

REPORT ON
2- DAY RAPID ACTION LEARNING (RAL) WORKSHOP
KODARMA, RANCHI, DHANBAD, DEOGHAR, SARAIKELA, DUMKA

A Regional Rapid Action Learning Workshop to share, learn and plan for the implementation of Swachh Bharat Mission with quality and sustainability was convened by Water Supply and Sanitation Collaborative Council (WSSCC) and CLTS Knowledge Hub, Institute of Development Studies, University of Sussex, UK in Visvesvaraya Sanitation and Water Academy, Ranchi on September 18th-19th, 2018.

7 GSF (Global Sanitation Fund) districts (KODARMA, RANCHI, DHANBAD, DEOGHAR, SARAIKELA, DUMKA) allotted to WSSCC with 29 participants participated in this workshop. The workshop was designed to provide and facilitate a learning platform for sharing experiences and ideas between GSF districts in Jharkhand.



BACKGROUND:

Since the launch of Swachh Bharat Mission (Gramin), sanitation scenario in India has changed rapidly. To achieve the target a lot of action-oriented activities has been happening at various levels. Jharkhand too has seen some pockets of success with 11 districts, 135 blocks and 2482 GP's ODF. As Rapid Action Learning Workshop provides a platform where one can share their actions, practices and innovations, a regional level workshop was planned for GSF districts in Jharkhand as Jharkhand is one of the high priority districts for GoI, to be ODF (Open Defecation Free) by October 2019.

Dinesh Kumar Singh, Joint Secretary, MDWS (Ministry of Drinking Water and Sanitation), Jharkhand proposed a workshop for 2 days. For the next two days 5 out of 6 districts along with district teams and state consultants (Saket Bharti and Rashmi) came together to share and

learn insights, innovations and successful practices for changing behaviours, establishing and maintaining ODF, and share impressive action plans for the next 30 days and further replicating it over the coming months. The workshop was held by the WSSCC and IDS.

AIM

The principal aim was to provide the districts with the ideas and means to accelerate progress towards Swachh Bharat while ensuring sustainability and quality. The workshop was designed:

- To share successful experiences and provide opportunities for sharing of insights, innovations and successful practices, including methods, processes and approaches taken up by ODF districts for successful implementation and Non-ODF districts to implement SBM(G) successfully.
- To make these accessible for implementation/adoption as desired by other districts.
- To facilitate district teams to review practical lessons learnt and to integrate that learning into district specific actions.
- To prepare district action plans for the next 30 days.

The workshop undertook three levels of analysis including:

- A detailed exploration of district's perception about the processes and strategies adopted in a selected number of districts
- Identification of the approaches and methods that can be used to achieve community-wide sustainable behavior change at scale
- Identification of different drivers of change

This report sums up the key insights from the districts and suggests some ways to strengthen efforts in current SBM implementation and in the post ODF phase.

METHODOLOGY OF THE WORKSHOP

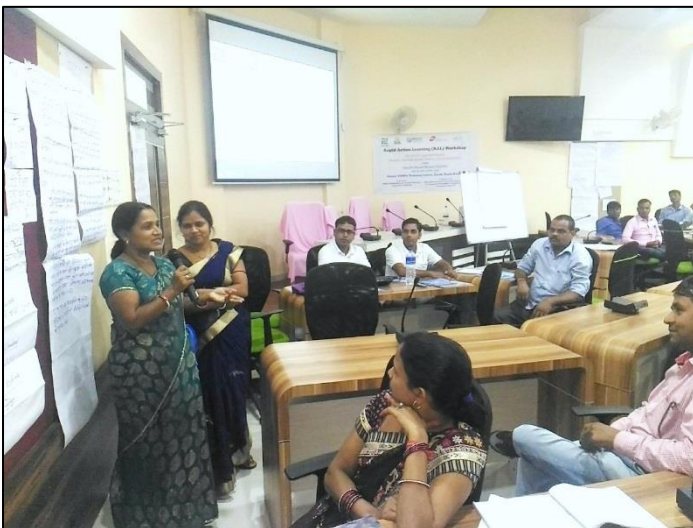
Over the course of 2 days the process enabled peer to peer horizontal learning between all districts at different stages of the journey towards ODF. The workshop was focused on action-with the end goal; being district teams generating recommendations for way forward and action plans that strengthen their districts SBM programme to ensure quality and sustainability.

District Teams consisted of 5-6 people including Pradhans, Village panchayat officers, Teachers, Swachhagrahis, CLTS trainers/facilitators, District Consultants, ASHA and Anganwadi members, Block motivators and coordinators.

