

**Critical Assessment of Welfare  
Programmes For Protecting  
Sanitation Workers In India**

PREPARED BY – ONKAR GHUSALE

NAME OF DRP INSTRUCTOR / GUIDE : AASIM MANSURI & JIGISHA JAISWAL

DATE – 12/05 / 2021

# Presentation Flow

1

**Defining Purpose**

2

**DRP Outline**

3

**Literature Review**

4

**Assessment of welfare Programs**

5

**Proposed Elements for state of Maharashtra**

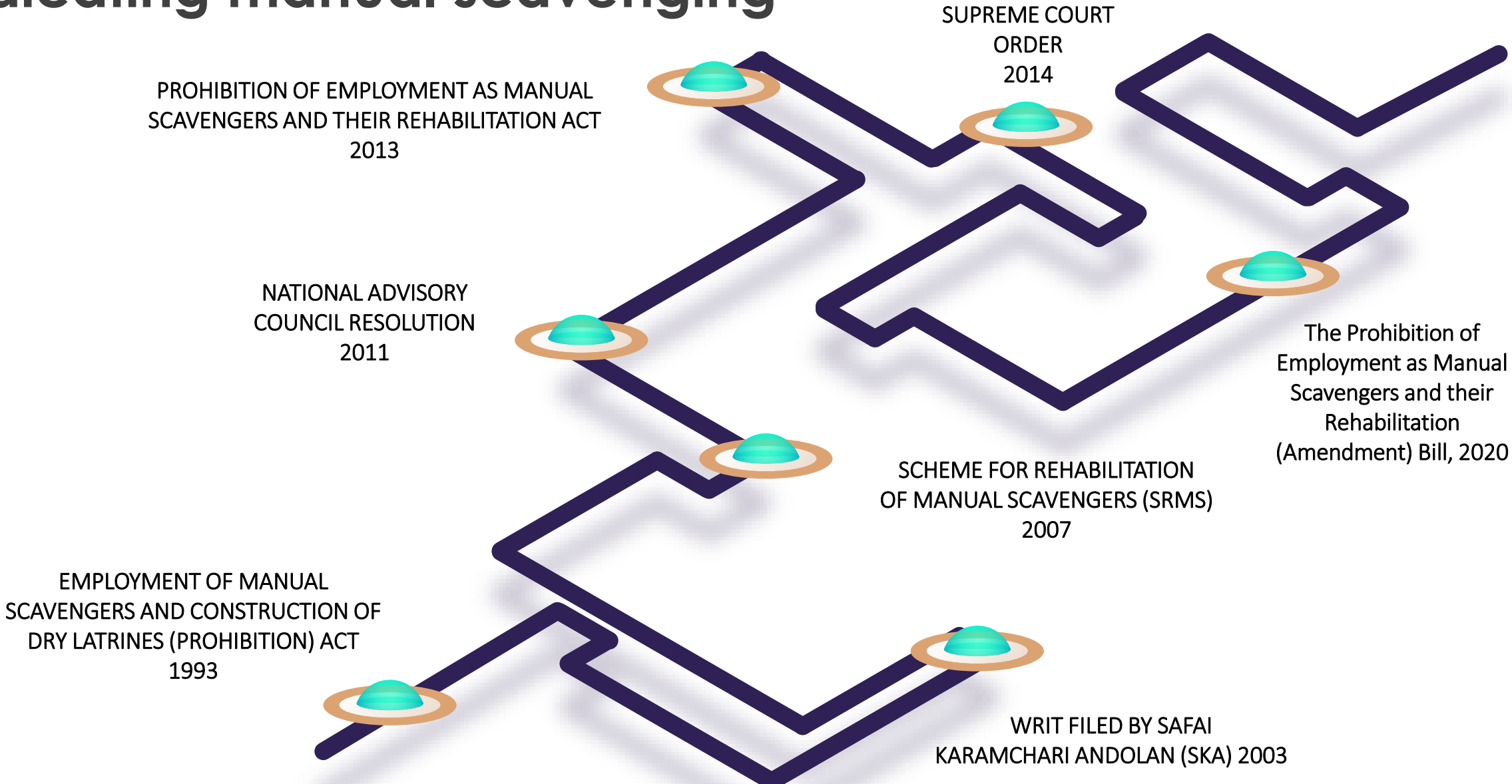
# Manual scavenging: A stinking legacy of suffocation and stigma



This dehumanising practise is prevalent across the country, and is done by people who fall lowest in the caste hierarchy. Not only is this practise humiliating but also a major cause of discrimination. Manual scavenging is, by law, a banned practice in India, with provisions for rehabilitation of workers. But due to government apathy in the implementation of the law, the practice continues..

<https://www.safaikarmachariandolan.org/>

# Timeline highlighting major judicial interventions for eradicating manual scavenging



# Emerging issues of sanitation workers

INSIDE DEVELOPMENT | WASH

## In India, a sanitation worker dies every 5 days. Here's how to change that.

By **Rebecca Root** // 19 November 2019

Water & Sanitation | Global Health | The Max Foundation | WaterAid | WHO | India

SC refuses to grant protection to AAP

### Sweeper faints, dies after fogging in Uttar Pradesh

Four Covid-19 patients have died in Uttar Pradesh so far while 343 people have tested positive

COVID-19 CASES | **Uttar Pradesh** in Lucknow

Deaths | 10, 2:33 AM • Updated 9.04.20, 2:33 AM

a min read

The findings are based on a survey conducted in five states and two

### Odisha: Sanitation worker dies of asphyxiation after entering septic tank

The deceased, SK Muna was suffocated to death after he entered the septic tank at the house of one SK Anis of the village.



Published: 02nd June 2020 09:44 AM | Last Updated: 02nd June 2020 09:44 AM

rt exposes  
g conditio  
f sanitatio  
n the deve

### 'Stigmatised, ostracised': Sanitation workers in Tamil Nadu battle COVID-19

In recent days, many sanitation workers have tested positive for COVID-19 in Tamil Nadu. With contract jobs and no pay during recovery, the workers battle societal stigma and ostracisation.

(624 words)

orced to w  
nd human

is key to  
iscriminate  
on or lega

### Coronavirus: Sanitation Worker Forced to Drink Disinfectant in UP's Rampur, Dies

The incident took place after the victim mistakenly sprayed the disinfectant on a man, who then, along with his aides, allegedly inserted the sanitising machine's pipe into the the sanitation worker's mouth, forcing him to drink the disinfectant.

Published: April 19, 2020 2:16 PM IST

Image Pinned on Facebook by user: Contract Pulwaskarmara online

### Two sanitation workers in Odisha choke to death in manhole

ca

C

In a tragic incident, two sanitation workers of a family died of suffocation while cleaning a sewer line of Public Health Engineering Organisation at IRC village on Wednesday.

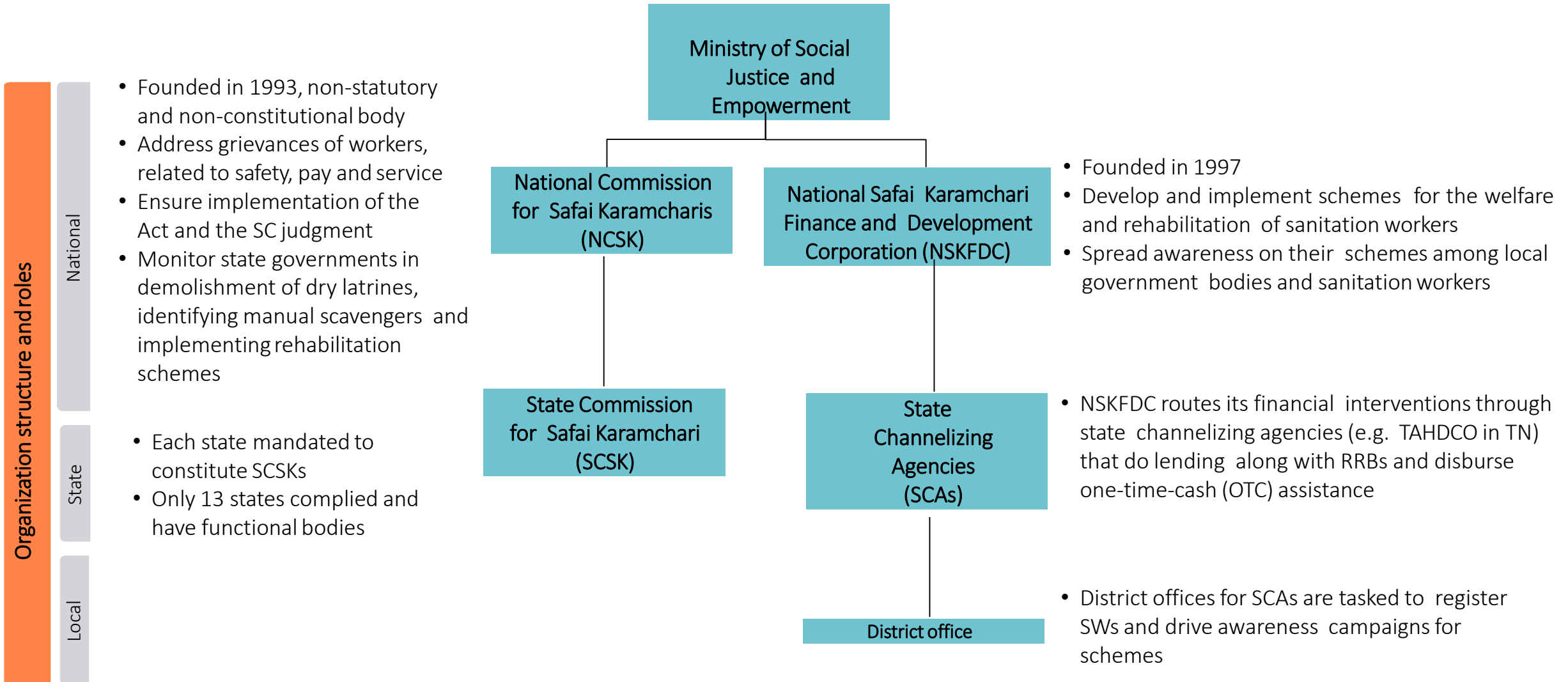
bham  
yanka  
ir  
12309  
ve Ass  
lament



