

2. ACTIVITY IMPLEMENTATION PROGRESS

2.1 Progress Narrative

The narrative below details the progress made by the project during the 1st quarter of its second phase (extension phase). The project has continued to undertake trainings, supplementing the national programs on wastewater and FSSM – namely SBM-U 2.0 and AMRUT 2.0, and providing technical handholding support. Trainings were held to showcase and discuss technical options with the ULBs to manage used water, focusing on FSSM. In this quarter, 377 stakeholders, including 179 government officials, 61 sanitation workers, 88 master trainers, and 49 academicians were trained. These stakeholders were trained from 24 ULBs across the country.

WASH Institute continues to work in Kerala in collaboration with AMRUT, Suchitwa Mission and KILA (Kerala Institute of Local Administration). WASH Institute in collaboration with AMRUT State Mission Management Unit (SMMU), Trivandrum and KILA, has provided support in conducting training on Liquid Waste Management for the ULB officials of Kerala. The training aimed to orient the officials on the importance of liquid waste management, the basics of fecal sludge and septage management (FSSM), and the challenges and solutions associated with the implementation of FSSM.

WASH Institute in collaboration with Suchitwa Mission conducted training of master trainers on Liquid Waste Management from all the Districts (14) of Kerala. The aim was to identify Master Trainers from each district and provide trainings on implementing liquid waste management projects by the local self-government bodies. The participants were trained on the basics and terminologies of LWM, sanitation systems, issues and challenges, and its potential solutions in used water and fecal sludge management etc.

WASH Institute in collaboration with UNICEF India, conducted training of Master trainers on the Safety and dignity of Sanitation workers for the government officials of Tamil Nadu. The training aimed to train the master trainers on the importance of solid and liquid waste management, demonstrated the essential components of first aid, emergency response sanitation unit (ERSU) & mobile septage treatment unit (MTU) demonstrations, usage of personal protective equipment (PPE), explanation of national and state schemes to ensure the safety and dignity of sanitation workers.

Subsequently, these Master Trainers conducted trainings for Sanitation Workers in two batches which was supported by the WASH Institute in collaboration with UNICEF India and the Dindigul district administration. These two trainings aimed to train the sanitation workers on the importance of solid and liquid waste management, demonstrated the essential components of first aid, usage of personal protective equipment (PPE), and explanation of national and state schemes to ensure the safety and dignity of sanitation workers.

Moreover, we have collaborated with the Panchayats and Rural Development Department, Government of West Bengal and conducted trainings on Grey Water Management for peri-urban and rural areas. We also conducted a workshop on DPR preparation for UWM for the officials from Uttar Pradesh. The stakeholders were the executive engineers from Uttar Pradesh Jal Nigam, a parastatal body responsible for preparing DPR in the state and Executive officials from various Urban Local Bodies in collaboration with the Directorate of Urban Local Bodies, Uttar Pradesh, in Lucknow.

The details of the activities carried out in this quarter are listed under their respective headings:

Recruitment and Staff attrition

The following were the changes in the project team:

- We have hired a replacement for MEL Specialist.
- We have also hired for positions such as senior wastewater expert, capacity-building specialist for supporting Kerala State initiative.
- A SLWM Specialist has joined the team.
- An instructional designer has joined the team.

Learning Management system (LMS)

In this quarter, the LMS has been used to conduct the pre-post-test and to gather feedback from the participants for three trainings. A total of 36 participants participated in the pre and post-test. Among them, 36 of the participants completed the pretest and 30 of them completed the post-test. The average score was 62.49 percent and 82.07 percent respectively. There has been an average improvement of 19.58 percent in knowledge level.

Modules on CT/PT (Community toilets/public toilets) and Liquid waste management were developed and have been used by the internal team to strengthen their knowledge. We are working on adding 5 different languages to the CT/PT module to enable five states to train their operators.

Delivery of trainings

During this quarter the following trainings were undertaken and delivered. A detailed report on each of the trainings conducted is listed in [Annexure 1](#).

Short Term Trainings

1. Orientation training on Liquid Waste Management, Kerala, 06-07 July 2023 (Batch 2):

WASH Institute in collaboration with AMRUT State Mission Management Unit (SMMU), Trivandrum and Kerala Institute of Local Administration (KILA), Thrissur conducted a two-day orientation training on Liquid Waste Management for the ULB officials of Kerala. The second batch of the training was conducted from 06-07 July 2023. The training aimed to orient the officials on the importance of liquid waste management, the basics of fecal sludge and septage management (FSSM), and the challenges and solutions associated with the implementation of FSSM. A total of 24 participants attended the training, which included Executive Engineers, Assistant Engineers, Urban Infrastructure cum Water Expert and Health Inspectors. A field visit to Madakkathara FSTP was also part of this training, to showcase the participants in the implementation challenges of managing FSM on the ground.



2. Training of Master Trainers on Safety & Dignity of Sanitation Workers, Tamil Nadu, WASH Institute, Dindigul, (11-14 July, 2023):

WASH Institute in collaboration with UNICEF India, conducted a four-day residential training of Master trainers on the Safety & dignity of Sanitation workers for the government officials of Tamil Nadu. The training was conducted during 11-14 July, 2023. The training aimed to train the master trainers on the importance of solid and liquid waste management, demonstrated the essential components of first aid, emergency response sanitation unit (ERSU) & mobile septage treatment unit (MTU) demonstrations, usage of personal protective equipment (PPE), explanation of national and state schemes to ensure the safety and dignity of sanitation workers. A total of 32 participants attended the training, which included District coordinators, Block coordinators and Motivators.

An analysis of the performance of the master trainers' is attached as an annexure ([annexure 2](#)).



3. Training on Grey Water Management: SBM (G) West Bengal, 25-26 July, 2023 (Batch 1):

WASH Institute in collaboration with Panchayats and Rural Development Department, Government of West Bengal conducted two trainings on Grey Water Management for peri urban and rural areas. The trainings were conducted on 25-26 July, 2023 where 43 participated respectively in both the trainings. The majority of the participants were engineers from the Panchayats and Rural Development Department working as Nirman Sahayaks. The training covered various topics on Greywater Management. The participants learned to differentiate Greywater from other sources of wastewater and how to manage it through SBM(G) recommended technologies. The Greywater Management Toolkit and Manual developed by DDWS were introduced to the participants.

