



# Odisha's experience in SHG engagement for

## O&M of FSTPs

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# Context and Background

Odisha, 1st state in the country to include only women and transgender in FSSM



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## VISION

Partnering with local communities for sustainable urban development, gender empowerment and sustainable O&M



Odisha has a strong ecosystem of women SHGs in urban and rural areas



119 women Technical Resource Persons in 120 FSTPs



119 SHGs with adequate techno/managerial training are effectively on-boarded for O&M of 120 FSTPs



Out of 119 SHGs – 109 are women MSGs and 10 are transgender SHGs



Women and transgender effectively integrated in service delivery by providing them assured incomes and benefits



# Journey started in 2020: Women and Transgender Inclusivity in FSSM

2020

- 8 FSTPs handed over to SHGs
- First Transgender Group Onboarded for O&M of FSTP in Cuttack



2021

- 32 FSTPs managed by SHGs by the year 2021



2022

- 87 FSTPs handed over to Women and Transgender groups



2024

- Till date, 108 FSTPs have been handed over to SHGs for FSTP O&M
- 8 out of 108 FSTPs have been handed over to Transgender SHGs





# Roadmap to Change: Process of Community Partnership with SHGs for O&M of FSTPs

1

Selection of the SHG as per laid out process & SOP



2

Exposure visit to FSTP & counselling by the officials of Urban Local Bodies



3

3-day classroom training on O&M, troubleshooting, safety measures & reporting



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4

Paid onsite training for two months at FSTP

5

Joint discussion on clauses of contract between the ULB and collectives

6

Service Contract Signing

# Capacity Building (1/2)

3 days Classroom + On-site Training post onboarding

## Objectives:

- To orient the SHG members managing FSTPs on the Plant O&M
- To orient the processes and approaches of smooth functionality of FSTP
- To assist in identifying critical operational issues of FSTPs
- To enhance proficiency in FSTP management



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## Team Building Workshops

### Objectives:

To bring ULB officials, SHGs and TRPs in synergy for ensuring smooth operation and sustainability of FSTPs, through ownership as a team, by inculcating effective team management attitude and skills.

- Conducted in 19 clusters for all 115 ULBs





# Capacity Building (2/2)

## SHG Refresher Trainings on O&M of FSTPs

Description	Nos.
Total number of trainings conducted	25
Total Number of SHG members participated	728
Total Number of Participants (ULB officials & SHG members)	1223

### Quotes from SHG members

***“The refresher training on FSTP is extremely helpful to us. Through this training programme, we will be able to identify and rectify all our errors related to the operation and maintenance of the plant”.***

*-Saraswati, Plant Manager of Basudebpur FSTP*

***“The training was excellent and served as a valuable refresher of our knowledge. We strongly recommend that such training programmes be organized twice a year for continued skill enhancement and improved performance”.***

*-Sheetal, Secretary, TG SHG, Cuttack*

### Outcome

- 1** The SHG members upgraded their understanding of FSTP components, treatment processes, safety protocols, and daily operation activities
- 2** They were fully equipped to troubleshoot minor issues and ensure the smooth functioning of the plant
- 3** The training ensured that SHG members strictly follow SOPs for O&M, leading to consistent plant performance and compliance with environmental norms
- 4** The refresher training helped clarify individual roles and responsibilities within the SHG team, TRP and nodal officer for better coordination and accountability

# Roles and Responsibilities of SHGs in O&M of FSTPs

- 1 Deploy trained members, Plant Manager and Technical Resource Person (TRP) at FSTP
- 2 Daily & Periodic O&M of FSTPs
- 3 Ensure FSTPs are always well-maintained
- 4 Timely troubleshooting of issues as per the SOP
- 5 Escalate technical issues (breakdown of electro-mechanical items, civil works etc.) to ULB
- 6 Timely and regular cleaning of plant components
- 7 Ensure availability of adequate O&M equipment/tools used in operating the plant
- 8 Regular maintenance of lawn and planting premises
- 9 Overall supervision of public park & hosting visitors at FSTP
- 10 Follow the SOP, guidelines & rules during O&M



# O&M of cesspool vehicles by SHGs

- O & M of Cesspool Vehicles by Women and Transgender SHGs in four ULBs (Baleswar, Vyasnagar, Bhubaneswar, Dhenkanal)

- Implementation is under process in other ULBs (Anandpur, Aska, Purusottampur, Bhadrak, Kendrapada, Dhamnagar)



# Emphasis on Transgender inclusion



Transgender Engagement	Number of ULBs
SHGs involved for O&M of FSTPs	10
Technical Resource Person (TRP) in FSTP	1

- O&M of FSTPs by Transgender SHGs
- Technical Resource Persons (TRPs) engaged at FSTPs are either women or transgender persons
- O&M of cesspool vehicles by Transgender SHG in Bhubaneswar
- Both Transwomen and Transmen SHGs engaged.

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## Management of Cesspool Vehicles of BMC by Swikruti SHG

- Transgenders are highly susceptible & marginalized in our society. They are Stigmatized and facing socio-economic ostracization
- Their presence is a typical urban aspect. They often migrate to urban areas due to societal boycott, family discord & for employment
- However, they are often victimised, exploited & held in low esteem. Most of them end up begging, engaging in sex work & various entertainment activities
- It's imperative for urban planners to include transgenders in urban development through socio-economic opportunities



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# Challenges in O&M of FSTPs in Odisha

1

Lack of local skilled and economical human resource across ULBs



2

Absence of community connect for sustainable operation and management of FSTPs



4

Sustainable wastewater treatment



3

Fewer opportunities for dignified livelihood for marginalised groups through partnership with public entities.



# Impact for Intervention

1

- Secure livelihood
- Increase in income and savings of group members

2

- Elevation of social status
- Treatment as dignified professionals
- Reunion with families by transgender members

3

Inculcation of a sense of pride, ownership and leadership among members

4

Ripple effect for community partnership in WASH

5

Model of sustainable community partnership in sanitation





# Awards & Accolades



ISC-FICCI Sanitation Awards 2019, 2020, 2021, 2022, 2023



Women-led FSSM in Berhampur received Medal of Honour at the prestigious 2020 Guangzhou International Award for Urban Innovation.  
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Ms. Sushri Sheetal Bastia, Secretary of the Bahucharamata Transgender SHG managing the SeTP at Cuttack awarded with the 'Women Changemaker in Sanitation Award' by ISC-FICCI Sanitation Awards 2021



Ms. Sushri Sheetal Bastia, Secretary of the Bahucharamata Transgender SHG managing the SeTP at Cuttack awarded by Hon'ble Governor Odisha



Swikruti Transgender Group received award from Hon'ble CM Odisha for contribution to FSSM



## Snapshot of the women, transgender SHGs & Persons with Disability SHG engaged in O&M FSTPs



**Contract signing with Srikhestra TG SHG (Transman SHG) by Nimapada NAC**



**Honorable Minister, H&UD, Govt. of Odisha with Swikruti SHG at Basuaghai FSTP**



**Sara SHG (Persons with specially abled members) engaged in O & M of FSTP Kotpad**



**Onsite Training of the Transman SHG at the FSTP, Nimapada**



**Contract Signing of WATCO & Swikruti TG SHG for O & M of FSTP, Bhubaneswar**





**THANK YOU**