Published: 18th May 2017 06:27 AM | Last Updated: 18th May 2017 06:27 AM

and a graduate from Dr Ram Manohar Lohiya National Law University, Lucknow, Prayagrah, Uttar Pradesh.

# Governance Structure for welfare of Sanitation workers



# Why Focus Maharashtra ?

MUMBAI LIVE Corona virus Breaking News The cause of power Civic Society Lifest

51,38,973 44,69,425 76,398 Cases in last 1 day 1,7

HOME > CIVIC > Why are cleaning workers deprived of schemes? The commission slapped the Municipal Corporation

## Why Are Cleaning Workers Deprived Of Schemes? The Commission Slapped The Municipal Corporation

Ramuji Pawar, Chairman, Maharashtra State Sweepers Commission, on Monday reviewed the schemes implemented in the Solid Waste Management Department at the NMC headquarters and their work. The Commission was informed about the schemes being implemented by the Solid Waste Management Department and the facilities provided to them.

**The Indian EXPRESS**

Tuesday, May 11, 2021

Home India Elections Cities Opinion IPL 2021 Entertainment Lifestyle Tech Videos Explained Audio Epaper SUBSCRIBE Sign in

MOST READ WHO classifies India Covid strain as 'variant of concern' < ||

Home / Cities / Mumbai / Maharashtra: '25 sewer deaths since 1993', claims Safai Karamchari Commission; seeks immediate reforms

## Maharashtra: '25 sewer deaths since 1993', claims Safai Karamchari Commission; seeks immediate reforms

Across India, the NSCK has reported around 817 deaths since 1993, when the practice was outlawed in the country.

## Findings from State Level Review Meeting, Maharashtra conducted by NCSK

Total number of Manual Scavengers were identified 7378 as per survey undertaken during 2018.. The data figures provided by the state authorities were found to be mismatching by the commission

NCSK emphasised on filling up the vacant posts of sanitation workers on immediate basis

Issue of untimely salaries was marked important by the commission and suggested development of proper mechanism for the same

Issue of labour laws and minimum wages was identified by the commission for sanitation workers in state of Maharashtra

On the issue of Health check-up of Safai Karamcharis, the Commission directed that instructions may be issued to all departments to make periodical health check-ups of Safai Karamcharis

The Commission also directed that Labour Department may organize awareness workshops for the Safai Karamcharis on the various schemes being run for the safai karamcharis

Source – Annual Report 2019-20-NCSK

# Welfare Programs for Sanitation Workers



**Garima**  
Scheme for Safety & Dignity of  
Core Sanitation Workers



West Bengal SC ST & OBC Development and Finance Corporation  
Gujarat Sweepers Development Corporation  
GOVERNMENT OF GUJARAT

Home page | About us | Plans | Program | Who can get credit? | Beneficiaries | Contact

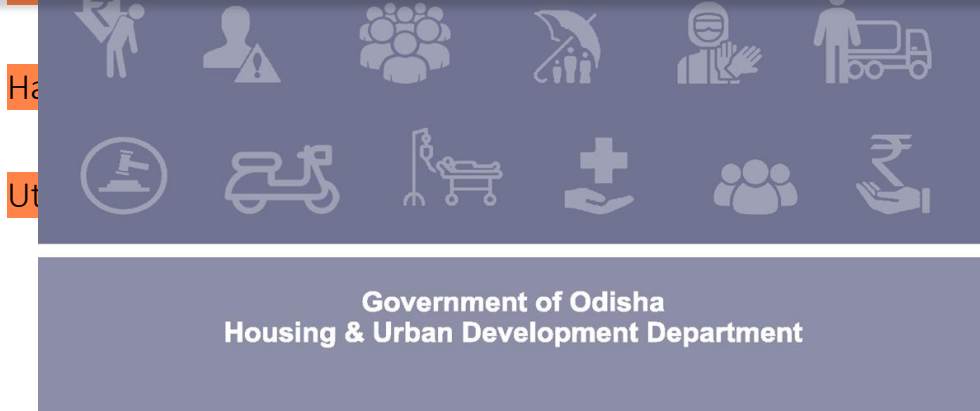
Home / Plans / Economic prosperity /

## Welfare Programs Implemented by Gujarat state

Sr. No.	Schemes
1	NSKFDC, New Delhi Direct Lending Scheme (DF / MCF / MSY)
2	Indicative schemes for lending / assistance provided by Gujarat Sweepers Development Corporation
3	Self-Employment Scheme for Restoration of Manual Scavengers (SRMS)
4	Sanitary Mad Plan

Plans  
 > Educational  
 > Economic prosperity

Apart from National programs , Maharashtra Currently needs additional program or strategy to manage issues of sanitation workers



Government of Odisha  
Housing & Urban Development Department

Schemes For Welfare

## Welfare Programs Implemented by Haryana state

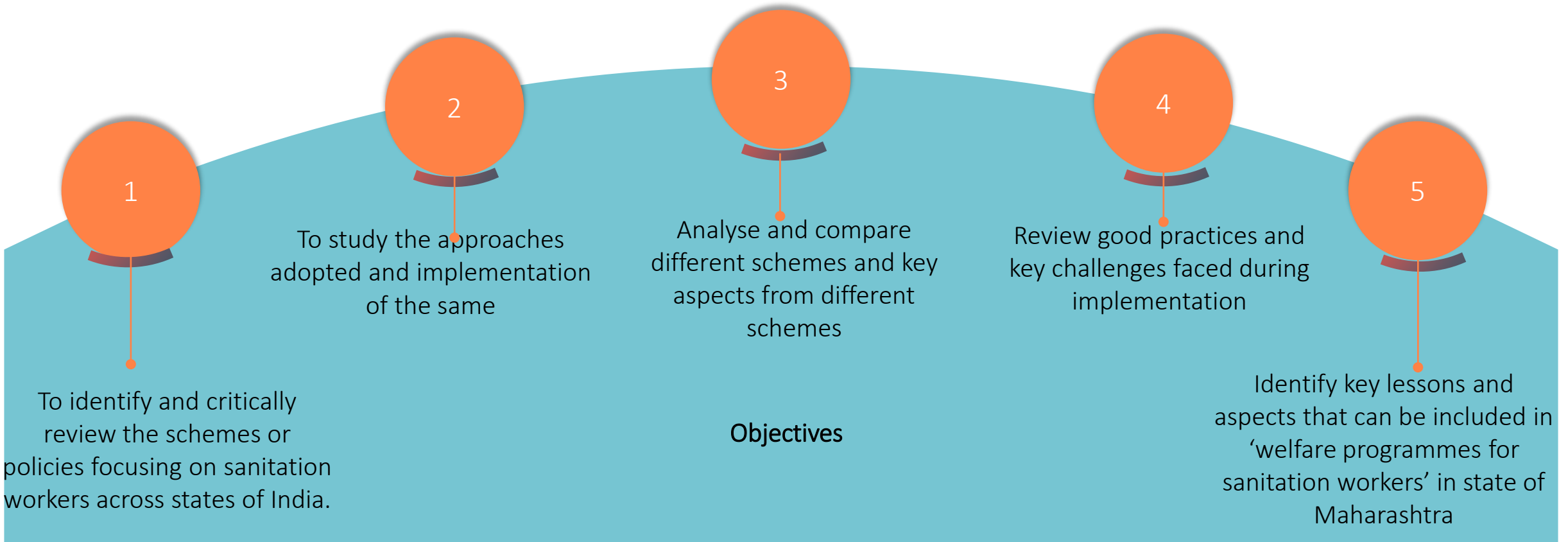
Sr.No.	Schemes/Welfare	Download
1.	EPF benefits to Gramin Safai Karamcharis	
2.	Grant of Ex-Gratia amount	
3.	Pre-matric Scheme	
4.	Policy for providing Compassionate financial assistance	
5.	Regarding ESI Registration of all Gramin Safai Karamcharis	



