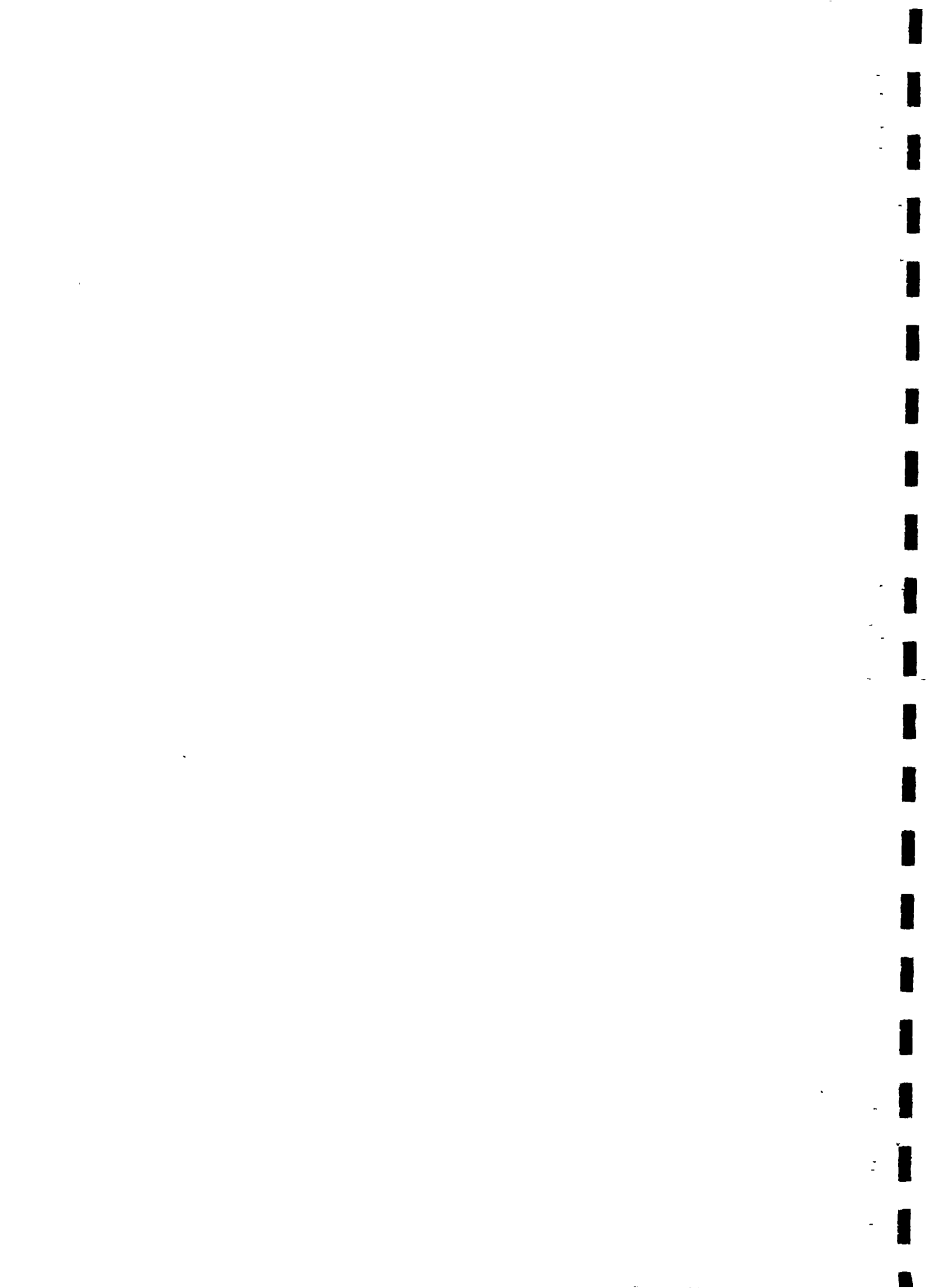


सगळो राफासगा  
-बापीं  
खरानी  
हालीं ।

-बापीं प्रयोगा उदरे राफेपदि  
राफा गुनी र राखुन वा  
खरानीनी हात राफा खरीं ।

