



About the Project

Launch Date of the Project

18th February, 2016

Project Duration

48 Months

Project Location

Nagpur

Stakeholders

Local Government Officials, State Government, Citizens, Urban Poor, Elected Representatives, Civil Society Organisation (CSOs)

Beneficiaries

Citizens and officials working in Local Authority and organisations

HR policy to create equality & diversity in local authority organizations

Moving forward with the objectives of the Equi-City Project, the team started working on developing Equality Framework and Inclusive HR Policy for Nagpur Municipal Corporation. This activity seeks to create Equality Framework which will enable municipalities to assess their Human resources structure from an equality and diversity perspective. It will be an internal assessment tool to ensure diversity within LA.

The Framework will seek to promote diversity in local government. It is about recognizing the needs, values and contribution that employees from diverse backgrounds can make to local government and encouraging their participation at all levels. It will seek to promoting diversity in leadership and decision-making roles, including elected representatives and senior staff.

The Equality Framework will provide a holistic perspective. Firstly, comparative analysis of different equality frameworks will be made and a report prepared to suit the Indian context, specifically for the Nagpur Municipal Corporation. The report will derive inputs from the "Diversity in Nagpur Municipal Corporation- A Status Report" undertaken by the Research and analysis staff.

Following which, Diversity and Equality Framework & inclusive HR policy will be developed. This will be overseen by the Diversity Committee. This framework is seen as a progressive measure and will be used as a benchmark for promoting diversity and equality in the LA and its relationship to its citizens.

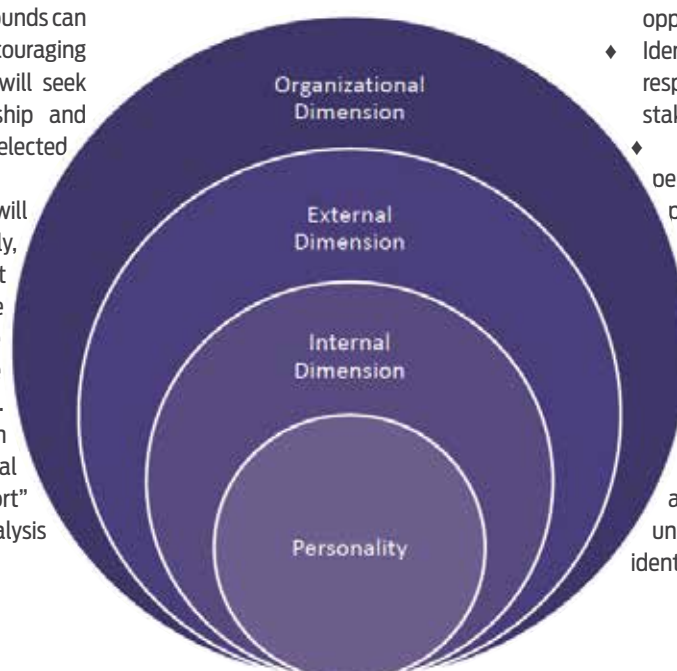
The equality and diversity framework will also be non-discriminatory in nature providing equitable opportunities for each employee for merit based promotion, irrespective of community affiliations, and promote a community oriented approach. The

framework will also address equality matters such as job segregation and matters of equal pay. Yearly organizational performance assessment of LA employees will be made based on the framework which will use as a reference point for course correction. Based on the assessment, Diversity Committee will recommend remedial measures to strengthen diversity and equality in the LA.

The main objective of Equality Framework for Local Govt is to:

- ◆ Identify and eradicate the unlawful discrimination and provide equal opportunities for the people
- ◆ Identify, assess and sensitize the roles and responsibilities, between and within the stakeholders of the system
- ◆ Review and improve the performance of the services for the people
- ◆ Identification, knowing and involving your communities
- ◆ A skilled and committed workforce

Through analyzing our workforce statistics, comparing these statistics with the broader Community demographics and consulting with agencies, a number of key challenges under these objectives have been identified. These objectives or gaps will



Dimensions of Diversity Framework



lead to formulation of this framework by also creating a set of regulations for diversity and inclusion in local governance of the city.

Further, Equi-City Team finalized the questionnaire for Municipal Rating System for Monitoring and Evaluation of Municipal Services in Nagpur. The aim of this activity is to develop monitoring and evaluation tools which will allow both stakeholder (citizens, NGOs etc.) and local authorities to ensure transparent and accountable delivery of municipal services. The monitoring and evaluation tools will be collaboratively developed by all stakeholders – through iteration of the Municipal rating System.