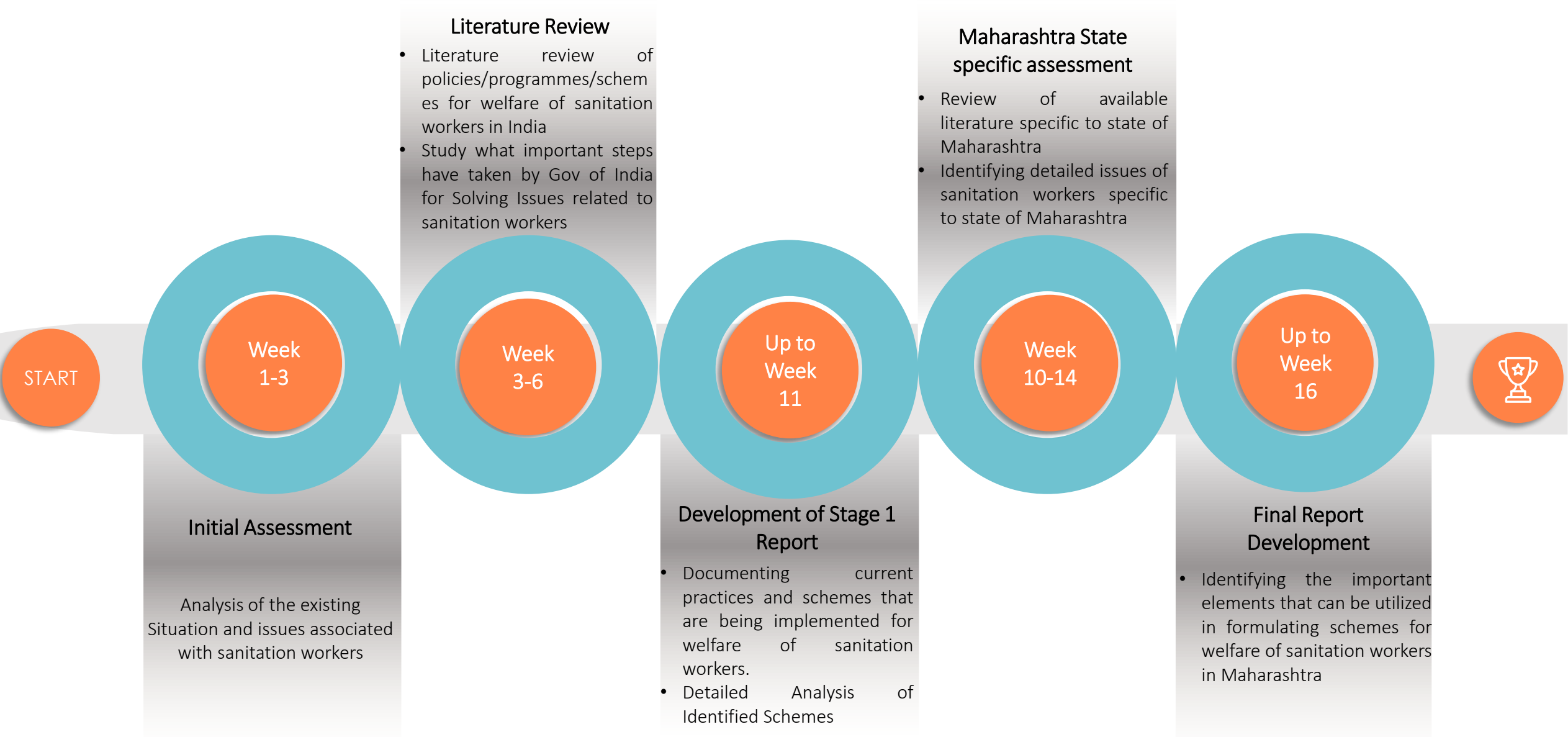
# DRP Overview

**Purpose** — Apart from National programs implemented by Government of India, State of Maharashtra will also need a defined strategy for developing welfare programs for sanitation workers. Under the proposed DRP, the review and documentation of current practices will help urban planners, WASH policymakers and state officials in developing welfare schemes for sanitation workers in Maharashtra

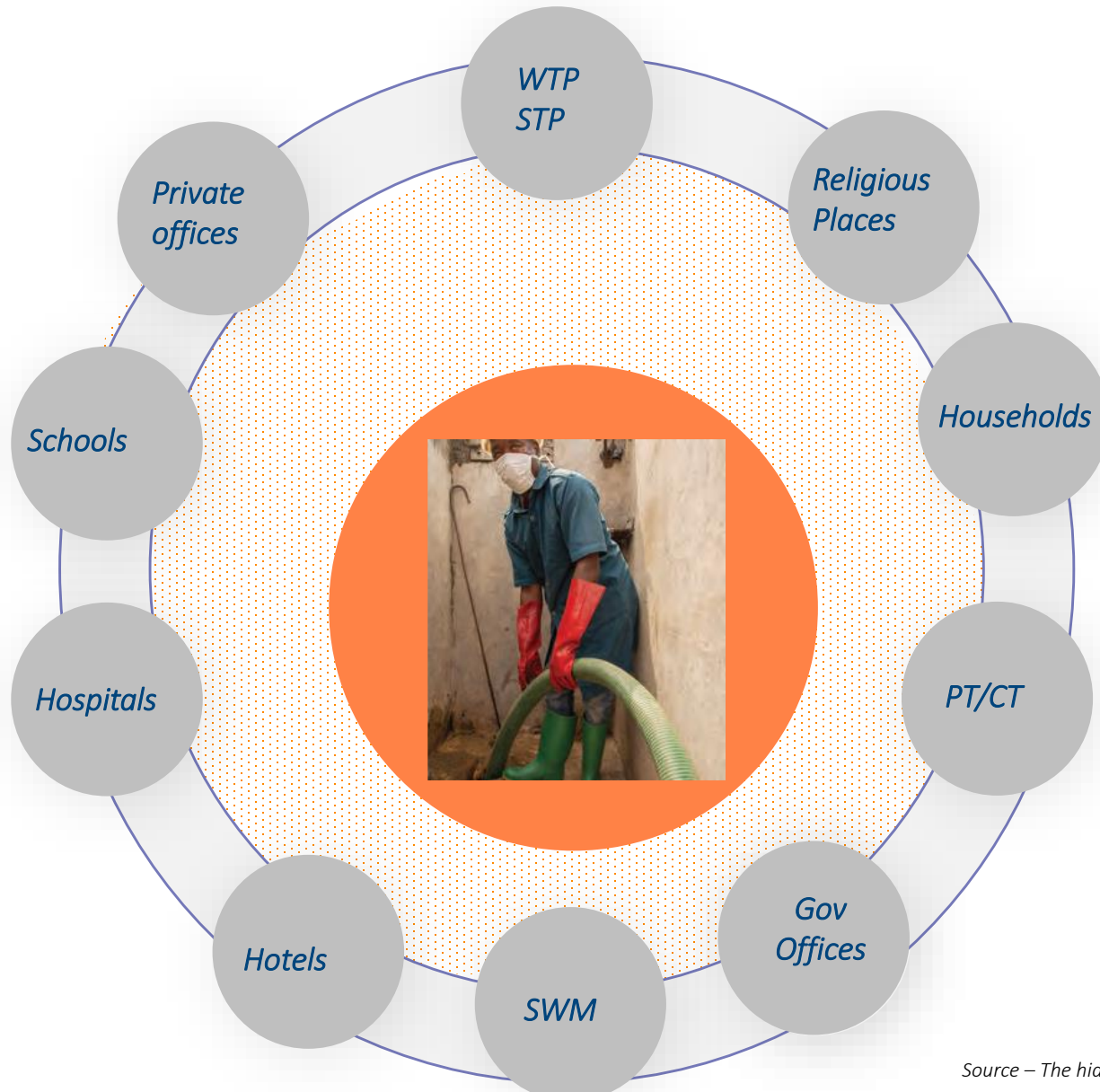
**Aim** - To Identify Elements in Formulating Strategy for Welfare of Sanitation Workers In Maharashtra Based on Critical Review of Programs Across India