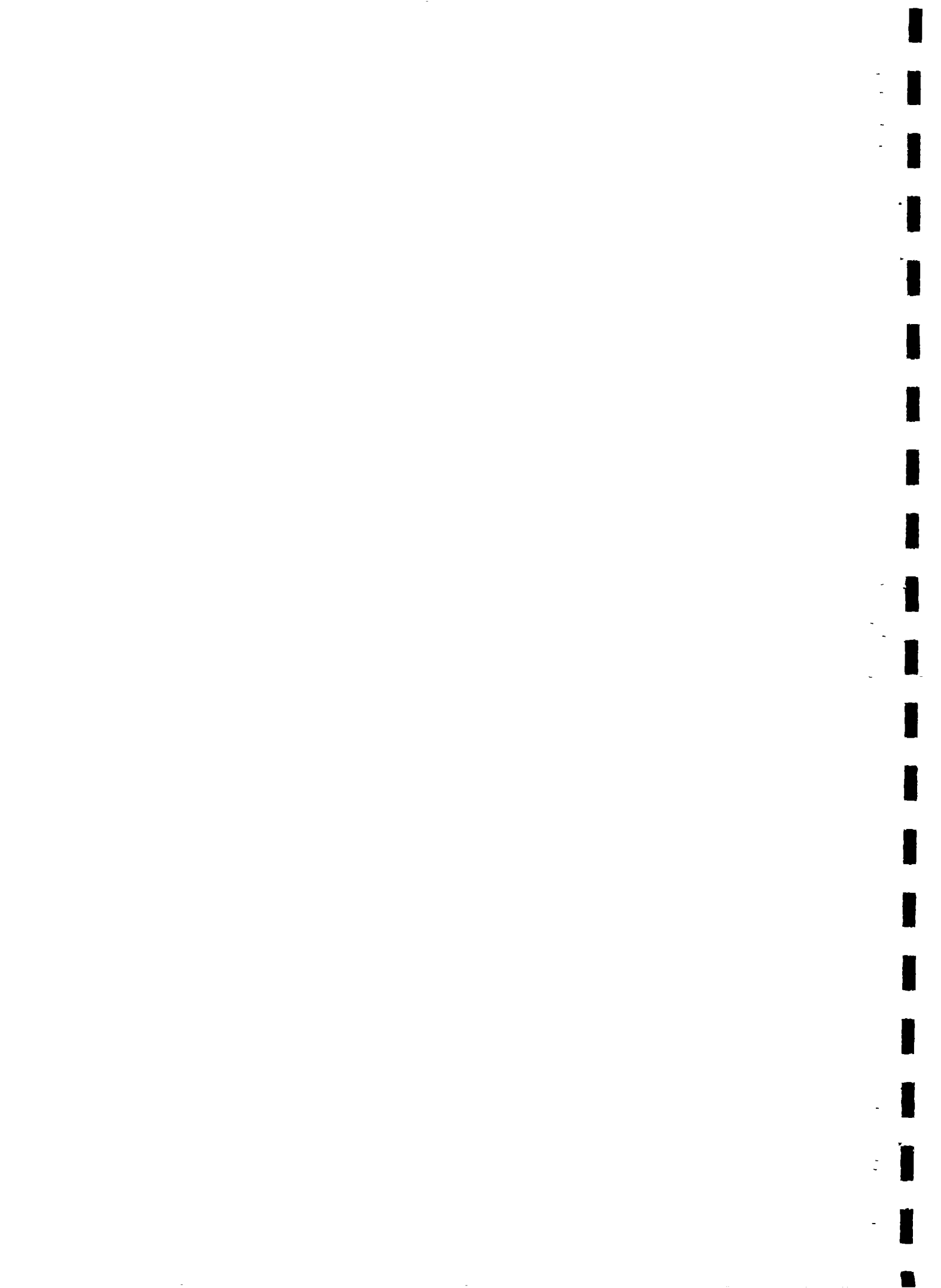


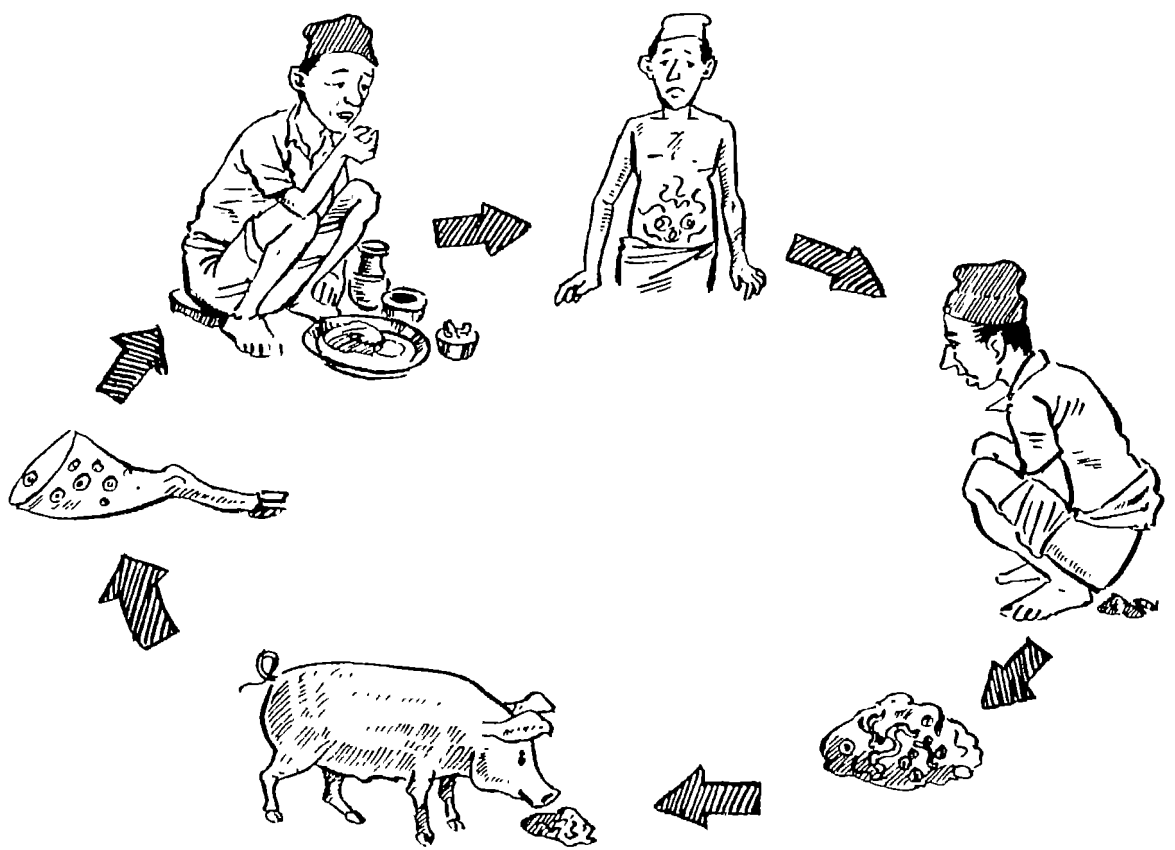
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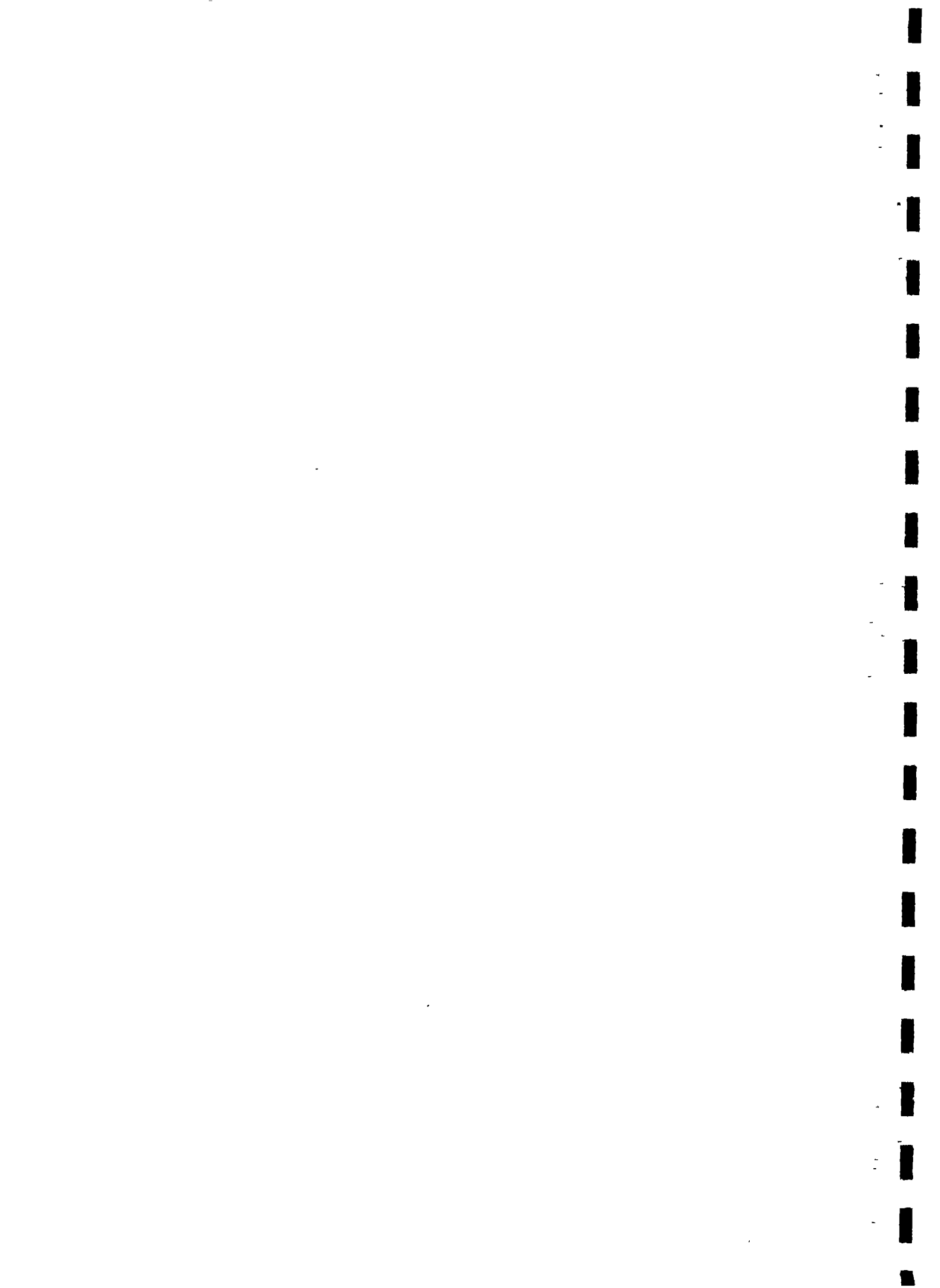