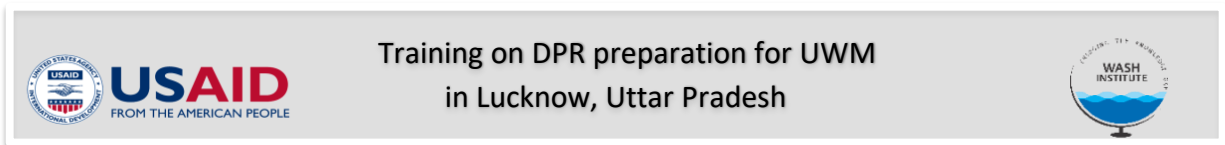


4. Training on Grey Water Management: SBM (G) West Bengal, 27-28 July, 2023 (Batch 2):

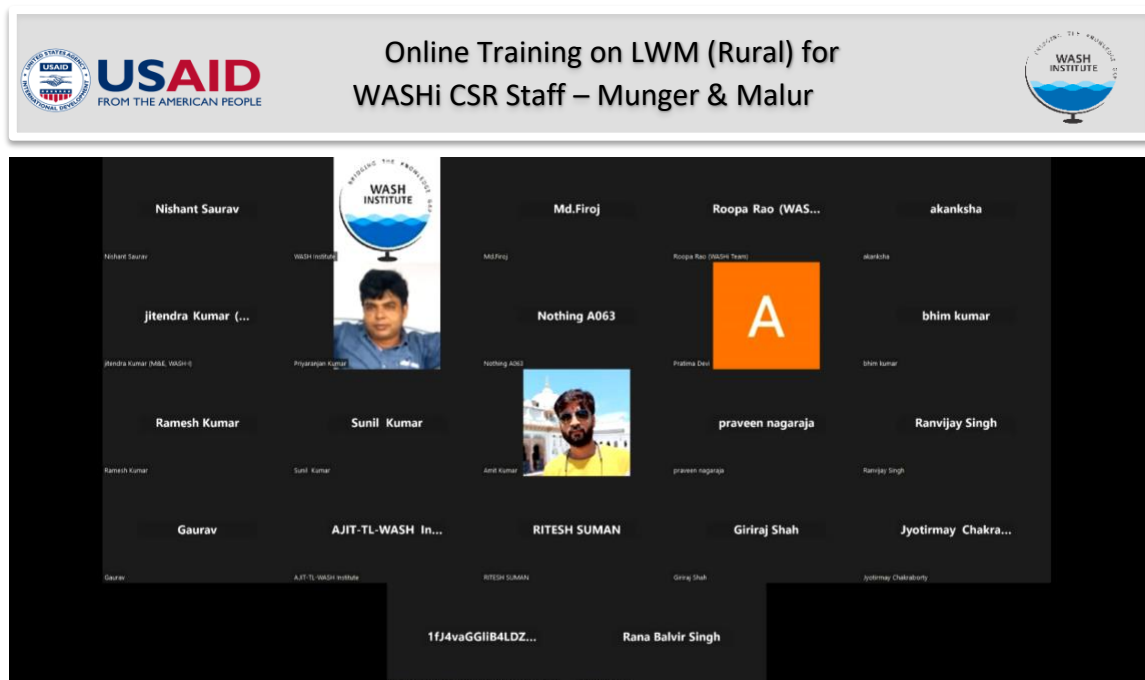
WASH Institute in collaboration with Panchayats and Rural Development Department, Government of West Bengal conducted two trainings on Grey Water Management for peri urban and rural areas. The trainings were conducted on 27-28 July, 2023 where 44 participated respectively in both trainings. The majority of the participants were engineers from the Panchayats and Rural Development Department working as Nirman Sahayaks. The training covered various topics on Greywater Management. The participants learned to differentiate Greywater from other sources of wastewater and how to manage it through SBM(G) recommended technologies. The Greywater Management Toolkit and Manual developed by DDWS were introduced to the participants.



5. Workshop on DPR preparation for UWM for officials from Uttar Pradesh Lucknow (26-27 July, 2023): WASH Institute In collaboration with the Directorate of Urban Local Bodies, Uttar Pradesh, conducted a two-day capacity-building workshop on DPR preparation for UWM for officials from Uttar Pradesh in Lucknow from July 26-27, 2023. The aim of the workshop was to provide technical guidance and orientation on the various critical aspects of DPR including the key components of sewerage design and network, key components in DPR preparation, various technologies used for Used water management, understanding the ground challenges and potential solutions for the same. The key participants included executive engineers from Uttar Pradesh Jal Nigam, a parastatal body responsible for preparing DPR in the state and Executive officials from various Urban Local Bodies. A total of 59 participants attended the workshop.

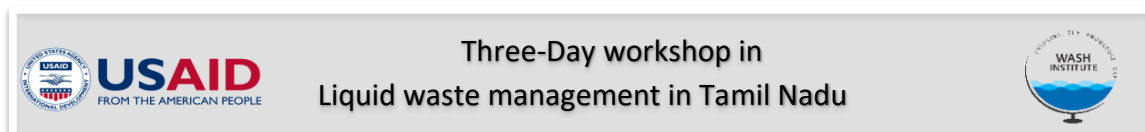


6. Online training on Liquid Waste Management (Rural) Training for CSR Staff – WASH INSTITUTE - Munger and Malur, (21 August, 2023): WASH Institute conducted a one-day online training on Liquid Waste Management for WASHi- CSR staff from Munger and Malur on August 21, 2023. The workshop aimed to orient the staff on the basics of liquid waste, technologies for used water management, understanding Fecal sludge management, and showcasing case studies on success models on Liquid Waste Management, understanding the ground challenges and potential solutions for the same. The key participants included the field staff, field coordinators, supervisors, and team leaders of the Munger and Malur teams. A total of 19 participants attended the training.



7. Three Days Workshop on Liquid Waste management, Tamil Nadu, Dindigul (29-31 August, 2023):

WASH Institute in collaboration with SSM Institute of Engineering and Technology, conducted a three-day workshop on Liquid Waste management from 29-31 August 2023 at their institution. A total of 49 students attended this workshop. This training included group activities, SCORM modules etc., along with other technical sessions.



8. Training for Safety & Dignity of Sanitation Workers, WASH Institute, Tamil Nadu, Dindigul, 02 September, 2023 (Batch 1):

WASH Institute in collaboration with UNICEF India and Dindigul district administration, under the Swachh Bharat Mission, conducted a one-day training for Thooimai Kavalar/ Sanitation workers of the Reddiarchatram block of Dindigul district, Tamil Nadu. The training was conducted on 02 September 2023. The training aimed to train the sanitation workers on the importance of solid and liquid waste management, demonstrated the essential components of first aid, usage of personal protective equipment (PPE), and explanation of national and state schemes to ensure the safety and dignity of sanitation workers. A total of 31 participants attended the training.



9. Two Days Training of Trainers Workshop on Liquid Waste Management for Suchitwa Mission, Kerala, 18-19 September, 2023:

WASH Institute conducted a two-day training of trainers on Liquid Waste Management for master trainers from Suchitwa Mission from all 14 Districts of Kerala on September 18th and 19th, 2023.

The workshop aimed to identify Master Trainers from various stakeholders from each District and provide training on implementing liquid waste management projects by local self-government bodies. During the workshop participants were trained on LWM basics and terminologies, sanitation systems, issues and challenges, and its potential solutions in used water and faecal sludge management etc. A total of 72 participants attended the training.



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Two days Training of Trainers Workshop on LWM For Suchitwa Mission - Kerala



10. Training for Safety & Dignity of Sanitation Workers, Tamil Nadu, Dindigul, WASH Institute, 22 September, 2023 (Batch 2):

WASH Institute in collaboration with UNICEF India and Dindigul district administration, under the Swachh Bharat Mission, conducted a one-day training for *Thooimai Kavalar*/ Sanitation workers of the Reddiarchatram block of Dindigul district, Tamil Nadu. The training was conducted on 22 September 2023. The training aimed to train the sanitation workers on the importance of solid and liquid waste management, demonstrated the essential components of first aid, usage of personal protective equipment (PPE), and explanation of national and state schemes to ensure the safety and dignity of sanitation workers. A total of 31 participants attended the training.



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Training for Safety & Dignity of Sanitation Workers Tamil Nadu



Workshops/Meetings/Visits

1. National Workshop on Effective Capacity Building for Citywide Sanitation, New Delhi, July 21, 2023:

WASH Institute participated in the National Workshop on “Effective Capacity Building for Citywide Sanitation” conducted by the National Institute of Urban Affairs on July 21, 2023. The workshop aimed at discussions on Mainstreaming Capacity Building Initiatives and Innovations in the programs.

Discussion on the State Normative Framework for Capacity Building Programme was held with various key stakeholders in sanitation in the country. An overview of the Swachhata Knowledge Partners (SKPs) initiative for SBM-U 2.0 was also discussed. The workshop further emphasized knowledge sharing on creating and sustaining programs for capacity building. Participants from key organizations both from government and non-government counterparts were a part of the workshop. WASH Institute presented on the Capacity Building Program supported by USAID where the critical areas of capacity building were highlighted.



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National Workshop on Effective Capacity building for Citywide Sanitation, New Delhi



2. 2-day workshop in Karnataka State Safai Karmachari Development Corporation, Bengaluru (2-3 August 2023):

A two-day state level workshop was organised by the Karnataka State Safai Karmachari Development Corporation in collaboration with Talasmudayagala Adyayana Kendra and the Centre for the Study of Social Exclusion and Inclusive Policy at National Law School of India University (NLSIU). The topic of the workshop was the Rehabilitation programme for identified Manual Scavengers (Safai Karmacharis). The workshop was conducted on August 2-3 at the Azad Bhavan in Bengaluru. Over 200 manual scavengers attended the workshop.

This workshop was mainly organised to bridge the gap between the officials and the community members and create an action plan for rehabilitation. The workshop also focused on reiterating the welfare schemes available for manual scavengers and how to approach the right people to avail of the schemes.



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**2-day workshop in Karnataka State
Safai Karmachari Development Corporation,
Bengaluru**



3. Training Workshop on UWM, Toilet 2.0 (T2.0) & Man to Machine (M2M) Hole, WASH Institute, Tamil Nadu, Dindigul, (7-11 August 2023):

WASH Institute with the support of USAID under the BMGF Technical Assistance, conducted a six-day residential training workshop for the City Coordinators of 14 ULB towns across the 10 states of India. The training was conducted from 7-11 August 2023. The training aimed to orient the city coordinators on the topics of used water management, toilet 2.0 and man-to-machine hole, including the challenges and opportunities in the implementation of community/ public toilets, wastewater treatment plants, and cleaning of sewer lines/ septic tanks, etc. A total of 20 participants attended the training. As part of this training, field visits to Madurai corporation and Palani Municipality were held, to understand the ground realities of the sanitation sector with respect to solid and liquid waste management.