PROCESS:

DAY-1

- The workshop began with a welcome note by State Consultant (HRD) Mr. Saket Bharti and further with an address note by Mr. Vinod Mishra , India Coordinator emphasizing on the importance of RAL workshops.
- Ice-breaking sessions like geographical mapping and cycle chain helped the participants to ease out and understand the diversity of the group present.
- Teams were asked to brainstorm within their groups and identify the existing problems or challenges faced to attain ODF in their districts and innovations/good practices implemented to cope up from the same.
- District teams were now asked to share the innovations and new practices initiated and implemented in their districts . While sharing other districts noted innovations and practices they found of interest and wanted to find out more about.
- Teams further took part in hunting and gathering to obtain details of the innovations they had noted and might implement in their blocks.
- The first day concluded with inputs from the facilitator Vinod Mishra on 4 key arguments, 'stunting in India', 'reduce the damage caused', and 'reduce the speed for quality and sustainability 'and 'legacy.



DAY-2

- The day began with prayer and recap of the key learning of previous day.
- Participants discussed The Living Sourcebook with their team-mates and discussed the good practices which can be implemented in their districts.
- District team made *actions plans* for the next 30 days to implement the respective plans in their district to achieve ODF status and further ODF sustainability.
- The workshop was concluded by a recap on 4 key arguments 'stunting in India', 'reduce the damage caused', 'reduce the speed for quality and sustainability' and 'legacy'.
- A feedback session was also initiated where participants shared their feedback on the workshop

Note: There were energizers every time the tempo seemed low and participants enjoyed them.

SELECTED PARTICIPANT FEEDBACK

- ✚ I benefitted a lot from hunting and gathering activity as I learned in detail the good practices of other districts which I shall implement in my district.
- ✚ Higher level officials should attend this kind of workshop as if the district action plan gets approved by district administration it would be feasible to implement.
- ✚ Plan for an in-field activity as we have a very short time span.
- ✚ Got diverse experience about how things can work differently and understood varied innovations.
- ✚ Great platform for cross-district learning.
- ✚ Hunting and Gathering is an interesting session as it helps understand the good practices/innovations in detail.
- ✚ Workshop is very useful because it focuses on sustainability and toilet use.
- ✚ Learned ways to tackle the field level challenges and new ways to implement the mission in better way
- ✚ In future, it would be better to mix people from different districts & make groups instead of district-wise groups. And motivate those participants to speak who hesitate.
- ✚ Such workshops should be organized in district levels for more effective implementation and awareness
- ✚ Demonstration of toilet construction and activities for ODF + can also be done in future.
- ✚ A field visit would be beneficial for the workshop

PRACTICAL ACTIONS AND GOOD PRACTICES SELECTED:

With the help of hunting and gathering good practices, innovations, experiences and insights were discussed and covered a wide range of practices. The following good practices are in order of the likeliness of the participants towards the innovation.

S.No.	INNOVATION/GOOD PRACTICES	ORDER OF LIKELINESS
1	Coffee with JDC/Higher Officials	10
2	Shakti Gang- A team including members from every strata of the community irrespective of caste creed colour and occupation, formed to help in crisis.	10
3	Integrating PDS dealers in the SBM system.	9
4	“Roko Toko” Teams in schools	9
5	Use of Gram Sabha meetings for FGD’s and important decision making.	9
6	Model Toilet Construction in each village.	8
7	Morning Follow Up	8
8	Yuva Sathi team for monitoring ODF	6
9	Sharamsaar Yatra	6
10	Involvement of Jal Sahiyas to make queen masons.	6
11	Detaining to benefit from other government schemes	5
12	Involvement of SHG members	4
13	Meetings with Influential and Religious leaders to promote SBM	3
14	IEC through slogans, wall paintings and competitions	3
15	Chau Nritya- Street plays through local dance form	2
16	Gandhigiri for Safaigiri	2
17	Cleanliness campaigns on special occasions and public spaces	0
18	Pit digging campaign	0

EXAMPLES OF SCALABLE PRACTICAL ACTIONS:

1. PDS (PUBLIC DISTRIBUTION SYSTEM) DEALERS:

PDS Shopkeepers/Dealers were integrated into SBM to support District SBM Team in many ways. There is a PDS store in every village, where the shop owner has knowledge and information of the entire village and its residents. They were engaged in MIS updating and Geotag of toilets, especially the villages which are far off and have no network connectivity, as it is time consuming and difficult for district teams to go and click photographs. PDS Dealers were integrated for distribution of construction materials to the residents of the village. Construction materials through big dealers were supplied to PDS shops and further beneficiaries bought materials from them. This helped the residents of interior villages who had to travel long distances to get construction materials for toilet construction.