- |                                    |  |      |
|------------------------------------|--|------|
| WASH Technical Report No. 11       | <i>The Role of Women as Participants and Beneficiaries in Water Supply and Sanitation Programmes / Dec. 1981</i> |      |
| Christine van Wijk - Sijbesma      | <i>Participation of Women in Water Supply and Sanitation IRC / The Hague / 1985</i>                              |      |
| WHO publication                    | <i>Maximizing Benefits to Health</i>   |      |
| Sandy Cairncross & Richard Feachem | <i>Environmental Health Engineering in the Tropics</i>   |      |
| IDRC                               | <i>Women's Issues on Water and Sanitation</i>  |      |
| Save the Children                  | <i>Bridging the Gap</i>  |      |
| Unicef 1987                        | <i>Children and Women of Nepal</i>   |      |
| Marika Boot & Han Heijnen          | <i>Ten Years of Experience, CWSSP Western Dev. Region Pokhara / Nepal, IRC / The Hague</i>                       | 1988 |
| Evelin Bolt (SNV Nepal)            | <i>Sanitation and Women's Involvement in Water Supply</i>  | 1990 |
| MHPP / DWSS                        | <i>Directives for Construction and Management of Water Supply Projects, 2047 Poush</i>                           | 1991 |
| HELVETAS / CWSSP Pokhara           | <i>Training Curriculum for Woman Sanitation Workers</i>  | 1992 |