# Methodology



# Who Are Sanitation Workers?



GOI

Safai Karamcharis normally include persons engaged as 'Sweepers' or 'sanitation/cleaning workers' in municipalities, government and private offices. They may be direct employees of these bodies (municipalities, government/private sector organizations) or may be contract employees who happen to be working for these organizations

Dalberg  
Advisors

The term sanitation workers refer to all people employed or otherwise responsible for cleaning, maintaining, operating, or emptying a sanitation technology at any step of the sanitation chain. This includes toilet cleaners and caretakers in domestic, public, and institutional settings; those who empty pits and septic tanks once full and other faecal sludge handlers; those who clean sewers and manholes; and those who work at sewage and faecal waste treatment and disposal sites

World Bank

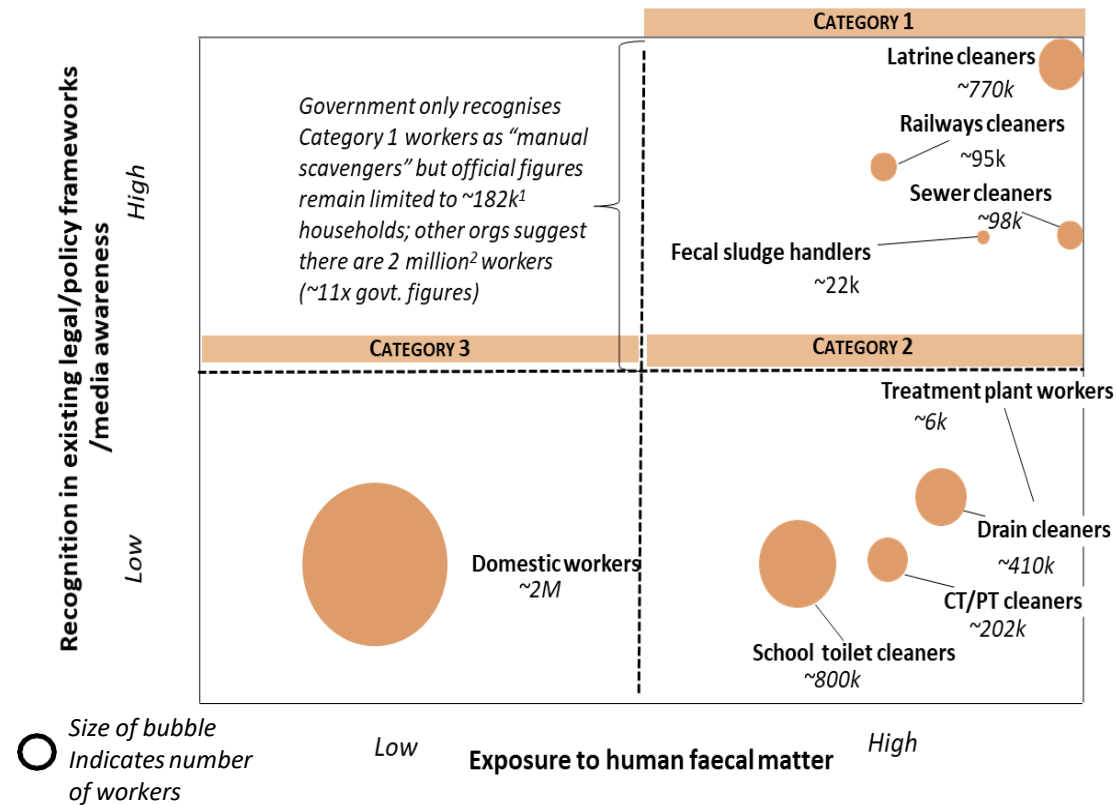
the men and women who empty pits and septic tanks, clean toilets, sewers and manholes, and operate pumping stations and treatment plants

WaterAid

Sanitation workers are those who work in any part of the sanitation chain. They ensure that our contact with human waste ends when we leave the toilet, one of the most important jobs in society, and yet they remain mostly unseen and unappreciated.

Source – The hidden world of sanitation workers in India, 2019- WaterAid <https://www.worldbank.org/en/news/feature/2019/11/19/sanitation>

# Risk associated with different category of sanitation works



	Category of sanitation workers					
	Street sweeper/ Informal Waste Picker	Domestic Waste collector/ Institutional Waste Collector	CT/PT cleaner, latrine cleaners	Open drain cleaner	Septic tank de-sludger/ sewer network maintenance	Treatment plant workers
Musculoskeletal disorders	✓	✓	✓	✓	✓	✓
Respiratory problems	✓			✓	✓	✓
Dermatological problems	✓	✓	✓	✓	✓	
Gastrointestinal problems	✓			✓	✓	
Biological hazards		✓	✓	✓	✓	✓
Electrical hazards			✓			✓
Chemical hazards			✓	✓	✓	
Mechanical hazards		✓		✓	✓	✓
Injuries due to trips and falls, especially in confined spaces				✓	✓	

Note: Manual cleaning of sewers and septic tanks is banned barring exceptions. While the risks and hazards associated with manual cleaning are same as mechanical, the intensity of them is very high, which may lead to death of sanitation workers.

- It is estimated that there are ~5 mn full-time equivalents of sanitation workers nationally; they vary by degrees to risk exposure and policy recognition
- Major activities possessing high risk are found to be not recognised under current legal framework

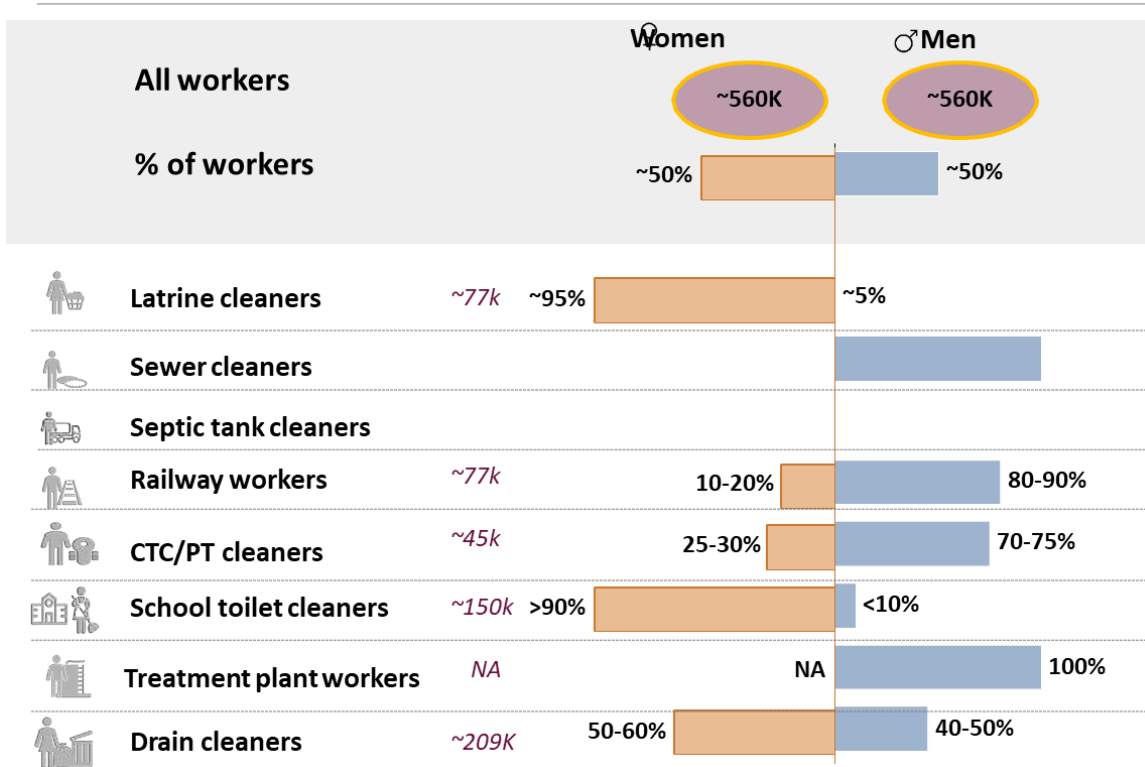
- Above table shows different forms of Occupational risks for san workers
- Septic Tank / Sewer cleaning and the sanitation workers working at the Treatment plant locations are found to have higher exposure to occupational risks for which they are not having adequate facilities for their protection

Source- Sanitation worker safety and livelihoods in India: A blueprint for action – November 2017\_Delberg