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Workshop on UWM, Toilet 2.0 & M2M Hole, Dindigul



4. 2-day workshop on Integrating Gender, Sexuality, and Rights Perspectives in the Urban Sanitation Ecosystem, Bhubaneswar, Odisha (23-24 August, 2023):

WASH Institute participated in the 2-day workshop on Integrating Gender, Sexuality, and Rights Perspectives in the Urban Sanitation Ecosystem held on August 23-24, 2023 in Bhubaneswar, Odisha. The workshop aimed to sensitize the partners on the issues of gender, and sexuality, understand the linkages between Gender and Urban Sanitation, understand the concept of disability and accessibility of safe sanitation for Persons with disabilities, rights-based approach, discussion on the Structurally Excluded groups like the sanitation workers and the rights associated with them in the sanitation space. The key participants included the partners from the NFSSM Alliance-Odisha Chapter. A total of 25-30 participants attended the workshop.



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2-day workshop on Integrating Gender, Sexuality, and Rights Perspectives in the Urban Sanitation Ecosystem, Bhubaneswar, Odisha



2.2 Implementation Status

A time period-wise snapshot of various activities carried out in the first quarter of the fourth year has been illustrated below:

Acti vity No.	Activity Name	Sub Activi ty No.	Sub Activity Name	July'23	Aug'23	Sep'23
A1	Advanced training for Government and Non-governmental stakeholders in WWM and FSSM	A1.1	Partnership with government/ Parastatal and other development partners for capacity building engagement			
		A1.2	Customise training content for new programs of the national and state governments			
		A1.3	Mapping and engaging with local/potential trainers/training partners			
		A1.4	Delivery of the trainings			
		A1.5	Post training monitoring of outcomes			
2	Training of sanitation workers/ERSU teams	A2.1	Partnership with government/ parastatal and other development partners for capacity building engagement			
		A2.2	Delivery of the trainings			
		A2.3	Post training monitoring of outcomes			
3	Creating a cadre of Master trainers on WWM, FSSM	A3.1	Partnership with government/ Parastatal and other development partners for capacity building engagement			

		A3.2	Identifying the Master Training along with the Partner for the specific Training delivery			
		A3.3	Customise training content for effective use of the content by the Mater Trainer to the target audience			
		A3.4	Mapping and engaging with local/potential trainers/training partners			
		A3.5	Delivery of the trainings			
		A3.6	Post training monitoring of outcomes			
		A3.7	Continues Assessment and handholding of the Master Trainer during Training and when they are delivering the Training			
4	Organise national, regional and state level workshops and consultation meetings on topics of WWM, FSSM	A4.1	Partnership with 10 State governments and the 14 ULB 's to understand the capacity building needs			
		A4.2	Customise content for the national and state government workshop.			
		A4.3	Delivering the Workshop			
		A4.4	Post Workshop monitoring of outcomes			
5	Support the state of Kerala in piloting FSSM and WWM initiatives pilot towns	A5.1	Support in developing standard documents, Templates & Designs			
		A5.2	Support in FSSM Clustering for Urban-Rural convergence			
		A5.3	Support in providing FSSM Plan, Vendor List, Guidelines for Establishing RSA and ERSU			
		A5.4	Support in Capacity Building various stakeholders on FSSM & WWM			
		A5.5	Develop Training content for FSSM & WWM			
		A5.6	Support ULBs to improve in Manhole to Machine-hole interventions			
6	Create a cadre of master trainers in Kerala, who can act as technical resource persons	A6.1	Partnership with government/ Parastatal and other development partners for capacity-building engagement			
		A6.2	Identifying the Master Training along with the Partner for the specific Training delivery			
		A6.3	Customise training content for effective use of the content by the Mater Trainer to the target audience			
		A6.4	Mapping and engaging with local/potential trainers/training partners			
		A6.5	Delivery of the trainings			

		A6.6	Post training monitoring of outcomes			
		A6.7	Continues Assessment & handholding of the Master Trainer during Training and when they are delivering the Training			
7	Training of officials from Kerala on topics related to WWM and FSSM	A7.1	Partnership with Kerala government/Parastatal and other development partners for capacity building engagement			
		A7.2	Customise training content for new programs of the national and state governments			
		A7.3	Mapping and engaging with local/potential trainers/training partners			
		A7.4	Delivery of the trainings			
		A7.5	Post training monitoring of outcomes			
8	Provide technical handholding support to ULBs/districts	A8.1	Support in Review of DPRs prepared by ULBs/Districts			
		A8.2	Support in Training ULB/District officials on FSSM & WWM			
		A8.3	To identify Master Trainers to train the ULBs/District Officials			
9	Develop e-learning modules on WWM and FSSM	A9.1	Engagement with the States and the Partners to analyse the need for the content required.			
		A9.2	Develop or Modification course modules to suit the requirements of the State or Partner			
10	Develop training modules on thematic areas such as hilly areas, climate change and gender in WASH	A10.1	Engagement with the States and the Partners of Hilly areas to analyse the thematic area and need of the content			
		A10.2	Develop the content with the input from the internal technical and expert Organisation for the Climate Change modules.			
11	Organise workshop on thematic areas such as challenges of WWM in hilly areas, climate change	A11.1	Partnership with 10 State governments and the 14 ULBs to understand the capacity building needs			
		A11.2	Customise content for the national and state governments workshop.			
		A11.3	Delivering the Workshop			
		A11.4	Post Workshop monitoring of outcomes			
12	Certificate training of STP/FSTP operators	A12.1	Collaboration with NSDC/SCGJ			
		A12.2	Partnership with regional training partners			

		A12.3	Marketing, Promotion & Stakeholder Engagement for the skilling & certification program			
		A12.4	Train, Assess and certify trainees			
13	Course on Water and wastewater quality management	A13.1	Delivery of classroom and practical sessions as per syllabus			
		A13.2	Explore industry/Government partnerships for practical learning, placement of students and increase visibility of the courses			
14	Value added course on FSSM and WWM	A14.1	MoU with academic institutions like universities, colleges and government agencies for facilitating Workshop, Value added Courses, Trainings etc			
		A14.2	Nurturing students' interest by conducting 3 days value added courses on "Non sewerage sanitation, liquid waste Management, Wastewater management" etc in various engineering and science colleges.			
		A14.3	Delivery of the trainings			
		A14.4	Post training monitoring of outcomes			
15	International exposure visits of government officials	A15.1	Facilitate exposure visits of key staff from Government and parastatal agencies to demonstration sites in Indian cities and abroad			
16	National Exposure visit to government officials	A16.1	Facilitate exposure visits of key staff from Government and parastatal agencies to demonstration sites in Indian cities and abroad			

2.3 Implementation Challenges

One of the main challenges has been following up with the Master Trainers' performance and training delivery. The key parameters to focus on are:

1. Number of trainings conducted by them.
2. Quality of the trainings.

Though an action plan is developed at the end of each training, they might face other administrative challenges while conducting these trainings.

Similarly, it is very challenging to get the right participants for the DPR and CSAP preparation training, as it affects the trajectory of the project's desired outcomes.

2.4 Indicators for Reporting

The indicators to report for the outcomes in the 1st quarter of the 4th year are as follows:

Note: Most of the targets for this quarter are zero as it was the initiation of the extension phase.