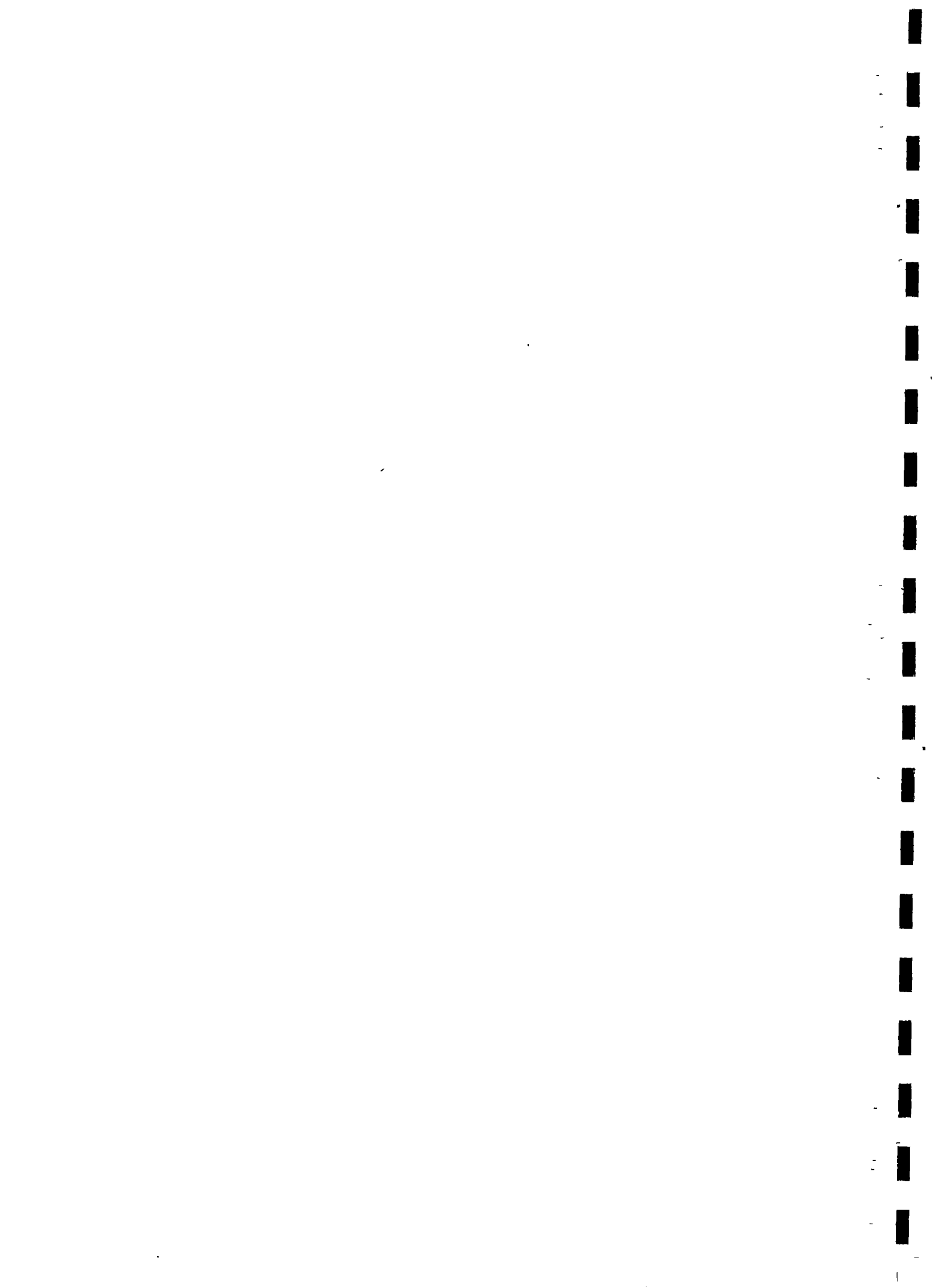




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|--|---|------|
| 1. Four Major Diseases Nepal   | <i>4 pictures, to use in hygiene and health classes</i>   |      |
| 2. Good Habit/Bad Habit  | <i>12 pictures which can be used for group work</i>   |      |
| 3. Worms   | <i>14 serialized pictures</i>   |      |
| 4. Flies   | <i>14 serialized pictures</i>   |      |
| 5. Problems of Open Defecation   | <i>4 serialized pictures to use as open-end story</i>   |      |
| 6. How to Build a Pit Latrine  | <i>booklet to use as flip charts</i>  |      |
| 7. Smokeless Chulo: Poster   | <i>shows advantages of smokeless chulo</i>  |      |
|  | <i>Flexing flan introduction of smokeless chulo</i>   |      |
| 8. Water Supply Maintenance  | <i>flip charts</i>  |      |
| 9. Games: - Problem / Solution   | <i>matching cards</i>   |      |
|  | <i>- House of Health to create awareness of factors that influence the families health and others that prevent sickness</i> |      |
|  | <i>- Food swap to learn about nutrition in an informal atmosphere</i>   |      |
| 10. Various Puppets  | <i>for street shows</i>   | 1991 |
| 11. Guide-lines for the use of the teaching material and programme implementation procedures | <i>for WIP personnel</i>  |      |

