



Brief Report: Training of Trainers on Community Led Total Sanitation

Gulbarga, Karnataka, 16-20 August 2010



Workshop organized by

**Zilla Panchayath, Gulbarga,
Karnataka**

Facilitated by

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1. Introduction

This report presents a brief account of training of trainers workshop on community led total sanitation (CLTS) held at Sun International Hotel, Gulbarga during 16-20 August 2010. The workshop was facilitated by Knowledge Links, a Ghaziabad based consultancy firm, on the request of Salma Fahim, CEO, Zilla Panchayath, Gulbarga. Dr. Boregowda, Director KRWSSA was instrumental in initiating the process of organizing the event and provided his blessings and support for it. By her presence and motivational speech delivered as the chief guest in the inaugural session, Dr. Shalini Rajneesh, Secretary, Hyderabad Karnataka Area Development Board set the tone of the workshop right from the beginning.

The workshop has been a successful beginning in initiating the process of behavior change in rural Gulbarga towards making it an open defecation free (ODF) and fully sanitized district. The current team of decision-makers in the Zilla Panchayath under the leadership of the CEO is committed to achieving this goal. The Chief Planning Officer, Zilla Panchayath and all the key functionaries in the Zilla Panchayath worked hard and left no stone unturned to make the workshop successful. Despite her busy schedule and being on fast, Salma Fahim took active part in the workshop activities and was present on first 3 days. Though for unavoidable reasons, she could not attend the last 2 days of the workshop, the Chief Planning Officer managed the workshop well with the assistance of key ZP staff.

To mention a few success highlights: On the last day of the workshop, large number of natural leaders came to the workshop venue and some 4 villages committed to make their villages open defecation free within 2 months. Children in villages made their commitment to persuade their parents to construct toilets and stop OD. One small child dug his toilet pit on the day of triggering itself. Being on fast (*Roza*) did not deter him from undertaking this labour intensive task.

2. Context

Gulbarga has been a poorly performing district under the Government of India's Total Sanitation Campaign (TSC) with very low sanitation coverage of 15% and not having even a single village open defecation free till 15 August 2010. NGOs were entrusted with the responsibility of creating awareness through IEC, generate demand for sanitation and construct toilets. They only ended up in constructing 'half-toilets'¹ without any focus on behavior change and many of these toilets were never used. Besides, there is a kind of social acceptance of the practice of open defecation, which poses challenges towards

¹ Toilets without superstructure are called as 'Half-toilets' by the local people.

behavior change at the community level. The strategy in the past focused only on individuals, that too the BPL families, and never made an attempt to make sanitation a community issue. The decimal progress of the district could be attributed to low priority of the past district authorities and lack of proper implementation strategy and monitoring.

Interactions during the planning meetings with CEO and other key officials of the district revealed that though 3 CLTS trainings (2 programs in the district and 1 in the neighboring district Yadgir, where some 13 persons from Gulbarga also attended) were held in the past, the persons trained in these programs were never deployed to work as facilitators and even nobody knows where these people are.

Against the above backdrop, this ToT on CLTS was organized during 16-20 August 2010 at Gulbarga.

3. The workshop

3.1. Methodology



While a number of sessions were facilitated to impart the knowledge about principles and practices of CLTS, triggering outcomes, follow-up strategy, technology options, attitude and behaviour of CLTS practitioners etc., the focus of the workshop remained on making it a practical training by providing every participant an opportunity of hands-on experiential learning through triggering at least 2 villages during the program. The

methodologies used for conduction of the workshop included: group exercises, role plays, discussions in the plenary, film shows, hands-on learning in villages, and rotational presentations by natural leaders from triggered villages. Use of power point presentations was kept to a minimum and only for sharing new information, as per requirement.

3.2. Participants

A total of 42 participants were trained in CLTS approach, who formed their Taluka level teams and prepared the action plans (for next 1-2 months) for pre-triggering, triggering and follow-ups in their respective areas selected by them for the purpose. The participants included *Adyakshas* (Presidents)/Secretaries of selected Gram Panchayaths (GPs) and *Anganwadi* Supervisors. Though the

educational background of many of them was not very strong (e.g. 2 were illiterate and many were just 10th standard), most of them were very committed and actively participated in the workshop.

The workshop also attempted to orient District/Taluka level officers who attended the workshop on 2 days (during one of the field visit days and on the last day). Each of them got an opportunity to witness triggering process in one village and learning through presentations of natural leaders that came to the workshop on the last day.

3.3. Workshop outcomes

The workshop outcomes include:

- 42 persons trained as CLTS practitioners
- District/Taluka officers oriented in CLTS approach
- The participants in their respective Taluka teams prepared their action plans for implementing CLTS during the next 1-3 months under the guidance and ownership of Executive Officers of their respective Talukas.
- Some 10 villages and 10 schools were triggered with CLTS
- Around 100 natural leaders from triggered villages came to workshop and shared their views
- Natural leaders from 4 villages signed their commitments to make their respective villages ODF within 2 months



Children's procession: Udanoor village

- Children in triggered villages made commitments to persuade their parents to construct toilets and stop OD. One child dug his toilet pit with the help of his three younger brothers in village Chitnoor.
- The implementation of action plans by Taluka

teams has already started. The CEO had a review meeting a couple of days after the workshop; a participant phoned up and informed one of the resource team member of Knowledge Links that she is starting work in her own village from 25th August and has already discussed with her team members; a senior officer shared that he has started participating in pre-triggering, triggering exercises. There are a couple of temporary situations (heavy rains in the district during past few

days and the on-going election process) which have slowed down the process of implementation. It is hoped that it would pick up after a fortnight or so.