# Role of Gender and Castes in Life of Sanitation workers

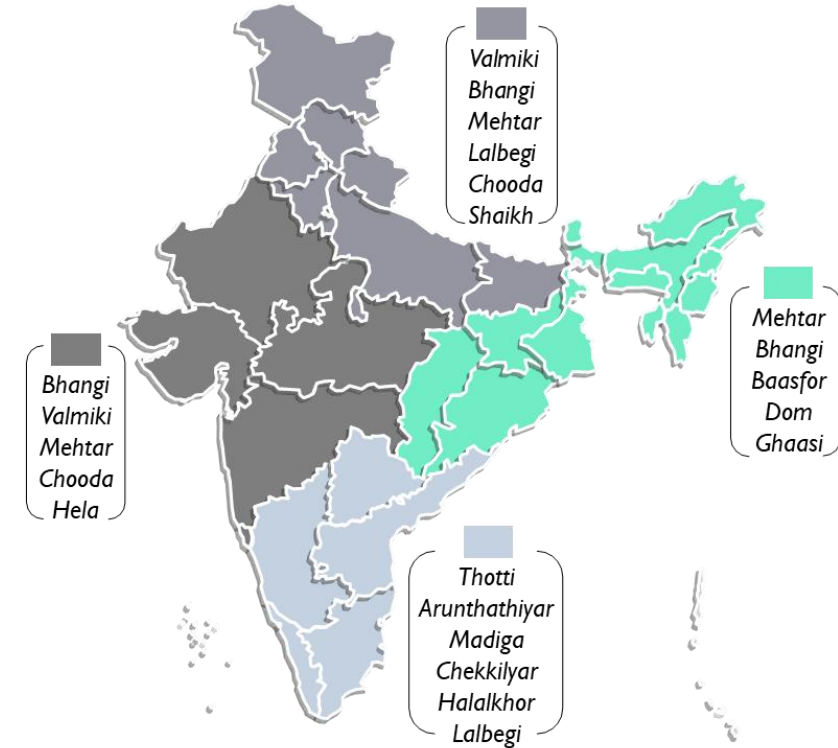
## Number of sanitation workers (2017)

% of individuals



- Women sanitation workers are found in jobs that bear low fatality risk or are less hazardous, but often their husbands are involved in more risky jobs such as sewer cleaning.
- Number of Women sanitation workers working as school toilet cleaners due to an “emotional attachment” with children and assured monthly income

## Regional Dalit sub-castes tied to manual scavenging/sanitation work

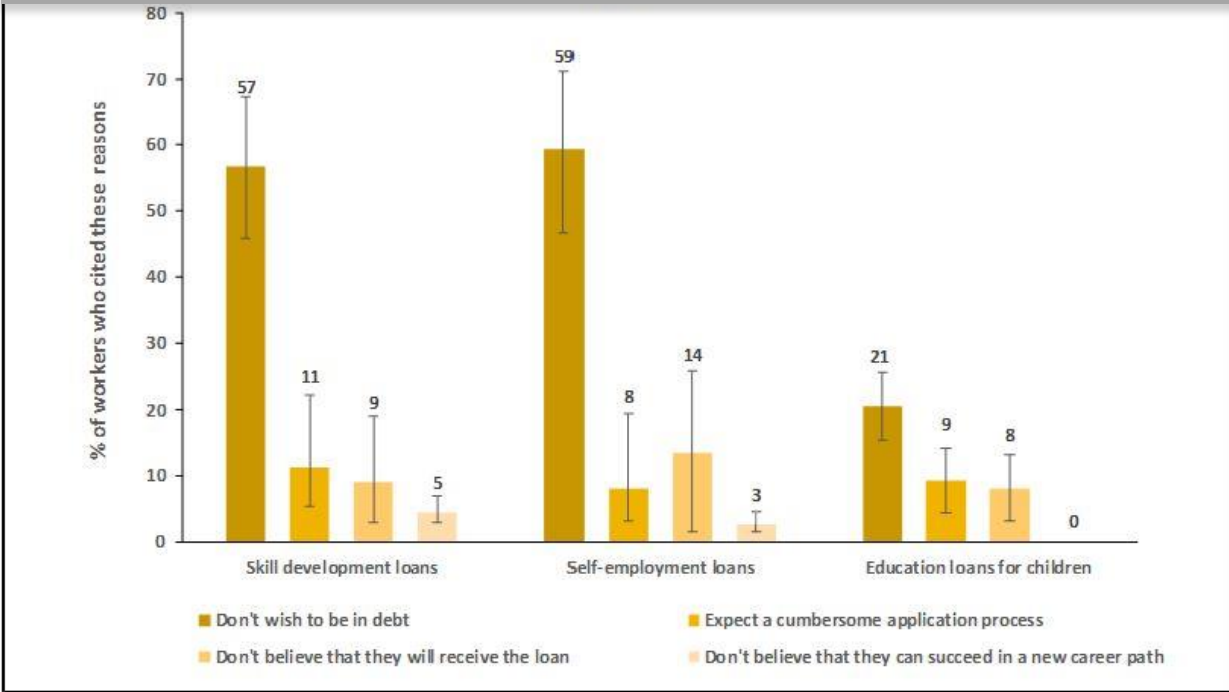


- Almost all sanitation workers belong to the lowest Dalit sub-caste Communities
- Many sub-caste groups do not have any option to move from the occupation of sanitation work

Source- Sanitation worker safety and livelihoods in India: A blueprint for action – November 2017\_Delberg

# Key Findings – Maharashtra State Sanitation Workers

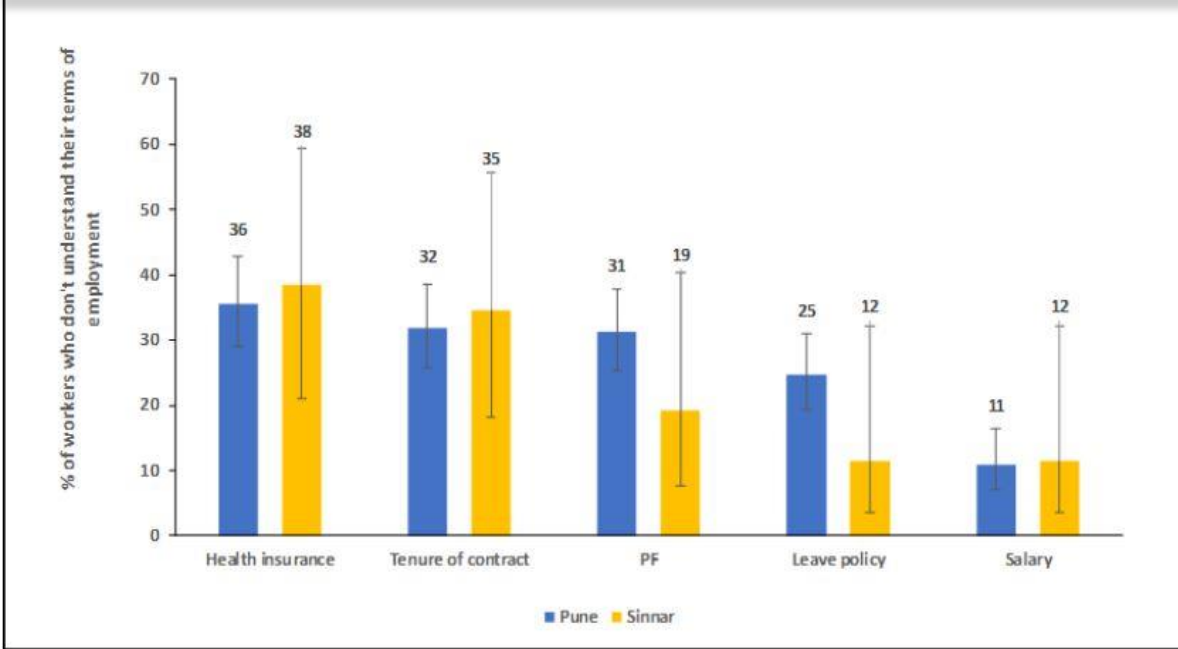
## Reasons for workers disinterest in loan-based welfare schemes



- 80% of the workers in both Pune and Sinnar were not aware of these loan based welfare programs for sanitation workers.
- When informed about the programs the sanitation workers did not express interest in the programs .
- The main reason for low interest in the schemes was “ don’t wish to be in debt”

- Written contract system is rarely practised with most of the contractual workers
- Workers do not understand critical terms in their contracts
- Most of the contractual workers have access to essential contractual terms like paid leaves, cleaning equipment's, PPE and Health insurance
- There is no work based incentive policy practised