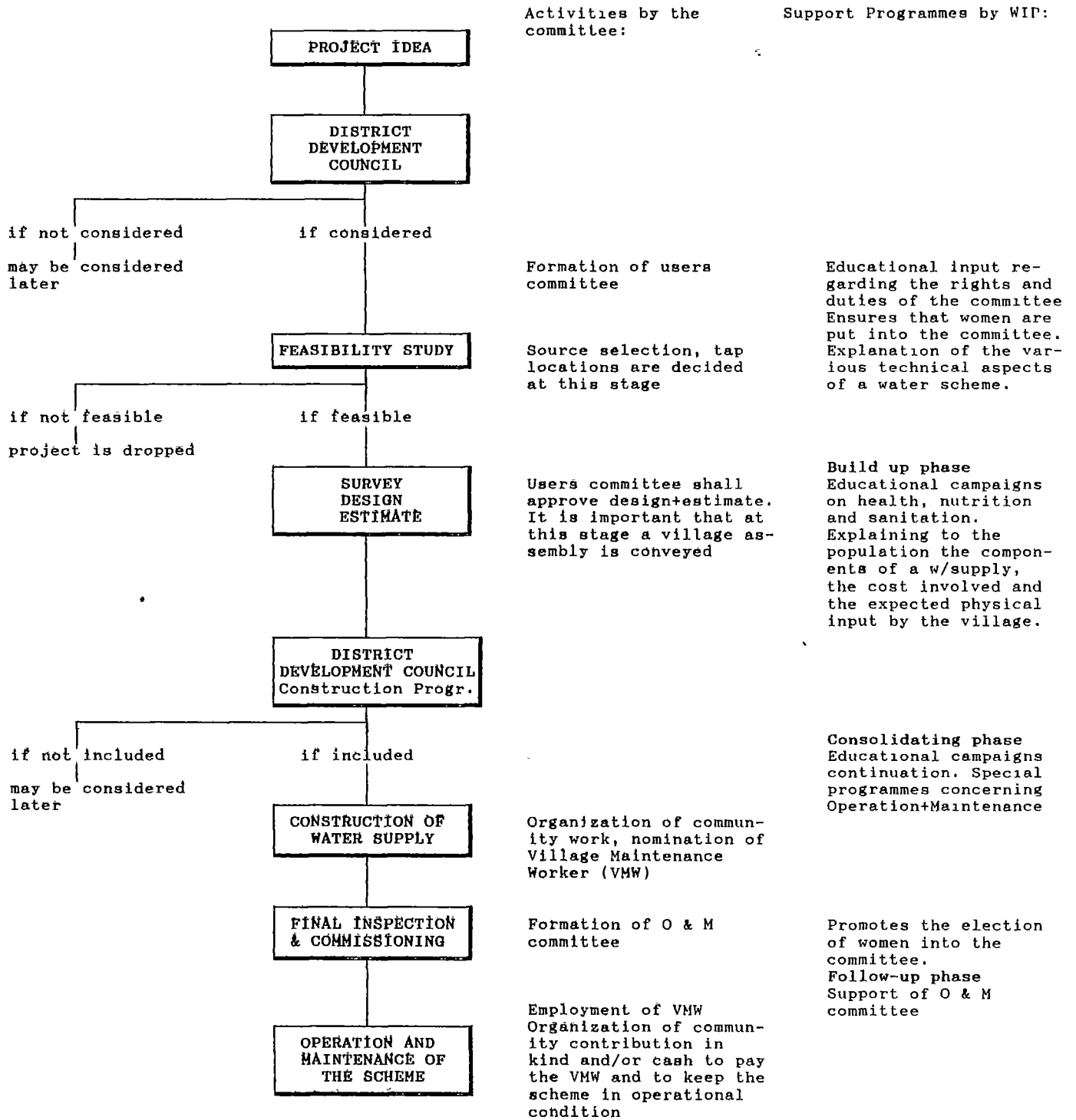


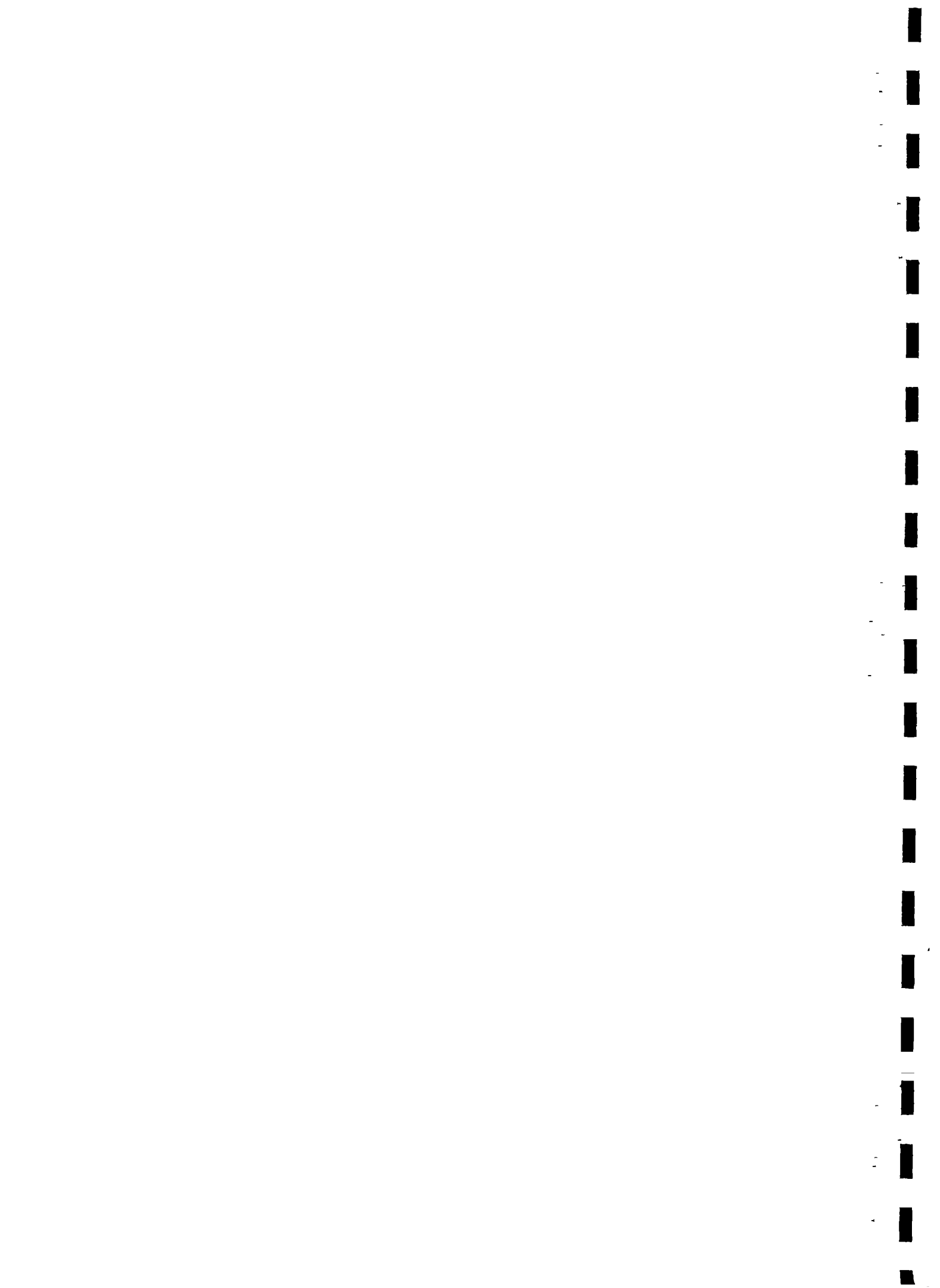






Implementation Flow - Chart for Water Supply Schemes Constructed with Community Participation