3.4. Key learning

- Educational background is not a barrier, if commitment is there (The workshop participants proved it)
- If facilitated properly, CLTS has the potential to initiate behavior change in challenging situations such as in areas that have a kind of social acceptance of the practice of OD.
- Attitude and commitment of senior officers in the district in providing sensible and flexible support can make a big difference (Enhanced confidence level and conviction of participants and officers is due to this.)
- Children are better than adults in initiating action
- Natural leaders have the potential of scaling-up the program in faster and sustainable manner – their turn out in large numbers on the last day of the workshop felt us believe this. (Reflecting on this, the following suggestion emerges : Continuously, keeping an eye on them, orienting them and encouraging them to provide support in other villages once they have completed the work in their own villages and recognizing their effort is the key)

3.5. Next Steps

Some of the suggestive next steps are:

- **Follow-up of triggered villages:** No triggering would be done without making proper planning for timely follow-up in triggered villages as per follow-up strategy developed for the purpose. (A note on follow-up strategy is available as a separate document)
- **Providing required support to triggering and follow-up teams:** The teams deployed on the work must be given required support for triggering material, transport as also some honorarium based on their performance. Recognizing their work publicly and having direct contact with them on phone, distribution of small mementos such as CLTS caps/T-shirt could encourage them.
- **Sharing on e-mail:** The teams would be encouraged to share their experience initially on a daily basis through e-mail/phone/SMS with their respective nodal officers nominated for the purpose at the district level. The nodal officers' reports would be compiled at the level of Chief Planning Officer, ZP. The compiled report for the district would be shared with CEO. A copy of the report

should be sent to consultants (Knowledge Links) on a weekly basis so that they could provide timely guidance on issues related to facilitation, if required.

- **Development of a directory of natural leaders (NLs):** The triggering and follow-up teams must keep an eye on potential NLs that emerge during the process. Finally, those who contribute to make their village ODF should be included in the triggering/follow-up teams after giving them some orientation for 3 days or so. Therefore, a directory of NLs should be prepared along with their photograph, address and phone numbers. This directory must be updated every month. **This is an important step towards scaling up.**
- **Mentoring support:** In exceptional cases, if required, 1 or 2 facilitators could be sent by Knowledge Links for few days for providing hands-on mentoring and follow-up support.
- **Follow-up trainings on CLTS:** Two 3-day follow-up programs on CLTS should be organized after around 30 days and 90 days.
- **Identification of best performing trainers:** The best performing trainers from among the participants of 5-day ToT would be identified by the local authorities to conduct the block level training of facilitators on CLTS with the support of resource persons from Knowledge Links. This would help them develop skills to conduct trainings for other facilitators for scaling up the program. However, it would be a pre-condition for anyone to act independently as a trainer for others that he/she carries the desired experience of making some villages ODF.
- **Taluka level training on CLTS:** Some 30 willing persons should be identified in each Taluka from among the government functionaries and natural leaders and they should be imparted training at the Taluka level. Later also, whenever new NLs are to be included in the triggering and follow-up teams, a training would be organized for the purpose at the Taluka level. **This is important from the point of reinforcing learning among the earlier trained resource as also for creating new resource for scaling up.**
- **Mason training:** Assess during the follow-ups whether masons need to be trained in different technologies. If required a training should be organized in some villages at an identified location. The masons should be oriented about the CLTS approach which is an empowering approach and promotes local collective action without subsidy. Their orientation in the approach would help them understand and promote a sanitation ladder approach where people are allowed to develop their own technological options, start with immediate simple toilet designs using local material and gradually upgrade their toilets.
- **Directory of engineers/master masons:** In order to avoid common mistakes in construction, a directory of good engineers and master masons be prepared and made available to the follow-up teams so that they could contact them whenever they require them during follow-ups in triggered villages.

- **Felicitation of villages achieving ODF status:** The villages that achieve ODF status, must be given due recognition and encouragement. A function at the village must be organized to celebrate the achievement. Senior officers from block/district must attend the program. Key leaders from a few neighboring villages should also be invited in the function. This may help motivate them as well. **This is also an important step for scaling up.**
- **Downplaying subsidy/incentive money for toilet hardware:** This is extremely critical for promoting collective spirit. Allurements for individual toilet subsidy have the potential to kill the objective of behavior change. The subsidy/incentive money must not be given till the village becomes ODF by its own efforts by even making simple toilets. The money due to the village should be given as a post-achievement reward in recognition to their collective effort for making their village ODF, which they could use for any requirement related to village development including up-gradation of toilets.

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