The main focus of these tools is to create a demand push by citizens to ensure effective and efficient service delivery by local authorities. For this activity a questionnaire has been designed based on research and analysis to select 3 particular

wards for further research on monitoring of current level of status of municipal services and coming up with citizen and community

scorecard for an effective Municipal Rating System.

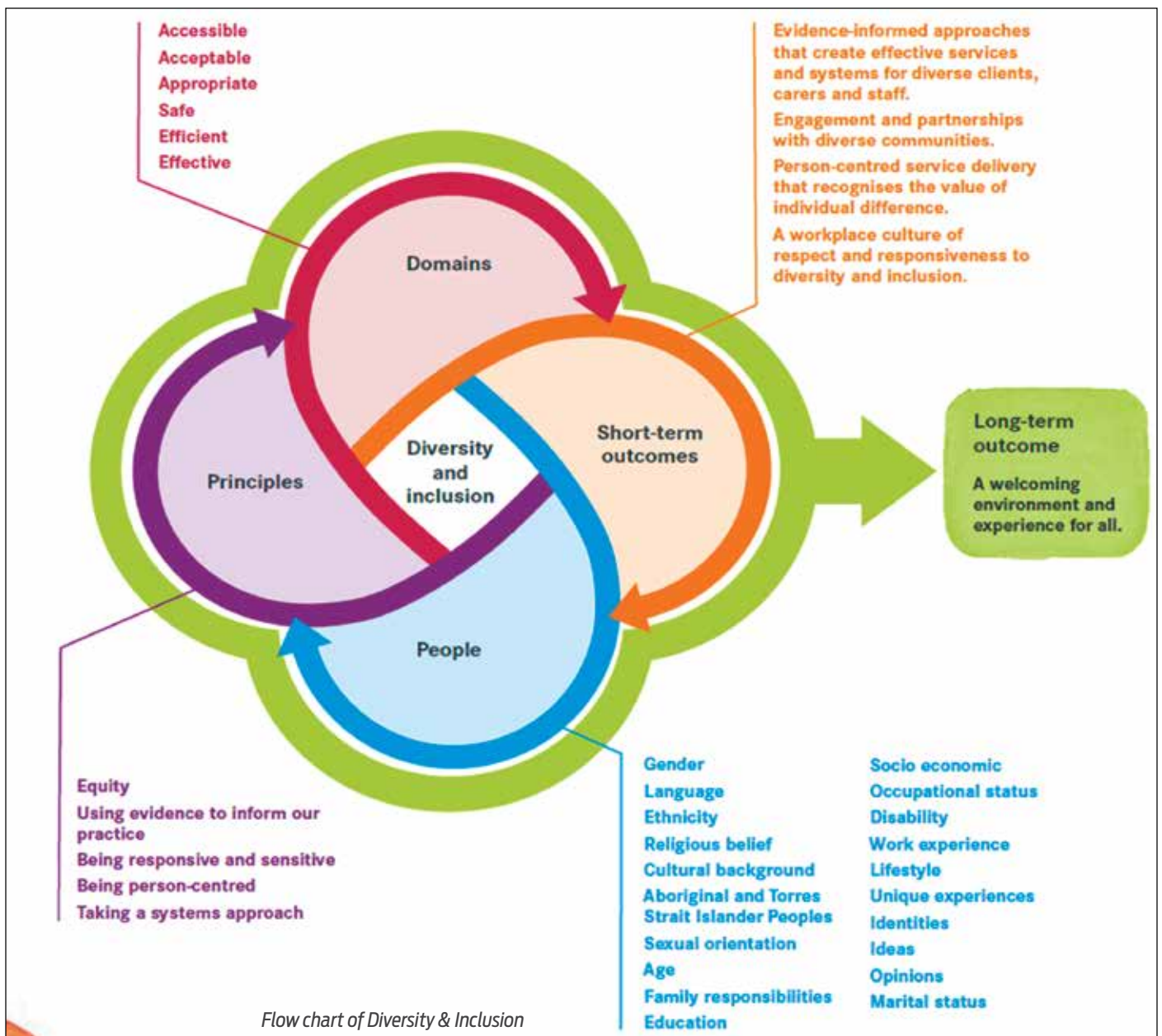
Equi-City Team regularly keeps in touch with CDF, Diversity Committee and NMC officials through mails and keeps them updated about the ongoing and upcoming activities of the project. Regular Management and Organization of Project Meetings is also done on a regular basis.