SANITATION TRAINING for the Users Committee Woman Members			
1st day	2nd day	3rd day	4th day
	Relation between sanitation and health	Value of foods Game: food swap	How to use a smokeless chulo
Arrival of the participants	Problem of open defecation Worms	The importance of kitchen-garden	Why to install a smokel chulo. - deforestation - ARI
Introduction game	Why a latrine	- Malnutrition - Additional baby food	Hygiene - flies
Dividing the chores among the participants	How to use a latrine (cleaning, maintaining)	- Baby stool - Oral rehydration treatment (ORT)	Hygiene - hand washing
K n i t t i n g   S e w i n g   C o o k i n g			
Introduction - domestic/ personal hygiene	Slide show <i>charpi abhiyan</i>	Filmstrip - raising goats - growing fruit	Songs prepared by the participants
5th day	6th day	7th day	
- water means: life medicine - water borne diseases	The women's first task after returning to the villages	if requested by the participants family planning methods	
- How and why to handle clean water	How to spread the messages	Distribution of certificates	
- The tapstand - taking care of tapstand - maintenance	House of health (game)	Meal	
Puppet show on different subjects concerning water	Discussion with the woman committee members from last year course	The participants are leaving	
Knitting sewing cooking			
Slide show: - skin disease	Puppet show		



REFRESHER COURSE for the Users Committee Woman Members			
1st day	2nd day	3rd day	4th day
	Latrine - problems - advantages - experiences	Water	Discussing the 3 maintenance poster
Arrival of the woman committee members	House of health (repetition)	General re- membrance of knowledge	Field visit with overseer main parts of a tapstand
	Malnutrition (measure the circumference)	How functions a water supply system	Waste water
Sharing of the experiences with the new woman committee members	Faecal/ orally transmitted diseases	What are the important parts of a water supply? How to keep them clean? How to maintain them?	Possible problems - find solutions
	Worms	Puppet show about maintenance	Open for discussion





TRAINING I FOR WOMEN'S SANITATION SUB COMMITTEE			
1st day	2nd day	3rd day	4th day
Opening ceremony	Faecal transmitted diseases	Repetition: latrine how and why	The smokeless chulo advantages/disadvantages
Walk around the village, discussing problems	Why to build a latrine	Latrine: cleaning and maintaining	We cook on a smokeless chulo
What problems can be avoided? solutions	How to build a latrine (practical with the technician)	The water supply and its parts (practical)	How to maintain a smokeless chulo
Good habit / bad habit picture series health of sanitary habits	How to build a latrine (practical with the technician)	How does a tapstand function	Repetition: -hot potato -house of

TRAINING II FOR WOMEN'S SANITATION SUB COMMITTEE			
1st day	2nd day	3rd day	4th day
Opening ceremony	Nutrition: value of different food	Waste water - danger - how to use it properly	How to form a tapstand group
Walk around the village improvement? meeting	Malnutrition what is it? how to see it?	How to clean a tapstand	What and how to teach at the tapstand
Latrines discuss advantages/disadvantages	Additional baby food <i>sarbotham pitho</i> (practical)	How to maintain a tapstand	Role play how to teach other people in the village
Worms	Kitchen gardening (practical)	VMWs task & the task of the tapstand group	Open for discussion

The lessons take place between 10<sup>00</sup> am and 5<sup>00</sup> pm



Village Characteristics or Informations

1991

As input for the various feasibility assessment village information must be gathered through appropriate means. Actually true community participation starts at this point e.g. by involving the future beneficiaries in this exercise under guidance by a trained motivator or even capable villager. Of course not all information can be collected in this way but data collection through the villagers' own efforts provide a considerable impetus for the people to discover and find themselves answers to many questions of hitherto not very clear perceived problems. Participatory surveys present much more dynamic picture of the community than a formal survey which portrays a more static picture. It is envisaged that the following surveys have to be conducted in an attempt to capture, as realistic as possible, the village characteristics:

a) Social - Demographic and cultural composition

1. Size and distance covering various wards by the project, prepare layout plan.
2. Position and size of the village(s) with number of houses. Indicate if the houses are clustered or scattered.
3. Main castes in the project area - and any predominant caste among others that has control over others.
4. Nature of the people of the dominating caste - co-operative / non - cooperative.
5. Which caste group is suffering most in a mixed caste group society ? What is the reaction of the dominated group ?
6. Or is the area covered purely by one caste group or mixed with almost equal number of people.
7. Literacy rate of men & women in the village. How quick do people pick up or understand problems etc.

b) Village leadership and formal / informal power structures, record of leadership struggles or general quarrelling affecting greater portion of the beneficiaries