Indicat or No.	Key Performance Indicators (KPIs)	Project Target & Status				Remarks
		Quarterly Target for Q1 (Jul 2023-Sep 2023)	Achieve ment for Q1 (Jul 2023-Sep 2023)	Cumulati ve Target up to Q1 (Jul 2023- Sep 2023)	Cumulative Achieveme nt up to Q1 (Jul 2023- Sep 2023)	
Goal Level Indicators						
1	Number of locations, where the project activities have contributed in improving the service quality of FSSM & Wastewater Management, thereby leading to a positive impact on environment and public health in Indian towns & cities	-	24	-	24	
2	Number of Government Officials, CSR/NGO Professionals, Private Entrepreneurs, Sector Professionals & Students Trained/Upskilled with regard to FSSM & Wastewater Management	130	377	130	377	
3	HL.8.3-3 Number of water and sanitation sector institutions strengthened to manage water resources or improve water supply and sanitation services as a result of USG assistance	-	-	-	-	

4	HL.8.4-1 - Value of new funding mobilized to the water and sanitation sectors as a result of USG assistance	-	\$ 28,082.07	-	\$28,082.07	
Outcome level Indicators						
5	At least 30% of the participants of short term trainings demonstrate retainment of knowledge post 6 months of training completion	0	0	0	0	Following up with the participants has been challenging as they do not respond and sometimes the contact numbers are incorrect. However, we were able to get 93 responses from government officials trained during the first phase of the project, among them 88 of them demonstrated retainment of knowledge.
6	At least 30% of the master trainers demonstrate improvement in the quality of training delivery post-attending the learning techniques course	0	0	0	0	
7	At least 30% of the ULB officials finds knowledge product useful and uses them for undertaking interventions.	0	0	0	0	

8	At least 1000 sanitation workers benefit by enrolling into welfare programs	0	0	0	0	
9	At least 300 Govt./Non-Govt/ officials are trained on WWM & FSSM by the Master Trainers	0	61	0	61	61 Sanitation Workers have been trained by the Master Trainers in Tamil Nadu.
10	Atleast 30% of the cities/towns provided with technical handholding support records progress towards WWM/FSSM (Eg: CSAP/DPRs prepared etc.) (100 ULBs will be given technical handholding support)	0	0	0	0	
11	Atleast 3 of the Kerala towns wherein support has been provided for piloting of WWM/FSSM interventions demonstrate progress towards WWM/FSSM in their respective areas	0	0	0	0	
12	At least 30% of institutions have improved capacity to address WASH issues as supported by USG assistance	-	0	-	0	
13	At least 30% of the students who complete the one-year PG Diploma academic courses are placed in relevant jobs	0	3	0	3	2 students are employed in the Water quality lab in Dindigul: 1 student in SPD Solutions in Chennai.
14	At least 30% of the trained STP and FSTP operators/Lab Technicians have	0	0	0	0	.

	demonstrated better performance on their job (STP and FSTP operations/Laboratory)					
15	Atleast 30% of the officials who have undergone exposure visit have initiated FSSM/WWM related initiatives in their respective states/cities	0	0	0	0	
Output level indicators						
16	200 government and non-government officials trained on WWM & FSSM through advanced classroom sessions	25	119	25	119	87 govt. and non govt/ officials from 2 trainings on grey water management. And 32 master trainers who have received a 4-day training on the Safety and dignity of sanitation workers which includes O&M, PPE, safe desludging and other components.
17	180 sanitation workers/ ERSU staff trained	30	0	30	0	Trainings with the sanitation workers/ERSU staff will be conducted in the next quarter.
18	45 Master trainers trained on topics of WWM and FSSM	0	0	0	0	
19	Number of participants attending national level, state level and regional level workshops on WWM & FSSM	-	68	-	68	State-level Workshop conducted in UP

20	5 towns of Kerala supported to pilot FSSM & WWM initiatives	1	0	1	0	We have initiated support in Kerala
21	30 Master trainers trained in state of Kerala to become technical resource person	0	56	0	56	The training was conducted on Wastewater Management
22	100 Govt. officials trained from Kerala on topics related to WWM and FSSM	0	24	0	24	1 training on Wastewater Management in Kerala was conducted
23	100 ULBs/districts provided with technical handholding support on FSSM / WWM related initiatives	10	0	10	0	We have initiated our support.
24	360 minutes of e-learning modules content developed on WWM and FSSM	0	0	0	0	
25	2 training modules developed on thematic areas such as hilly areas, climate change and gender in WASH	0	0	0	0	
26	3 workshops organized on thematic areas such as challenges of WWM in hilly areas and climate change	1	0	1	0	Workshops will be conducted in the next quarter.
27	Number of people trained on thematic areas such as challenges of WWM in hilly areas and climate change	0	0	0	0	
28	125 persons successfully completed the course on operations of STPs/ FSTPs and desludging operations	25	0	25	0	7 Students are enrolled in the 3-month STT course on Wastewater Treatment Plant Technician O&M under

						NSDC certification. They are scheduled to complete the course within November 2023
29	20 students/professionals completed the 1 year post graduate diploma course in 'Water & Wastewater Management'	20	14	20	14	14 students enrolled in the year 2022 have now completed the one-year PG Diploma in Water and Wastewater Quality Management in the Year 2023.
30	150 students completed elective/ value added courses on Wastewater & Non-Sewered sanitation	30	49	30	49	49 students were trained in SSM College, Dindigul on Liquid Waste Management
31	6 senior Govt. officials taken for learning international level exposure visits	0	0	0	0	
32	20 senior Govt. officials taken for learning National level exposure visits	0	0	0	0	
32	GNDR-8 Number of persons trained with USG assistance to advance outcomes consistent with gender equality or female empowerment through their roles in public or private sector institutions or organizations	55	105	55	105	

3. INTEGRATION OF CROSSCUTTING ISSUES AND USAID FORWARD PRIORITIES

3.1 Gender Equality and Female Empowerment

In this quarter, two staff attended the CREA training on “Integrating Gender, Sexuality, and Rights Perspectives in the Urban Sanitation Ecosystem” which included topics like Gender and Urban sanitation, Accessible Sanitation for Persons with Disabilities, Sanitation Worker Rights etc. to get an understanding and initiate the collaborating work with CREA. We are planning to incorporate the learnings from this workshop into our trainings and ensure that sessions on gender are conducted.

3.2 Sustainability Mechanisms

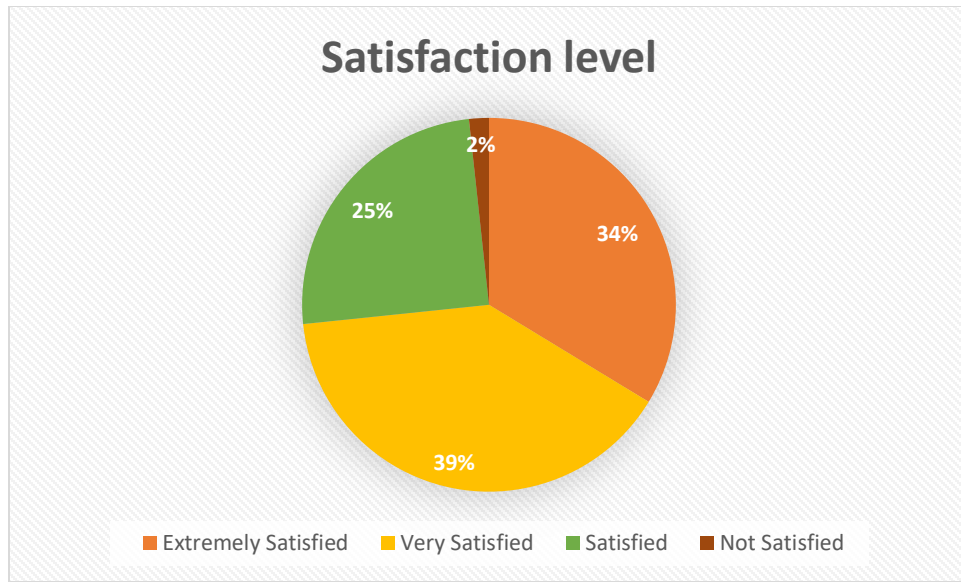
1. We are working with the NFSSM alliance to develop a road map of CWIS for Jharkhand and support the State mission.
2. We are planning to facilitate an MOU with OWA, wherein we will be sharing our goals and scope of work for the next 12 months.
3. In Kerala, we are collaborating with the Government to foster public-private partnerships for efficient scaling and integration into state policies. We will implement the pilot project and gather feedback for continued improvement.

4. STAKEHOLDER PARTICIPATION AND INVOLVEMENT

A total of 1207 trained personnel have been interviewed telephonically, including 93 trainees being interviewed in this reporting quarter. The respondents included mostly Government officials and some sanitation workers. It is to be noted that to achieve this number, more than 2992 calls were made overall, 358 in this quarter itself, to people who have been trained under this project. However, despite our best efforts, many of them did not receive the calls while some of them said that they didn’t have time to respond.