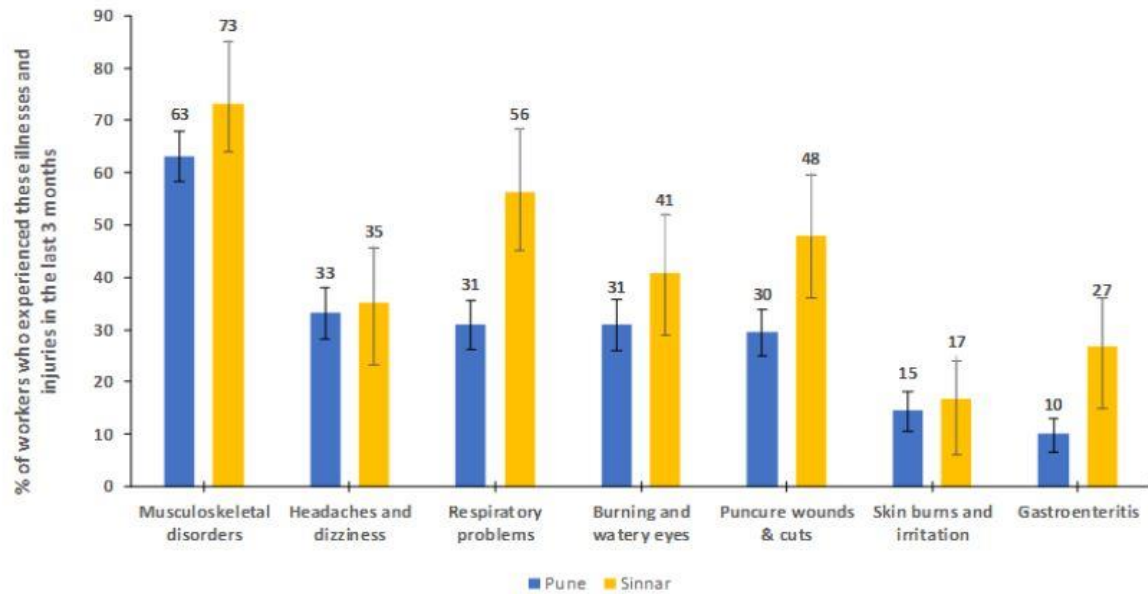
## Workers understanding of their terms of employment



(Source- Nair, Ngarwal and Nagpal, 2020)

# Key Findings – Maharashtra State Sanitation Workers

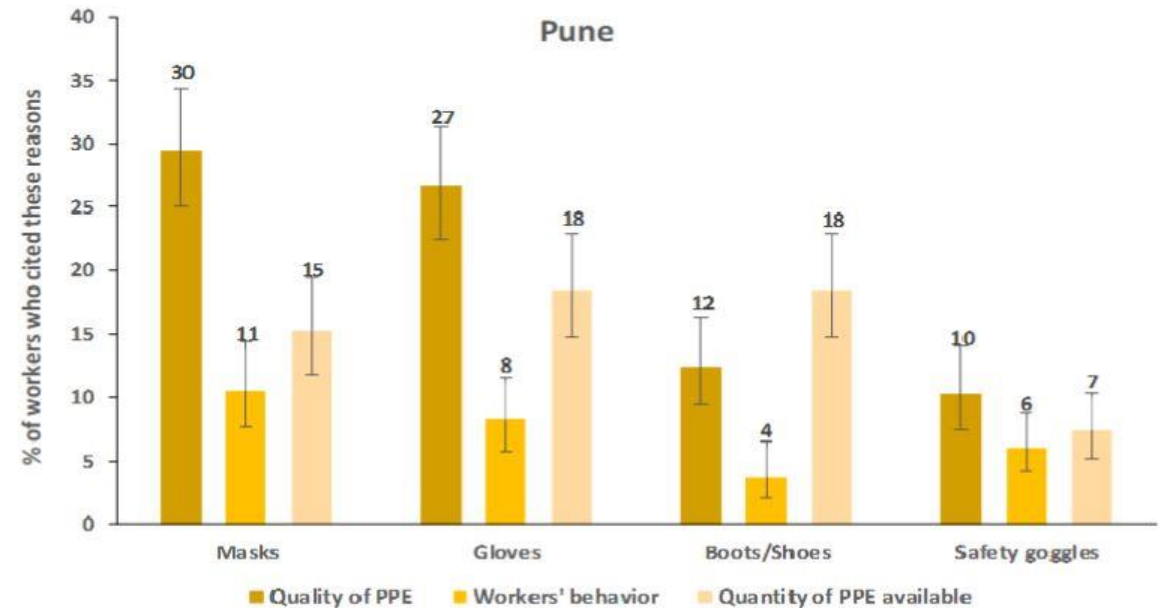
## Prevalence of occupational injuries and illnesses



- 35% of workers in Pune and 62% in Sinnar reported that they have not been informed about the adverse health effects of their work.
- In both Pune and Sinnar, as reported by the respondents the most prevalent health hazards were musculoskeletal disorders, headaches and dizziness, respiratory problems, burning, and watery eyes, and puncture wounds and cuts..

- Workers find it difficult to use PPE because they cause physical discomfort and sometimes are a hindrance to the work itself
- 57% of workers believe that their gear need to be replaced, also their PPE were never checked for replacement.
- Workers anticipate that they will run out of PPE and try to ration their equipment for those situations where they feel it is absolutely really necessary to them

## Barriers to Personal Protective Equipment (PPE) usage



(Source- Nair, Ngarwal and Nagpal, 2020)

# Key Inferences from Studies conducted for Sanitation workers



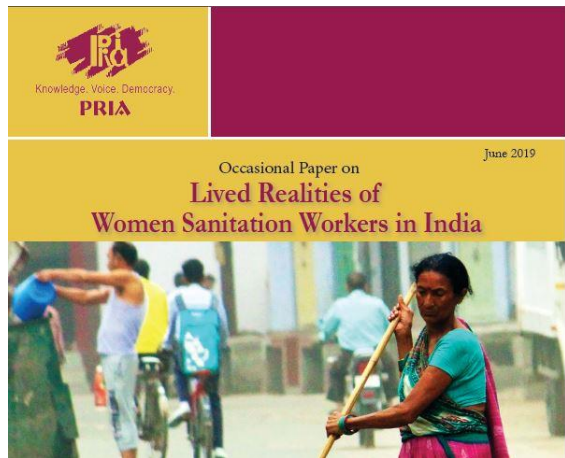
## Improving Safety of Sanitation Workers in Wai Municipal Council

### Service Benefits

lacked access to handwashing stations with water and soap at places of work

Working hours increased for 23% of sanitation workers, with most of them not receiving compensation for additional workload

None of the informal workers had insurance cover

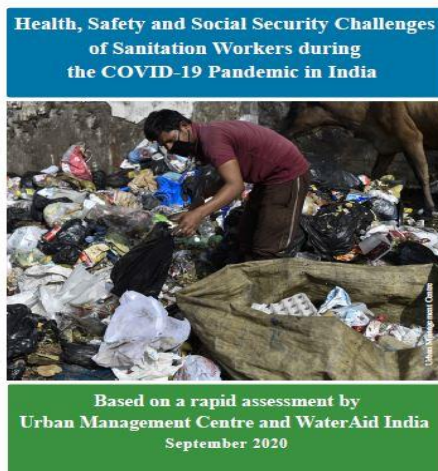


### Wage Issues

Many of San workers were out of work since the lockdown started, causing reduced income

Issue of lack of payslips and wage books to all categories of workers

Absence of logical and fair wage chart for different types of workers



### Gender and Caste

Inequality in benefits for workers employed by council and Private operators

Women were found with multiple physical health issues which were not taken under consideration

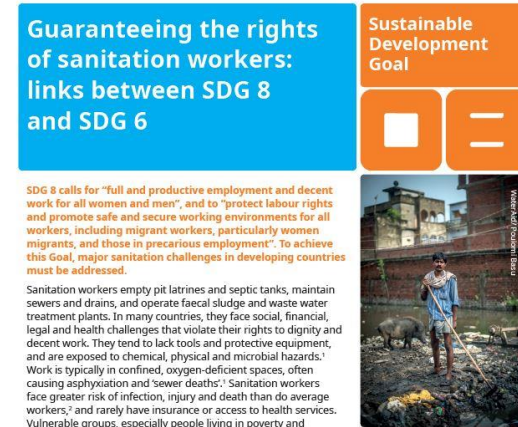
The women were unhappy being born into their caste and being made to do this job.