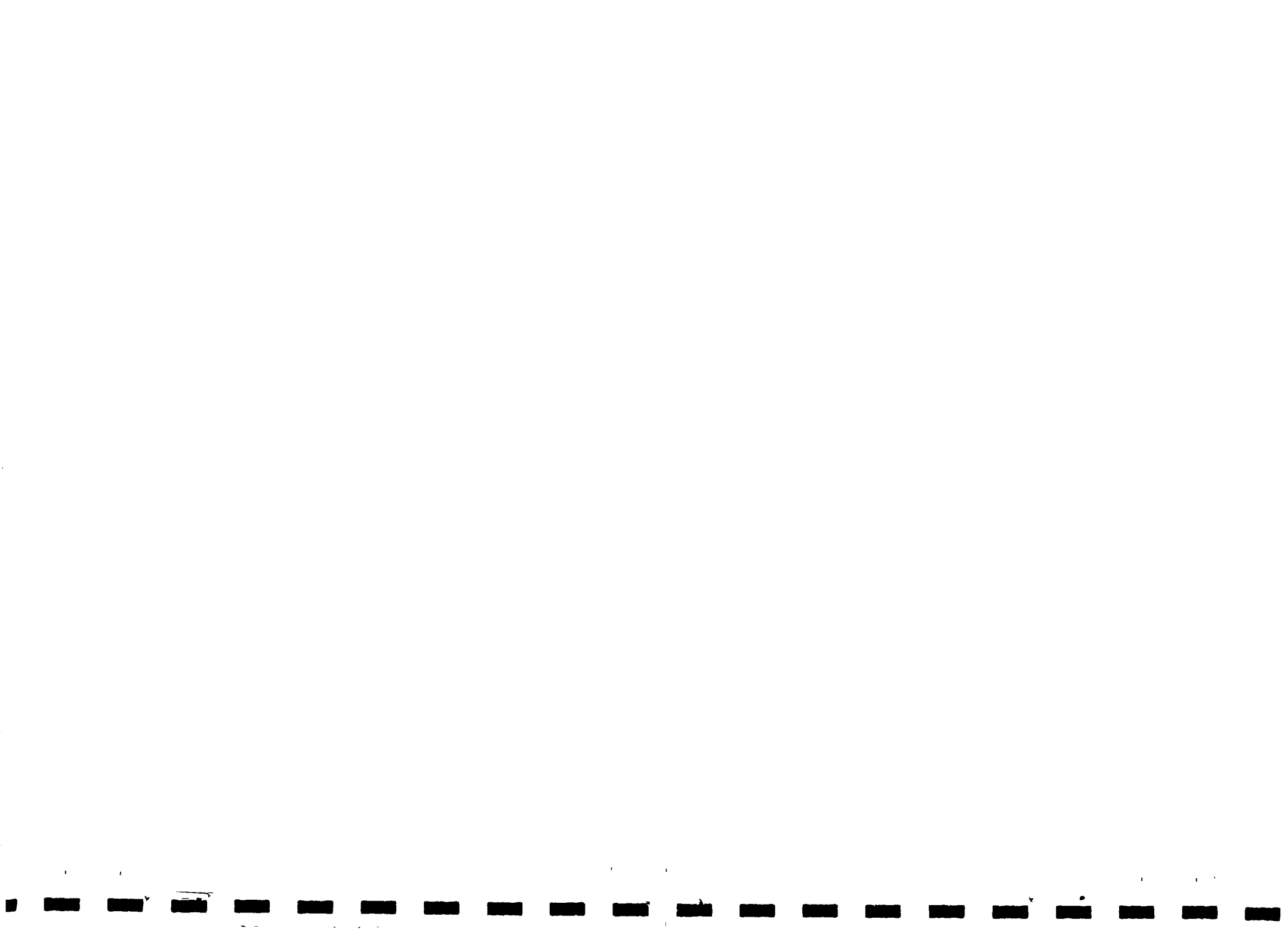
1. Types of leaders in the village area - formal / informal and their influence over villagers in convincing(?) or motivating people for community participation.
2. Number of influential men and women other than formal and informal leaders.
3. Economically rich people who have contributed directly or indirectly for the development of the village or for the general welfare of the people.



4. Any incidents of power or leadership struggle amongst leaders in the area. Is / Are the strong one(s) with the people e.g. do people like him / them ?
  5. How much are school teachers, priests and jhankris (faith healers) respected in the project area - Can these social people bring people in their favour if need be. How forceful are these people in getting community participation?
  6. Suitable person / persons who is / are good to make people work voluntarily for the project.
  7. Existence of practice to meet and discuss amongst leaders and influential people over problems or development activities.
  8. Interferences by the people with vested interest into a development project on occasions when the common villagers are / were included in discussion to get their consensus for their (people's) assistance and cooperation.
  9. Types of people willing to be in the users committee - Active & social or just opposite. Can they be entrusted to spend some money for a good cause ?
  10. Academic background of the committee members and other leaders of the area.
  11. How powerful is the voice of women in the village ? Unity of women and ability to put forward various problems before men to solve.
- c) Existing communication channels and their usefulness for the programme as well as decision making on village level
- d) Other developmental activities (past - present - future (planned) and the presence of any kind of extension workers assisting the villagers in carrying out such activities. History of successful or un-successful adoption of new techniques.
- 1) Nature of co-operation among the people in the project area. Status of community participation in the area - strong / moderate / weak.
  - 2) Contribution made by villagers for the developmental programme / activities.
  - 3) Persons / leaders behind such outside supported activities and reaction by the common people.
  - 4) As a whole status of co-operation amongst villagers while carrying out any kind of development work in the village.
  - 5) Any kind of development programme running / completed in the area itself or near the proposed area.
  - 6) Impression of the villagers over the project(s) mentioned under point 5.



- 7) Potential of future development activities especially in the field of income generation for village women.
  - 8) Potential for future income generation activities.
- e) Information on marginal groups
- f) Information of present environmental sanitation practices
- 1) available sources, distances to the users, quality & quantity as well as information for what purpose the source is presently utilized.
  - 2) location of sources: - within / outside community boundaries
    - located on private or government land
    - ownership of proposed water source - unambiguous / ambiguous.
    - geographical and physical access for various users
    - vested interest into the source(s) e.g. irrigation, hydro power etc.
    - social accessibility
  - 3) who is the water collector (children, women) and with what means; time of collection; etc.
  - 4) traditional organizations dealing with water for domestic, livestock, irrigation or religious use
  - 5) water use practices like bathing and washing habits at the source and are the new proposed facilities able to provide similar comfort (e.g. hidden away spring versus tapstand in public) and possibility of social contact.
  - 6) water use practices in regard to health; bathing, swimming, leaving eating utensils to be cleaned by domestic animals etc
  - 7) present waste disposal practices
  - 8) keeping of domestic animals like stall feeding of cows or buffalos or keeping of pigs in enclosures etc
- g) Information on public health services and organizations
- 1) existing formal and informal health care organizations
  - 2) health knowledge, attitudes and beliefs
  - 3) perceived health condition and problems
  - 4) Status of sanitation, health and hygiene in the area.
  - 5) Number of persons using charpis and advocating for its use.