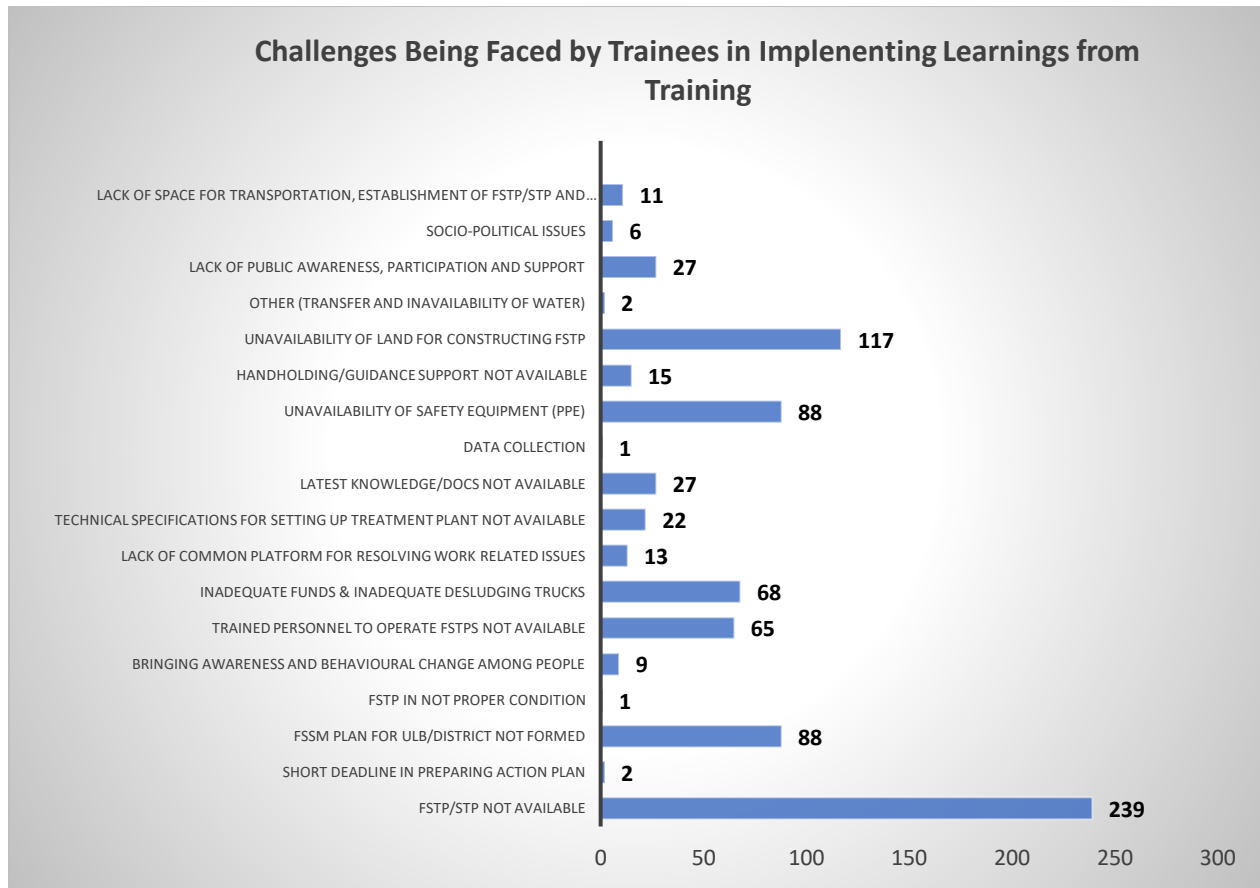
Following are the key findings from the feedback calls successfully conducted (1207):

Figure 1



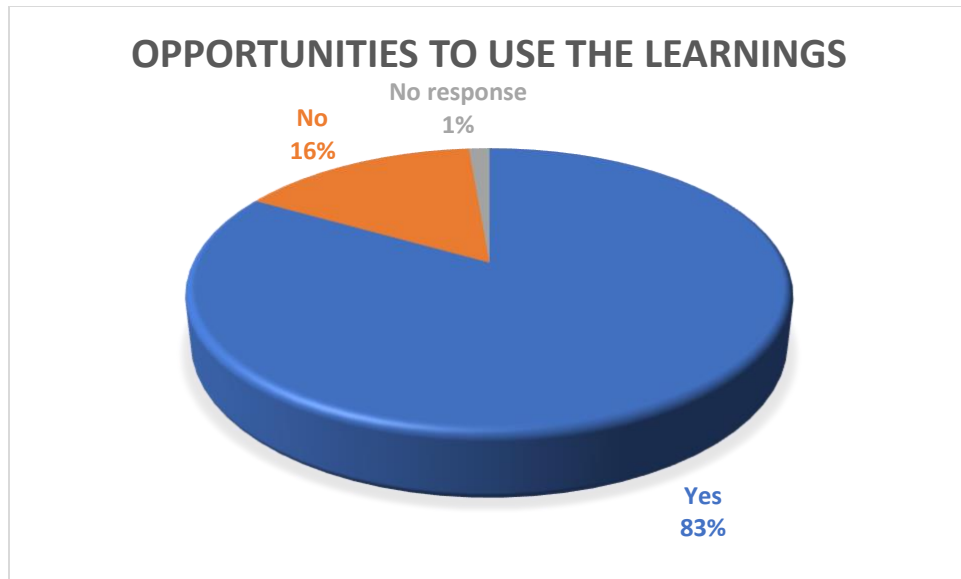
It can be inferred from the above graphical representation that 98 percent of the trainees were satisfied with the trainings. This shows that the overall content and quality of the trainings met the expectations and requirements of almost all the trainees. However, 2 percent of the respondents, who were not satisfied, shared that the trainings should not be discontinued and should be conducted on a regular basis with the involvement of more participants. Also, they stated that the content could include more regional case studies and the duration of the trainings should be increased as well. Further, they suggested that more field visits and practical demonstrations should be conducted.

Figure 2



The major issues that the trainees faced in implementing the learnings from the trainings include unavailability of FSTP/STP, absence of FSSM plan for the ULB/district, unavailability of trained personnel to operate FSTPs, inadequate funds and inadequate desludging trucks, unavailability of land for the construction of FSTP, unavailability of safety equipment and lack of public awareness and support. Apart from these, there are gaps in the availability and access to the latest knowledge and technologies. Moreover, the trainees mentioned that there is a lack of guidance, handholding support and a platform to resolve work-related issues. Some of the trainees also shared that the difficult terrain/topography of the regions poses numerous challenges during the implementation process.

Figure 3



Among the respondents, 83 percent of the trainees had the opportunity to use the learnings gained from the trainings, while 16 percent of the trainees were not able to use the knowledge.

Figure 4



Most of the trainees mentioned that the trainings helped them to better conduct regular office and field work and implement used water and FSSM under SBM-U 2.0 and AMRUT 2.0. The trainings also helped improve the quality of their work in terms of precision, knowledge coverage, skill, and awareness about FSSM. Some of the trainees mentioned that the trainings have also helped them develop FSSM plans, DPRs and CSAPs for their respective ULBs. Moreover, trainees have been able to advocate for better safety equipment in their workplace.

Figure 5



The trainees have requested WASH Institute to conduct future trainings in the areas wherein they lacked clarity and wanted a detailed orientation and training. The top five requested areas of training are Wastewater management (329), Advanced training on FSSM (235), Design and Implement FSTP projects (194), Solid waste management (181) and Awareness generation (145). The trainees also wanted to learn more about the reuse of treated by-products and hazardous waste management. They were also keen on learning about stakeholders' engagement, the advocacy of funds and the engagement of the private sector and their legal framework. A few of them also suggested that trainings regarding operations and maintenance, and management of STP/FSTP in the hilly areas of the country should be conducted.

5. MANAGEMENT AND ADMINISTRATIVE ISSUES

The fifth Advisory Committee meeting was conducted on 21st September 2023. The advisory council members consisted of Dr. Arumugam Kalimuthu, Mr. Suneel Rajavaram, Ms. Susmita Sinha, Ms. Lisa Mitchell, and Mr. Sasanka Velidandla. The progress of the completed phase of the project was discussed with the panel. The gaps and challenges were thoroughly reviewed as well. The activities and strategies developed for the next phase of the project were introduced to the council members. The council members highly appreciated the progress of the project and encouraged the project team to continue their best efforts towards meeting the envisaged outcomes of the project. The meeting minutes are attached in the link: [MOM 5th AC meet 21-Sep-23.docx](#)

During the last two quarters, our focus has been towards consolidating the program of phase 1 and starting new activities in the extension phase. As the new activities require placing resources and coordination with the state and national governments, we could not conduct workshops and events. However, we have gained momentum and started to carry out many trainings and events, which should increase the spending. We also have planned for a significant event in November as part of the World Toilets Day celebration, where we should be spending around \$120,000.

6. LESSON LEARNED

We have realized that demand-driven training can bring in immediate outcomes, provided we conceptualize the training after deliberating with the stakeholders about the current situation and they provide us with the flexibility to develop the agenda.