### PPE Usage

No Clauses for provision of PPE Kits for contracts of private operators

Reasons for low usage of PPE were lack of replacements, activity specific PPE not provided and lack of comfort while using PPE

Very few workers had all the different PPE kits



### Complaint Redressal

Complaints raised by sanitation workers are not properly recorded

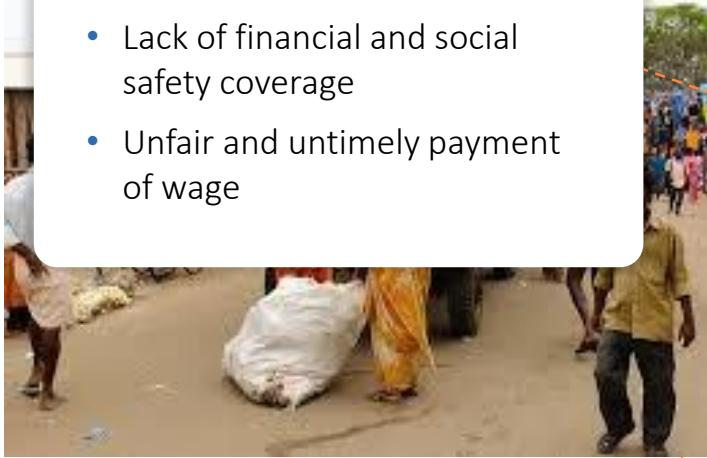
Complaints raised by sanitation workers are not properly recorded



# Key issues and Challenges for sanitation workers

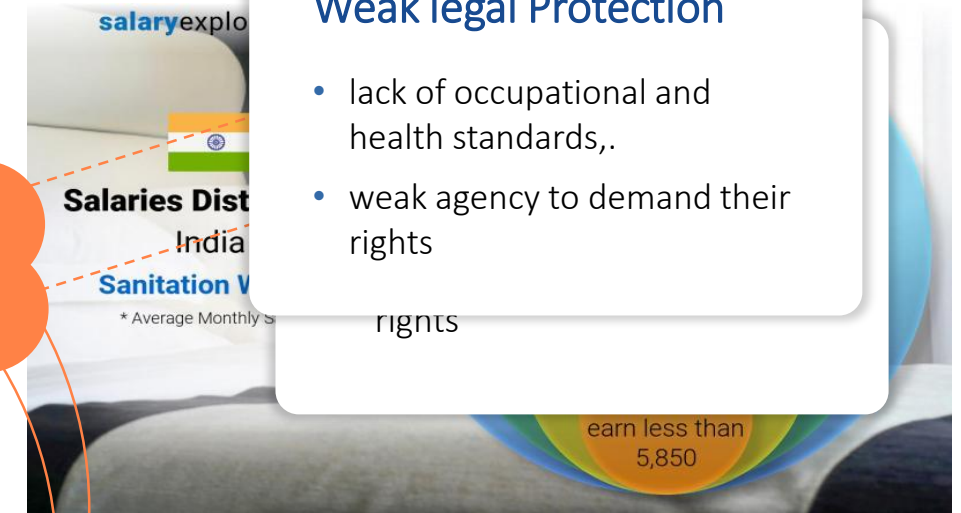
## Financial insecurity

- Lack of financial and social safety coverage
- Unfair and untimely payment of wage



## Weak legal Protection

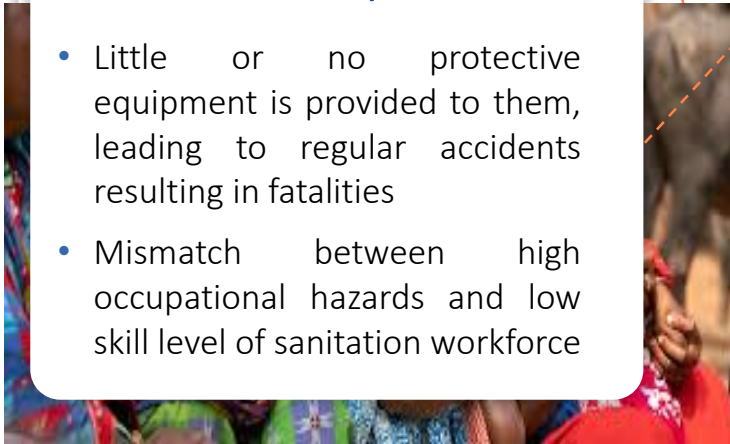
- lack of occupational and health standards,
- weak agency to demand their rights



## Key Challenges

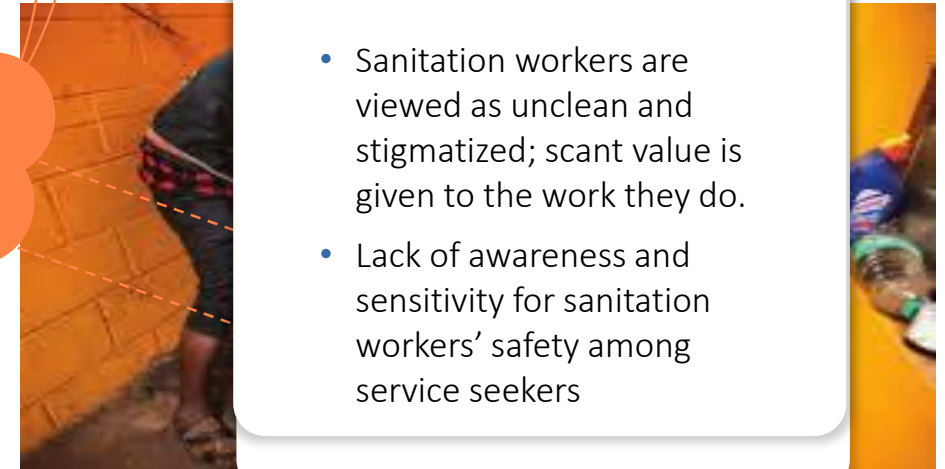
## Occupational health and safety

- Little or no protective equipment is provided to them, leading to regular accidents resulting in fatalities
- Mismatch between high occupational hazards and low skill level of sanitation workforce



## Social Security

- Sanitation workers are viewed as unclean and stigmatized; scant value is given to the work they do.
- Lack of awareness and sensitivity for sanitation workers' safety among service seekers



# Lens of Assessment

Sanitation workers are viewed as unclean and stigmatized; scant value is given to the work they do. Efforts related appreciation of sanitation works are considered under the factor of dignity of san workers

## ***Dignity of Sanitation workers***

## ***Health of San workers***

sanitation workers are exposed to multiple occupational and environmental hazards which cause many health issues . If there are any Efforts related to improve the issues related health of san workers are considered under this factor

## ***Social security***

Some marginalized communities are still facing issues of social insecurities and make them bound to work in profession even if they do not want to . Lack of awareness and sensitivity for sanitation workers among service seekers has made social insecurities from many decades. Any efforts to improve these social insecurities for san workers is considered under this factor

## ***Safety of San workers***

Little or no protective equipment is provided to san workers, leading to regular accidents and probably resulting in fatalities . Efforts in improving safety of san workers at their place of work through the welfare program is considered under this factor

## ***Reform in terms of policy, legislation and Regulation***

Efforts by welfare programs that are in form of improving issues of working informally, problems that arise due to no stringent laws to monitor lack of occupational and health standards are monitored under this factor

## ***Financial benefits***

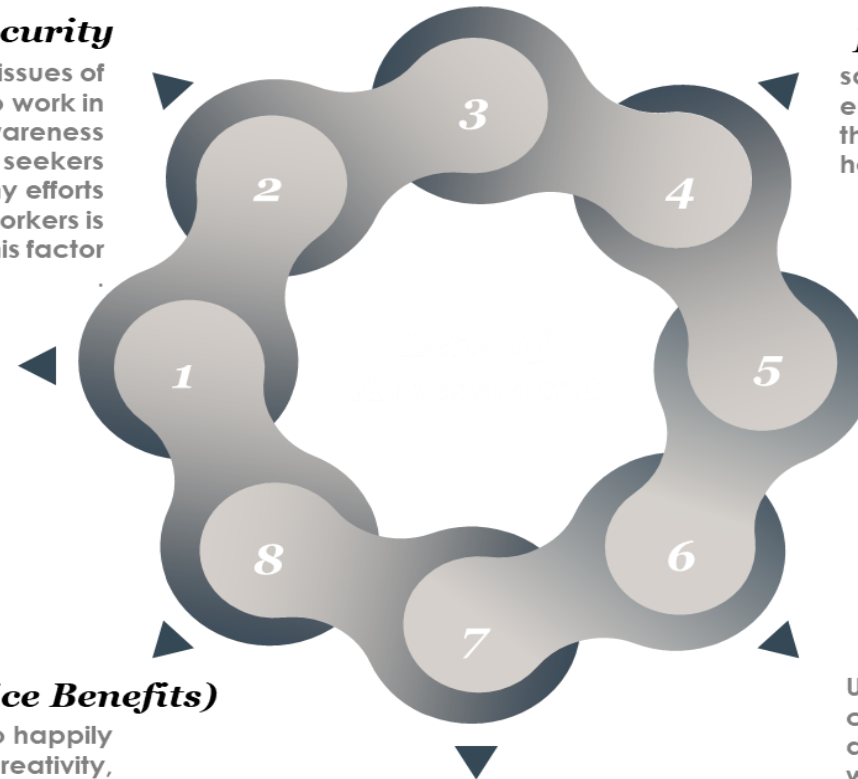
Unavailability of finances is always found to be important concern for san workers. Efforts to promote economic development activities and provide financial support of san workers and their dependents are considered under this factor