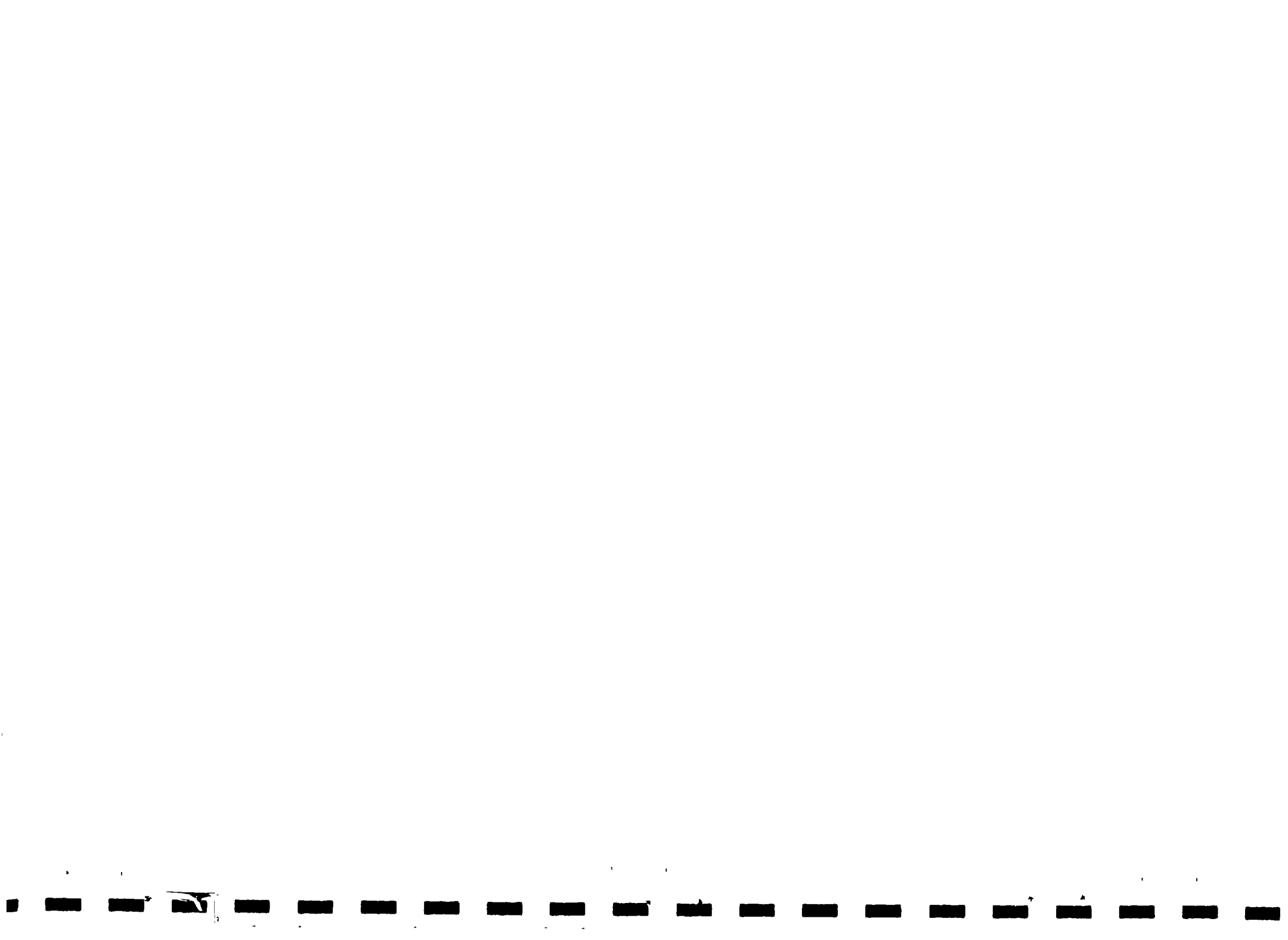


h) Information on economic conditions

- 1) migration of male folk in search of additional income, mercenary
- 2) ability to contribute, mentally, physically and economically and willingness to do so
- 3) vested interest especially of individuals and also of groups
- 4) perceived socio - economic condition and problems
- 5) general economic condition of the beneficiaries in general and the marginal groups in particular
- 6) Reasonable bazaar in the village and its effect on community participation - for / against. Co-operation between bazaar and village people.

i) Environmental Sanitation - Beneficiaries Perception

- 1) actual perceived problems and priorities and actual felt need and its priority for an environmental sanitation programme
- 2) other perceived benefits like seclusion for a woman, aging or sick people, if latrines provide also room for personal hygiene
- 3) development status symbol and prestigious
- 4) constrains - for land less people, where to build a latrine
  - women or men are not permitted to use the same latrine
  - cultural beliefs regarding the cleanliness of water
  - too high expectation regarding the impact of an environmental sanitation programme
  - social status attached to the product of the programme e.g. standpost next to the house or latrines
- 5) Expectation of villagers regarding the proposed CWSS project in general.



Although the beneficiaries are free to select anyone they assume of being able to carry out the duties involved, however only an active and trustworthy Users Committee will be able to fulfil its obligations to the benefit of all concerned. Below a brief selection criteria for the selection of Users Committee Members.

The potential Member shall:

- have a sense of providing social service
- be free of political squabbling
- have time to do the work
- be semi literate (at least)
- not be accused of being involved into corrupting
- be able to convince and pursue the people if need arises
- be a stable person
- have demonstrated the ability to lead the people in a democratic way
- ideal age; probably between 35 and 50 mainly because younger people are more likely to leave the village and thereby disrupt the work of the committee

Local teachers, volunteers TBAS, Community Health Workers shall be considered if possible. This will enhance the coordination between various agencies and development activities carried out in the community

for woman members some additional points maybe considered like:

- be from the local community and married to have children will be an added assess but also widows may be considered
- be eager and interested to do social work and especially has a work load and a husband which permit her to do it
- be selected to ensure an even coverage of the whole area supply (in principle also applicable to her male members)
- be able to communicate with due respect but forceful within a male dominated environment
- have time to attend the various trainings

for the village maintenance worker the following selection criteria should apply:

- literate if possible but not essential
- active development minded and interested
- stable character and above 35 years
- sense of duty and responsibility
- not strongly involved in party politics
- should be interested and have knowledge of environmental sanitation and sanitation in particular
- very skilled in communication and enjoys good public relation ship with everybody