It was observed that the participation level was much better when the Executive officers were accompanied by the respective Pey Jal Nigam officials. This ensured data accuracy with respect to filling the data for CSAPs and the overall strategy development for the respective towns and cities.

7. PLANNED ACTIVITIES FOR NEXT QUARTER INCLUDING UPCOMING EVENTS

In this phase, we are looking forward to working towards accelerating the SBM 2.0 mission by conducting some National workshops and facilitating the decision-making capacities of the State-level stakeholders. We will be working toward three thematic areas, Toilet 2.0, Manhole to Machine hole and Used Water Management. We will be working in 14 selected ULBs and focusing on states like Kerala, Odisha, and Jharkhand. We would look out for opportunities to increase the use of LMS in our Capacity building activities.

Some of the planned activities for the next quarter are:

1. Conduct a national workshop for the 14 ULBs and 10 States on Toilet 2.0, Manhole to Machine hole and used water management.
2. Organize a National Workshop for World Toilet Day.
3. Partner with OWA to plan a series of events for the next 12 months for the state.
4. Conduct trainings in at least 4 ULBs to create a cadre of Master Trainers for that ULB.
5. Ensure the completion of the training sessions for sanitation workers in Dindigul.
6. Conduct the Advance DPR training in Kerala for two batches.

7. Conduct an annual meeting for the Capacity Building team.
8. Develop 5 different languages for the CT/PT module for LMS.
9. Development of a Framework for piloting FSSM and LWM for all the health and sanitation supervisors and inspectors in the state of Kerala.

8. ANNEXURE

Annexure 1: Links to Training reports

Please find below the links to the training reports for the online trainings conducted in the quarter. These training reports have the participants' details as well. Kindly note that these links will be valid for 6 months from the submission of this document.

S. No.	Training Name	Links to the training report
1	Orientation training on Liquid Waste Management, Kerala, 06-07 July 2023 (Batch 2)	https://tinyurl.com/yx7avzma
2	Training of Master Trainers on Safety & Dignity of Sanitation Workers, Tamil Nadu, (11-14 July 2023)	https://tinyurl.com/3ckujds9
3	Training on Grey Water Management: SBM (G) West Bengal, 25-26 July 2023 (Batch 1)	https://tinyurl.com/53hu9e24
4	Training on Grey Water Management: SBM (G) West Bengal, 27-28 July 2023 (Batch 2)	
5	Orientation training on DPR preparation for UWM for officials from Uttar Pradesh Lucknow (26-27 July 2023)	https://tinyurl.com/mr3bd586
6	Online training on Liquid Waste Management (Rural) Training for CSR Staff – WASHI -Munger and Malur, (21 August 2023):	https://tinyurl.com/4shwmxe5
7	Three Days Workshop on Liquid Waste Management, Tamil Nadu, Dindigul (29-31 August 2023)	https://tinyurl.com/3nzp6m57
8	Training for Safety & Dignity of Sanitation Workers, WASH Institute, Tamil Nadu, Dindigul, 02 September 2023 (Batch 1)	https://tinyurl.com/3smvr43y
9	Two Days Training of Trainers Workshop on Liquid Waste Management for Suchitwa Mission, Kerala, 18-19 September, 2023	https://tinyurl.com/4dfb5nys
10	Training for Safety & Dignity of Sanitation Workers, WASH Institute, Tamil Nadu, Dindigul, 22 September 2023 (Batch 2)	https://tinyurl.com/2t48xk6t

Annexure 2 (Study on the Master Trainers)

Introduction

In India, the rising population and economic development are negatively impacting the existing water and sanitation infrastructure. As an effort to mitigate this issue, the Swachh Bharat Mission (SBM 1.0) was established to eliminate open defecation in India, providing access to toilets. However, due to the lack of

treatment facilities in most towns/cities, the septage extracted from these systems is frequently disposed of in open spaces, particularly water bodies. That's why SBM 2.0 was introduced to ensure that wastewater from households is treated 100%. However, there is a lack of comprehensive understanding regarding Wastewater and FSSM within Urban Local Bodies (ULBs), which is affecting the pace of implementation and the quality of decision-making. There is a shortage of skills and capacity among the essential contributors in this process, which has resulted in a significant challenge.

Through the capacity building program, "Skill Development in Fecal Sludge and Septage Management (FSSM) sector in Indian towns and cities", WASH Institute is working with regional training institutions to extensively engage with the state and local government stakeholders and build their capacities. These training institutes had engaged local subject matter experts as trainers with a good command of the subject knowledge. Training on adult learning techniques and skilling them with interactive tools for content delivery had been initiated to empower and expand their knowledge capacities. The effectiveness of knowledge transfer can be significantly improved.

WASH Institute has further planned to deliver trainings to master trainers across the country. These trainings shall be conducted in partnership with regional training Institutes to enhance the effectiveness of training delivery of local trainers. This will create a cadre of trainers with expertise in varied subjects related to FSSM.

This year, from 11th to 14th July, a training was conducted to train the master trainers on the Safety and dignity of Sanitation Workers in Dindigul, Tamil Nadu. The training focused on the importance of solid and liquid waste management, demonstrated the essential components of first aid, emergency response sanitation unit (ERSU) & and mobile septage treatment unit (MTU) demonstrations, usage of personal protective equipment (PPE), explanation of national and state schemes to ensure the safety and dignity of sanitation workers. A total of 32 participants attended the training, which included District coordinators, Block coordinators and Motivators. A field visit to the nearby gram panchayats (GPs) was carried out to understand sanitation workers' ground realities while performing their waste management duties.

At the beginning and towards the end of the training, pre and post-tests and assessments were conducted to identify the trainers' current level of knowledge and capacity, which was later compared with the results of the subsequent training.

After a month's break, 5 master trainers from Dindigul district, among the other 32, delivered training sessions in two batches to sanitation workers of the Reddiarchatram block. In collaboration with UNICEF India and District Rural Development Agency (DRDA), Dindigul, under the Swachh Bharat Mission. The objective of this training was to train the sanitation workers on the importance of solid and liquid waste management, demonstrate the essential components of first aid, usage of personal protective equipment (PPE), and explain national and state schemes to ensure the safety and dignity of sanitation workers. A total of 62 participants attended both the trainings.

During these two trainings, the mentors assessed the performance, knowledge capacity, communication skills and attitude of the master trainers. This was extremely important to review their growth and development, while simultaneously observing the gaps and challenges, and identifying ways in which they could integrate their support.

Objective

The objective of this study is to assess/analyse the current training level of the master trainers and evaluate whether there has been any improvement in their delivery and quality. This is a comparative study to understand the dual perspectives of self and the mentor's assessment of the master trainers' efficiency and efficacy.

Methodology

This study will evaluate the improvement in the delivery and knowledge capacity of three master trainers over three months. They were assessed under a few parameters and criteria which consisted of four levels (beginner, intermediate, progressing and mastery). The master trainers were provided a self-assessment form, and the same form was used by their mentors to mark them. The scores collected were used for assessing the Master trainers. The parameters are as follows:

1. Training Efficiency and Time Management
2. Equipment handling and maintenance before, during and after training
3. Communication and Collaboration
4. Knowledge and Understanding of the subject
5. Attitude, Confidence, and stability

The details are mentioned in Annexure 1.

Analysis

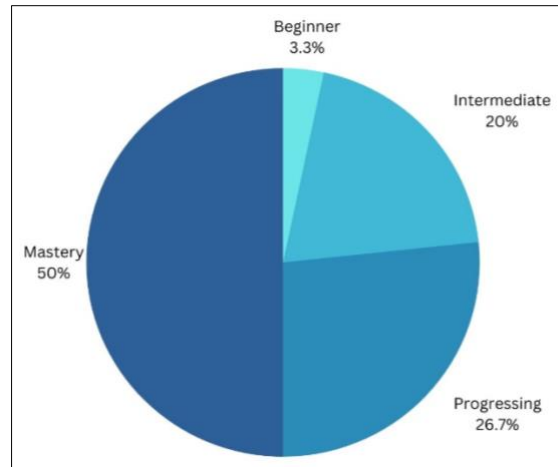
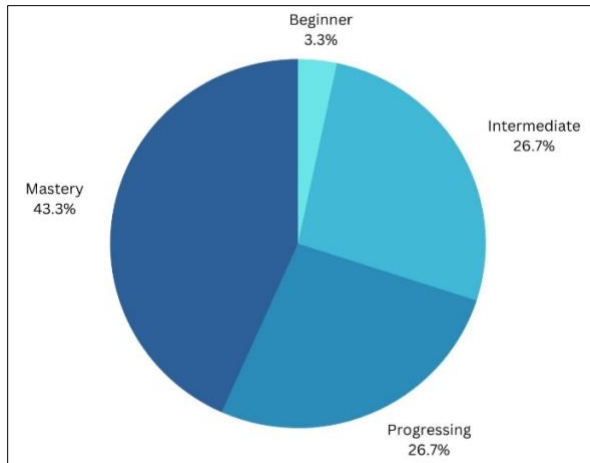
A total of 30 master trainers took the self-assessment test. Among them, are three master trainers namely, Annakkodi, J Selvakodi and P Selvarani who were further assessed by their mentor.