Equi-City Team regularly keeps in touch with CDF, Diversity Committee and NMC officials through mails and keeps them updated about the ongoing and upcoming activities of the project. Regular Management and Organisation of Project Meetings is also done on a regular basis. Further,

Monthly Newsletter and a monthly article in Urban Update are also published to highlight the activities going on under the Equi-City Project. A separate website of Equi-City is also in place to have feedbacks from the citizens as well.



Details of Diversity Framework



Flow chart of Diversity & Inclusion

Diversity Assessment Framework

It is our biennial measurement tool. It helps us to embed necessary practices and standards that have a focus on equality, diversity and inclusion and support our Diversity Strategy.

It contains a series of ten indicators which have been identified as contributing to our aim, which is to ensure equality diversity and inclusion form part of all that we do.



Diversity Assessment Framework



Upcoming Events

- ◆ Diversity and Equality Framework
- ◆ Formulating inclusive HR policy

Vision of Equi-City project for the next year of the Project

The main aim of the Equicity Project is promoting inclusive and sustainable growth of Indian cities through collaborative multi stakeholder approach using participatory governance between local authorities and stakeholders to ensure equitable provision of municipal services, which would be achieved through set diverse activities. In this background, it's worth mentioning that the first year of the Project focused on establishing the Participatory Forum i.e. the City Development Forum (CDF), organizing Zone level sensitization workshops on sanitation and municipal services, conducting the diversity survey for the Nagpur Municipal Corporation and conducting the Training Needs Assessment (TNA). Following these the second year focused on formation of Diversity Committee and formulation of Training Policy, increasing the technical capacity of the Nagpur Municipal Corporation Employees through various Training Workshops (10), developing the Monitoring and Evaluation Research framework for developing M&E Tools etc.

Continuing with these activities and the future objectives of the Project, the third year will specifically focus on mainly the M&E of the Project (which would include developing tools, developing the Municipal Rating System, development of Citizens Scorecards, organize Feedback meetings, design and develop website and smart phone Applications and Best Practices and Knowledge sharing Forums), Finalizing the Equality and Diversity Framework and HR Policy for the Nagpur Municipal Corporation and organizing awareness campaigns. The main vision for the third year is on developing the monitoring and implementation mechanisms to ensure accountability and transparency in delivery of municipal services, using tools that create a demand push by

citizens and supply pull by Local Authorities. The Citizen Report and Community Scorecard will directly benefit citizens. It will enhance citizen participation and effectiveness in local decision making and policy making, while the same time improve citizens attitudes toward and knowledge of Local Authorities. The main focus of developing these tools is to create a demand push by citizens to ensure effective and efficient service delivery by Local Authorities.

The third year will specifically focus on mainly the M&E of the Project (which would include developing tools, developing the Municipal Rating System

Apart from this, following provides a brief of list of activities scheduled for the year ahead

- ◆ Conduct Forum meetings with members of City Development Forum (CDF) and Diversity Committee members.
- ◆ Develop the Diversity and Equality Policy Framework
- ◆ Development of an inclusive Human Resource Policy for NMC
- ◆ Training of Elected Officials and Representatives (3 Training programmes for 50 Elected Representatives)
- ◆ Formulation of a Citizen based Municipal Rating System and Community Scorecards
- ◆ Organise Feedback Meetings
- ◆ Developing a Web-based feedback system
- ◆ Sharing of Best Practices and Knowledge sharing Forums for Knowledge sharing and promoting diversity within the Local Authorities.
- ◆ Organising Awareness Campaigns for sensitizing and updating citizens, especially Urban poor on the initiatives of Nagpur Municipal Corporation.

PARTNERS



CITYNET
THE REGIONAL NETWORK OF LOCAL AUTHORITIES
FOR THE MANAGEMENT OF URBAN SETTLEMENTS



CONTACT US

All India Institute of Local Self-Government
Sardar Patel Bhavan, 22-23, Institutional Area D-Block Pankha Road
Janakpuri, Delhi-110058

LOCAL ADDRESS

Equi-City Cell, Nagpur Municipal Corporation, Civil Lines, Nagpur-440001
E-Mail: delhi@ailsg.org



www.equicity.in



Equicity_india



Equicity_india