2. YOUTH CLUBS:

Youth Clubs in the name of “Yuva Sathi” were formed in villages where all the young boys and girls were motivated to work in their respective villages. They would go to individual households and talk about toilet usage and its importance. Youths talked about and tried to clarify all sort of issues for instance, lack of space for toilet construction, diseases caused due to open defecation, women issues, etc. Active youths were sent to other villages as well. Similarly, youth clubs of adolescent girls were also formed to encourage WASH including Menstrual Hygiene management.

3. SHAKTI GANG:

Selection of 10 women from each Gram Panchayat who have the zeal to work for their village and society are a part of this gang/team. GP Mukhiya, Jal Sewak, Secretary, etc. helping the selection of these women. The list of these women with phone numbers is then shared with Deputy Commissioner, Superintendent of Police, Block Development Officer, etc. Shakti Gang acts as a local monitoring agency. When any kind of monitoring is required, Shakti Gang member is called and enquired. The team is also used for follow up activities, geo tag and other sanitation campaigns.

4. STREET PLAY WITH CHHAU DANCE:

This is a local dance form and it attracts crowd easily. Facts and details of open defecation and its ill effects are shared through this dance form where maximum people get the message.

5. SLOGANS :

Swachhagrahis wrote slogans on their t-shirts and uniforms related to safe sanitation practices which initiated talks on sanitation and toilet use.

6. COFFEE WITH DISTRICT DEVELOPMENT COMMISSIONER:

Felicitate the beneficiaries who constructed the toilets themselves and are using them as well. List of those beneficiaries are made and cross-checked with BDOs and other block level staff. They get a chance to have a coffee with District Development Commissioner and get the incentive money during the meeting. This activity motivates others also to construct and use the toilet.

7. INCENTIVE OF SWACHHAGRAHIS IN INSTALMENT:

The total amount of Swachhagrahi incentive is given in 4 installments. This gives rise to competition. Last incentive is given after the declaration of ODF.

8. DHOL BAJAO. TEEN BAJAO:

Beneficiaries who have built the toilets and every member of their family are using the toilet, in front of those household district team celebrates and dances and plays a Dhol. Dhol is a musical instrument which is like a double headed drum.

9. NIGHT MEETINGS WITH HANDFUL RICE:

Villagers gather at one place in the evenings and everyone comes with handful of rice and prepare a *khichdi* (porridge). By the time it is prepared everyone participants in an open meeting about sanitation, toilet use and its impacts.

10. MEETINGS WITH INFLUENTIAL AND RELIGIOUS LEADERS:

Focus Group discussion/ Meetings are organized with religious faith leaders or influential community leaders to stress on the importance of sanitation in villages as people see these leaders as their idols and listen to their sayings.

KEY LEARNINGS:

Key learning identified by participants include:

4. New GP level events and activities including “roko took” team, gandhigiri, “dhol bajao team bajao” campaign training and strengthening Nigrani Samiti’s etc.
5. Ideas about block level activities for example block war rooms and monitoring systems and the decentralisation of IEC funds.
6. Different IEC ideas such as organising trips to well performing villages, community-wide events and celebrations, utilising religious festivals etc.
7. Better ways to effectively manage and operate school and Anganwadi toilets.

FOLLOW-UP AND WAYS FORWARD:

The most critical next steps are:

- ✚ Districts to implement the action plans that were developed.
- ✚ To continue to share innovative practices with other districts.

Jharkhand has targeted to make the entire state ODF by October 2, 2019. With such massive target ahead, districts want similar workshops at districts level so there be sharing and learning within the blocks. They found the workshop very useful as for this is a way to expedite the mission.

A. RANGE OF COMMUNITY CHAMPIONS

1. PDS (PUBLIC DISTRIBUTION SYSTEM) DEALERS

Actions and Processes:

- ✚ PDS Shopkeepers/Dealers were integrated into SBM to support District SBM Team in many ways. There is a PDS store in every village, where the shop owner has knowledge and information of the entire village and its residents. They were engaged in MIS updating and Geotag of toilets, especially the villages which are far off and have no network connectivity, as it is time consuming and difficult for district teams to go and click photographs.
- ✚ PDS Dealers were integrated for distribution of construction materials to the residents of the village. Construction materials through big dealers were supplied to PDS shops and further beneficiaries bought materials from them.
- ✚ This helped the residents of interior villages who had to travel long distances to get construction materials for toilet construction.

Challenges: Major challenge is that PDS Dealers are sometimes overloaded with work and they refuse being part of it. There are instances of favoritism as well.

Practical Tips and Advice: There must be continuous evaluation and monitoring. District officials can officially give them recognition for being part of the mission actively.