A. Self-Assessment:

It was found that 43.3 % of the master trainers placed themselves in the mastery level for 'training efficiency and time management'. 53.4% thought they were in the intermediate and progressing level. And only 3.3% of them ranked themselves as beginners. For the second parameter, 'equipment handling and maintenance before, during and after training', 50% of the master trainers ranked themselves in the mastery level. 26.7 % of them placed themselves in the progressing level, while 20% of them positioned themselves in the intermediate and 3.3 % in the beginner level.

Graph 1: Training efficiency and time management

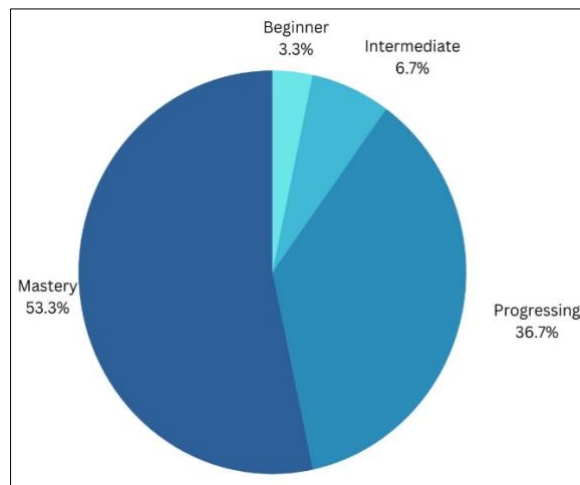
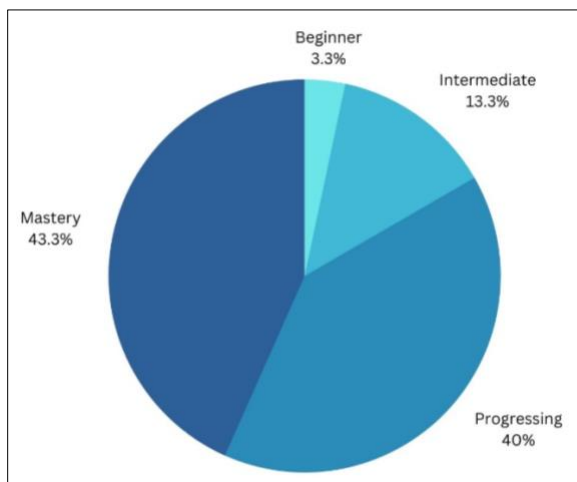
Graph 2: Equipment handling and maintenance before, during and after training



Within 'communication and collaboration', 43.43% of them placed themselves in the mastery level, 40% in progressing, 13.3% in intermediate and 3.3% in beginners. For 'knowledge and understanding of the subject', 53.3% of the master trainers checked themselves into the mastery level, 36.7% in progressing, 6.7% in intermediate and 3.3% in the beginner level.

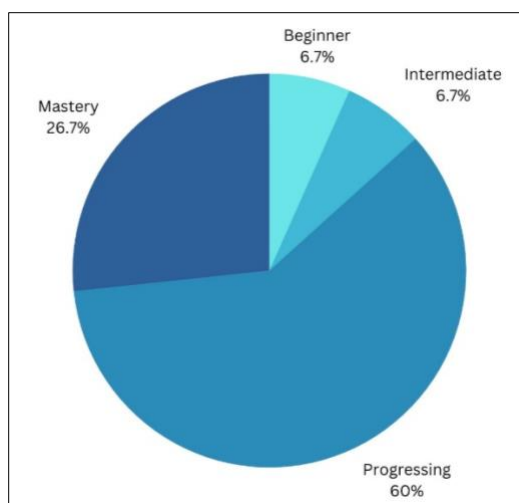
Graph 3: Communication and collaboration

Graph 4: Knowledge and understanding of the subject



For the final parameter, it was found that 60% of the master trainers ranked themselves in the mastery level, while 26.7% of them placed themselves in the progressing level, and 13.4% ranked themselves in the intermediate and beginner levels.

Graph 5: Attitude, confidence, and stability



It can be observed from the responses that, collectively, most of the master trainers ranked themselves in the mastery level, across the different parameters. Only a few of them positioned themselves at the beginner's level. The others were found divided between the intermediate and progressing levels.

Among these responses, the following are the responses of the 3 master trainers:

Annakkodi ranked herself in level 3 (progressing) in all the parameters except in "attitude, confidence, and stability", where she positioned herself in level 2 (intermediate). J Selvakodi ranked herself in level 4 (mastery) in all the parameters. Whereas P Selvarani positioned herself in level 3 (progressing) in all the parameters.

B. Mentor's Assessment:

The 3 master trainers were observed when they were conducting the sessions by the mentors. The assessments have been divided into the 2 batches of trainings that were conducted. The comparative analysis has been derived from the assessment provided below:

Batch 1

After the first batch's training, the mentor assessed the master trainers' efficiency and training delivery based on the same criteria used for their self-assessment. Each trainer's assessment is provided in the table below:

Name	Training Efficiency and Time management	Equipment handling and maintenance before, during and after training	Communication and Collaboration	Knowledge and Understanding of the subject	Attitude, Confidence, and stability
Annakkodi	Progressing	Intermediate	Progressing	Intermediate	Progressing
J. Selvakodi	Intermediate	Beginner	Progressing	Intermediate	Intermediate

P. Selvarani	Intermediate	Intermediate	Beginner	Intermediate	Intermediate
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It was found that two of them are at the intermediate level in training efficiency and time management. For equipment handling and maintenance before, during and after training, two of them are in the intermediate level, while one of them is in the beginner stage. Most of them are at the progressing stage when it comes to communication and collaboration, except for the one, who's been placed at the beginner level. All of them are at the intermediate level in knowledge and understanding of the subject. Two of them are at the intermediate level in attitude, confidence, and stability, and one of them is placed in the progressing stage.

Batch 2:

After the second batch's training, the mentor assessed the master trainers' efficiency and training delivery based on their performance in the second batch. Each trainer's assessment is provided in the table below:

Master Trainer	Training Efficiency and Time management	Equipment handling and maintenance before, during and after training	Communication and Collaboration	Knowledge and Understanding of the subject	Attitude, Confidence, and Stability
Annakkodi	Beginner	Intermediate	Progressing	Intermediate	Intermediate
Selvakodi	Intermediate	Beginner	Progressing	Intermediate	Intermediate
Selvarani	Progressing	Intermediate	Progressing	Intermediate	Intermediate

For training efficiency and time management, Annakkodi, Selvakodi and Selvarani have been ranked in the beginner, intermediate and progressing levels respectively. Selvakodi is at the beginner stage, whereas Annakkodi and Selvakodi are in the intermediate stage for equipment handling and before, during and after the training. All of them are at the progressing level in communication and collaboration. For knowledge, understanding of the subject, and attitude, confidence, and stability, all of them are at the intermediate level.