2. YOUTH CLUBS

Actions and Processes:

- ✚ Youth Clubs in the name of “Yuva Sathi” were formed in villages where all the young boys and girls were motivated to work in their respective villages. They would go to individual households and talk about toilet usage and its importance. Youths talked about and tried to clarify all sort of issues for instance, lack of space for toilet construction, diseases caused due to open defecation, women issues, etc. Active youths were sent to other villages as well.
- ✚ Similarly, youth clubs of adolescent girls were also formed to encourage WASH including Menstrual Hygiene management.

Challenges: Youths have their own limitations and the way they get easily motivated, they get demotivated too.

Practical Tips and Advice: There must be continuous evaluation and monitoring. District officials can officially give them recognition for being part of the mission actively.

3. SHAKTI GANG

Actions and Processes:

- ✚ Selection of 10 women from each Gram Panchayat who have the zeal to work for their village and society are a part of this gang/team. GP Mukhiya, Jal Sewak, Secretary, etc. helping the selection of these women. The list of these women with phone numbers is then shared with Deputy Commissioner, Superintendent of Police, Block Development Officer, etc. Shakti Gang acts as a local monitoring agency. When any kind of monitoring is required, Shakti Gang member is called and enquired.
- ✚ The team is also used for follow up activities, geo tag and other sanitation campaigns.

Challenges: There could be better ways to select Shakti Gang members. Selection was major challenge.

Practical Tips and Advice: Shakti Gang should get motivation by organizing regular meetings with local MLAs, DCs etc. More responsibilities can be given to them. There should be regular motivation from the administration side.

B. IEC INNOVATIONS

1. STREET PLAY WITH CHHAU DANCE

Actions and Processes:

- ✚ This is a local dance form and it attracts crowd easily. Facts and details of open defecation and its ill effects are shared through this dance form where maximum people get the message.

Challenges: Training of these dancers and funds were the major issue.

Practical Tips and Advice: Such innovations should be given recognition and should be formalised

2. SLOGANS

Actions and Processes:

- ✚ Swachhagrahis wrote slogans on their t-shirts and uniforms related to safe sanitation practices which initiated talks on sanitation and toilet use.

Challenges: People mocked the Swachhagrahis at first, but then they started realizing its importance.

Practical Tips and Advices: Wearing such clothes on regular basis will make an impression on the people and one should use this as an opportunity to start conversation.

C. MOTIVATIONAL ACTIVITIES

1. COFFEE WITH DISTRICT DEVELOPMENT COMMISSIONER

Actions and Processes:

- ✚ Felicitate the beneficiaries who constructed the toilets themselves and are using them as well. List of those beneficiaries are made and cross-checked with BDOs and other block level staff.
- ✚ They get a chance to have a coffee with District Development Commissioner and get the incentive money during the meeting.
- ✚ This activity motivates others also to construct and use the toilet.

Challenges: Many non-eligible beneficiaries want to be part of the coffee meeting; hence they are ending up bribing or forging.

Practical Tips and Actions: Senior officials themselves going to the village and felicitating them would be better for more impact.

2. INCENTIVE OF SWACHHAGRAHIS IN INSTALMENT:

Actions and Processes:

- ✚ The total amount of Swachhagrahi incentive is given in 4 installments. This gives rise to competition. Last incentive is given after the declaration of ODF.

Challenge: Many a times one Swachhagrahi claims for someone else's work which requires further monitoring and verification.

Practical Tips and Actions: The total amount can be divided based on months and time and target can be fixed.

3. DHOL BAJAO. TEEN BAJAO.

Actions and Processes:

- ✚ Beneficiaries who have built the toilets and every member of their family are using the toilet, in front of those household district team celebrates and dances and plays a Dhol.
Dhol is a musical instrument which is like a double headed drum.

Challenge: Timing is the major challenge here. Many times families are themselves not willing to give time.

Practical Tip and Actions: Have direct one-to-one conversation

D. PRA TOOLS

1. NIGHT MEETINGS WITH HANDFUL RICE

Actions and Processes:

- ✚ Villagers gather at one place in the evenings and everyone comes with handful of rice and prepare a *khichdi* (porridge). By the time it is prepared everyone participants in an open meeting about sanitation, toilet use and its impacts.

Challenge: There are always people who want to go against the Mukhiya or act as anti-social elements. They might act as hindrance in such meetings.

Practical Tips and Actions: It is best to reply positively as much as possible and encourage those who are speaking about the betterment of their community and ignore those who are being naysayer.

2. MEETINGS WITH INFLUENTIAL AND RELIGIOUS LEADERS

Actions and Processes:

- ✚ Focus Group discussion/ Meetings are organized with religious faith leaders or influential community leaders to stress on the importance of sanitation in villages as people see these leaders as their idols and listen to their sayings.

Challenge: At times influential and religious leaders use this opportunity for personal benefits

Practical Tips and Actions: These meetings should always be in presence of district officials to avoid regional conflict.