Observations

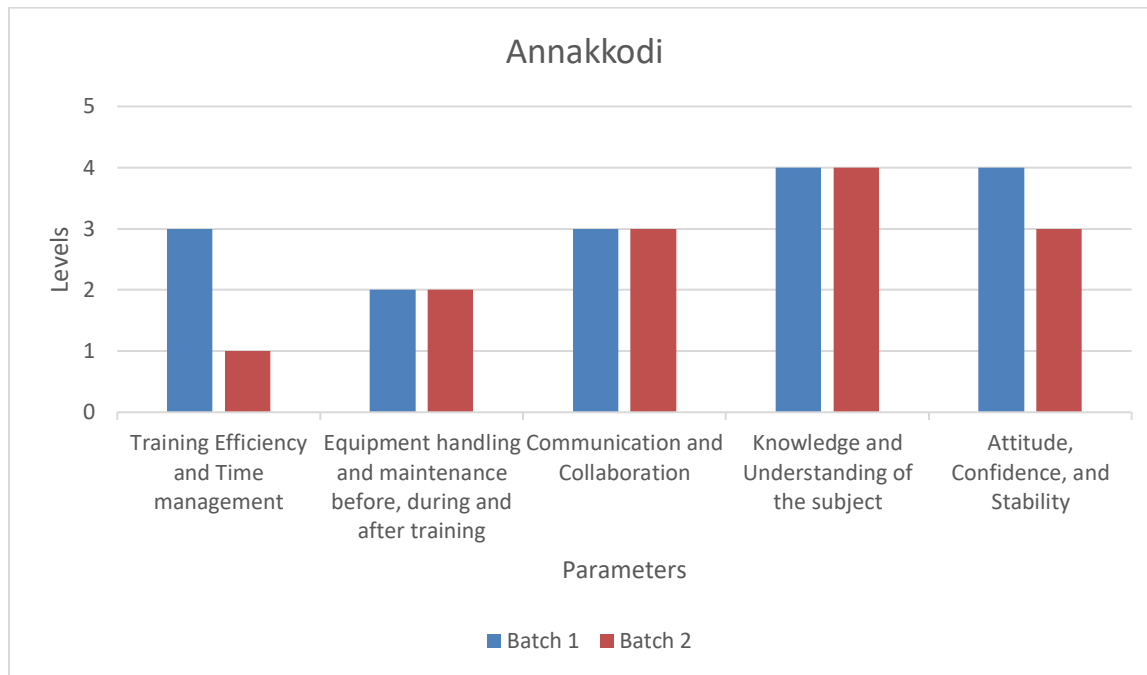
During the batch 1 training, the mentor observed that the master trainers should have been more prepared. There was a lack of training preparation which was a prerequisite. The mentor also noticed that they struggled at delivering certain topics. The sessions could have been more interactive and creative. Also, the master trainers were not aware of or equipped with PowerPoint usage.

During the batch 2 training, the mentor observed that there was an improvement in the content delivery, but there's still room for improvement. A master trainer even performed a skit during the session, which was a great way to engage the participants. All their communication skills were good; however, they need

to work on their equipment handling skills, knowledge capacities and confidence levels while conducting the trainings.

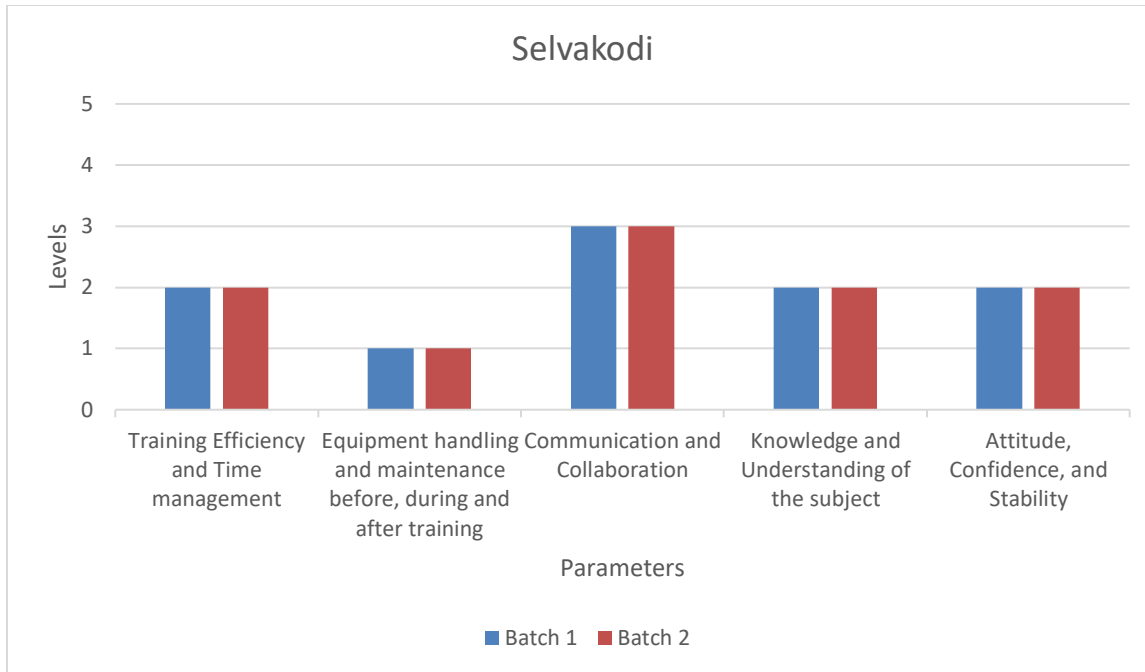
The graphs below depict the comparison of assessment between batch 1 and batch 2.

Graph 11: Annakkodi's assessment



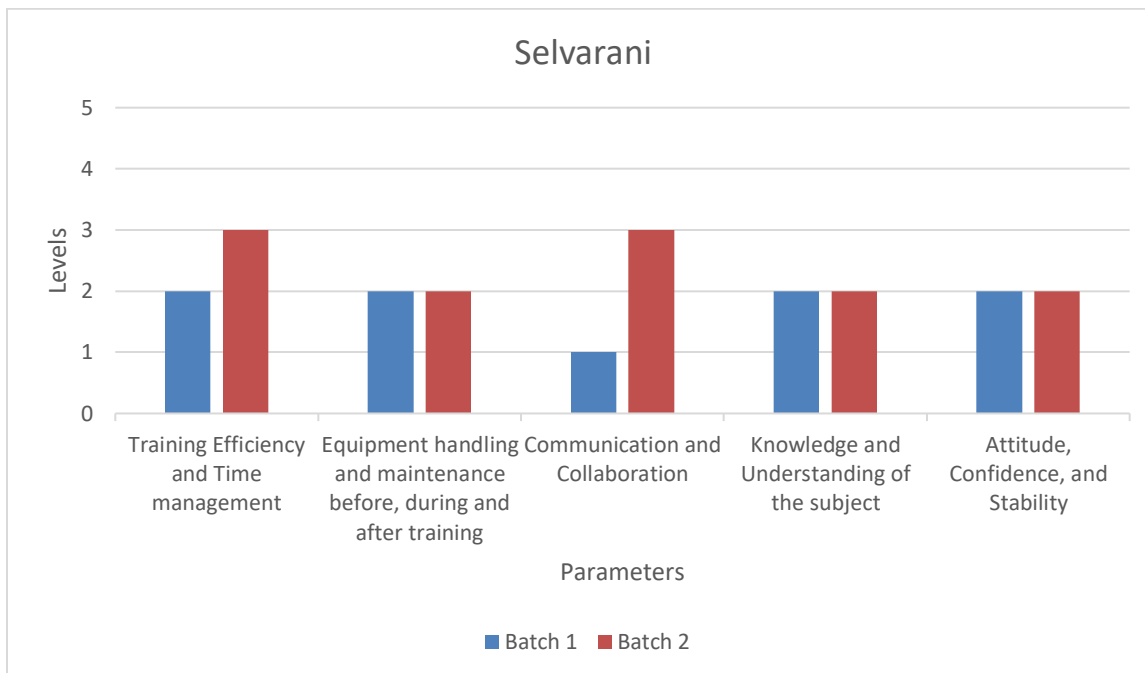
It can be inferred that Annakkodi's level has decreased from progressing to beginner in training efficiency and time management. So has her level of attitude, confidence and stability declined from progressing to intermediate.

Graph 12: Selvakodi's assessment



Selvakodi's ranks have remained the same as compared to her last assessment. There has been no improvement.

Graph 13: Selvarani's assessment



It can be observed that Selvarani has improved in training efficiency and time management, and communication and collaboration compared to her last assessment. But has remained at the same levels in the other parameters.

During the first batch of training, the master trainers depended more on the mentor for guidance, while the District Coordinator was present during that training. However, it was observed that the master trainers turned towards the district coordinator for support and mentorship in the second batch of the training. It is anticipated that in the next session, this dependency will decrease, and the master trainers will be able to take up the sessions entirely on their own. The mentors supported the master trainers whenever it was necessary, throughout the sessions.

Conclusion

We can conclude that there has been improvement in the delivery and quality of the training sessions based on the assessments and observations made by the mentors. However, they need to work on their knowledge capacities, confidence, efficiency and time management, and equipment handling.

WASH Institute has continued to support the master trainers by providing them with the necessary handholding support. After each training session, the mentor from WASH Institute sits with the Master trainers to discuss the feedback and reflections from the training so that it can be beneficial for them in their subsequent/upcoming training sessions.