## ***Education and Skill development***

Assistance to students from community of san workers for pursuing professional or technical education and Efforts made in any form by the welfare program to assist in the upgradation of technical and entrepreneurial skills of san workers or their dependents is considered under this factor

## ***Empowerment of San workers (Service Benefits)***

Efforts by welfare program to motivate san workers to happily conduct their professional activities , improve their creativity, and provide with service benefits like pension plans and Insurance plans, etc are considered under this factor



# List of Schemes Reviewed

Schemes under Ministry of Social Justice and Empowerment	List of Schemes under National Safai Karamcharis Finance & Development Corporation(NSKFDC)	List of Schemes under Karnataka State Safai Karamcharis Development Corporation (KSSKDC)	List of Schemes under Gujrat Sweepers Development Corporation Government of Gujarat (GSDC)	List of Schemes under West Bengal SC ST and OBC Development and Finance Corporation for Safai Karmachari	List of Schemes under Haryana State Commission for Safai Karmacharis
The Self Employment Scheme	Mahila Samridhi Yojna	Self-Employment Scheme	Term loan under direct standard scheme	Mahila Samridhi Yojna	EPF benefits to Gramin Safai Karamcharis
Pre-Matric Scholarships	Mahila Adhikarita Yojana (MAY)	Samruddi Scheme	Bridge loan	Swachhta Udyami Yojana (SUY)	Grant of Ex-Gratia amount
	Sanitary Marts Scheme	Unnathi Scheme	Working capital financing	Micro Credit Finance (MCF)	Pre-matric Scheme
	Green Business Scheme	Airavata Scheme	Educational loan scheme	General Term Loan)	General Term Loan)
	Education Loan (EL)	Prerana Scheme	Micro credit (micro credit finance)	Micro credit (micro credit finance)	ESI Registration of all Gramin Safai Karamcharis
	General Term Loan	Spoorthi Scheme	Self-Employment Scheme for Restoration of Manual Scavengers (SRMS)	Education Loan (EL)	Policy for providing Compassionate financial assistance
	Micro Credit Finance (MCF)	Prabhudha Scheme	Sanitary Mart Plan		
	Vocational Education and Training Loan Scheme	Ganga Kalyana Scheme	Pujay Thakkarbapa Sweeper Rehabilitation Scheme		
	Scheme for "Pay and Use" Community Toilets	Land Purchase Scheme	Personal accident insurance cover plan		
	Swachhta Udyami Yojana (SUY)	Pragathi Scheme	Dr. Ambedkar Sweepers Awasa Yojana		

<https://nskfdc.nic.in/en/content/home/about-us>

# Details of NSKFDC Scheme

Three years scheme-wise Disbursement made, and Beneficiaries covered

No.	Scheme	2020-21 (As on 28-12-2020)		2019-20		2018-19	
		No. of Beneficiaries	Amount (Rs in Lakh)	No. of Beneficiaries	Amount (Rs in Lakh)	No. of Beneficiaries	Amount (Rs in Lakh)
1	General Term Loan	63	114.30	2938	6063.10	11826	14431.59
2	Mahila Adhikarita Yojana	8	6.75	707	635.76	1898	1529.90
3	Mahila Samridhi Yojana	366	299.79	17793	12800.09	3140	1514.29
4	Micro Credit Finance	5	2.70	3379	1028.31	4237	2105.81
5	Sanitary Marts Scheme	0	0	0	0.00	0	0.00
6	Education Loan	15	81.45	15	44.25	0	54.40
7	Swachhta Udyami Yojana	0	0	1416 247	4702.65 3195.53(ULB)	0	0.00
8	Green Business	0	0	0	0.00	200	252
	<b>Total</b>	<b>457</b>	<b>504.99</b>	<b>26674</b>	<b>28751.82</b>	<b>21301</b>	<b>19887.99</b>



Cosmetics Shop  
Rajbala (40)



Sells Milk  
Hemlata (35)



Betel Shop  
Rajani Nayak



Manual Scavengers Rehabilitation - A way of life  
India



Garment Shop  
Arun Kumar



Grocery Shop  
Gagan Kumar



Fast Food Center  
Kuna Nayak (35)



Grocery Shop  
Kela Devi



Livestock  
Babli Devi

Total Disbursement & Beneficiaries since Inception (UPTO 28.12.2020)

No.	Name of State/UT	Total Funds Disbursed (Rs in Lac)	No. of Beneficiaries (in Nos.)
1	Maharashtra	21537.83	18980
	<b>Total</b>	<b>206687.14</b>	<b>398253</b>

<https://nskfcd.nic.in/en/content/home/about-us>

# Key Inferences from NSKFDC Welfare Programs

## Income Is Not A Clause To Avail Financial Benefits

### Lack of Research Initiatives

Missing initiatives to conduct research associated with risks and health issues associated with different forms of sanitation works at National level, Which will ideally help in planning health related benefits

## Affordable Interest Rates

To promote economic development activities of Safai Karamcharis and their dependents loans are made available at affordable rates from 6% and no processing

## Special Program Focusing Children Education

Special program to make children of S

### Grievance Monitoring

generations out of the profession Creating a data repository is not part of any welfare program, which causes voices of sanitation workers being unheard. Hence problems like unfair and untimely wages and improper working procedures found to be still in existence

# Key Inferences from NSKFDC Welfare Programs

Key Factors needed in NSKFDC Welfare Programs

### Workers Safety

Lack of awareness and sensitivity for sanitation workers safety

### Small Amount of Finances Made Available

No program focuses in providing protective equipment or health insurance. Initiatives like small and petty trade/business, sundry income generating coverage for sanitation workers activities require small amount loans which are part of most of the programs

### Schemes planned according needs of vulnerable groups

Special Scavengers, Disabled and Women san workers given privilege while planning most of the Schemes

### Promotion and campaigning

Promotion of welfare programs by the corporation needs to be more effective so that more beneficiaries can take advantage of the welfare programs. With changes in waste collection and disposal methods, training of san workers is part of the NSKFDC welfare programs

### Schemes Planned For Upgradation of Technical Skills

# Safaimitra Suraksha Challenge

Ministry of Housing and Urban Affairs (MoHUA), Government of India



Training / Skill development of safaimitras/workers in cleaning of septic tank / sewer lines constitute of 60 marks

Mechanised cleaning in terms of men and machine and capacity development of sanitation workers/ safai mitra constitute of the core parameters

PPEs mentioned in the equipment and infrastructure (as per CPHEEO norms ) for sanitation workers constitute of 20% marks

The Challenge will focus extensively on creating citizen awareness on this critical issue along with infrastructure creation for mechanized cleaning and capacity building of workforce. Preparatory period for ULB , states and UT's will begin from 19<sup>th</sup> April 2021 and final results will be declared on 15<sup>th</sup> august 2021

- Focus of challenge is to create conducive ecosystem through:
- Trained Workforce
- Large scale citizen outreach
- 24 x 7 helpline
- Enforcement mechanisms

Sub-Categories (population)	1 <sup>st</sup> prize	2 <sup>nd</sup> prize	3 <sup>rd</sup> prize
➤ 10 lakh	Rs 12 Crores	Rs 6 Crores	Rs 3 Crores
3 - 10 lakh	Rs 10 Crores	Rs 5 Crores	Rs 2.5 Crores
Upto 3 lakh	Rs 8 Crores	Rs 4 Crores	Rs 2 Crores
<b>Total</b>	<b>Rs 52.5 crores</b>		

<https://www.tatatrusters.org/our-work/water-sanitation-and-hygiene/sanitation-and-hygiene/mission-garima>

# Key Inferences from State level Welfare Programs

Promotion of Innovative ways of Income generating activities

Housing provision is part of welfare program

Insurance and Health care provision

Haryana State Commission for Safai Karmacharis  
 The purpose of this scheme is to provide housing to the janitors or their dependents who are in poor financial condition and especially homeless people living below poverty line.

Gujarat Sweepers Development Corporation  
 GOVERNMENT OF GUJARAT

Form | Q&A | Opinion | Sitemap | Right to Information

HARYANA STATE COMMISSION FOR SAFAI KARAMCHARIS

Home | About Us | Act/Notification | Schemes for Welfare | Complaint | Contact Us

## Key Inferences from State Welfare Programs

amount... State... for pursuing Graduation, Master...

Ganga Kalyana

Bore well will be drilled, pump set will be installed and will be energized under this scheme.


Provision of other infrastructure facilities for social upliftment of Gramin Safai Karmacharis

Employee benefits and creating database for easy monitoring

3.	Pre-matric Scheme	
4.	Policy for providing Compassionate financial assistance	
5.	Regarding ESI Registration of all Gramin Safai Karmacharis	


Sports and Higher education promoted through welfare programs for children

# Key Inferences from Garima Scheme



**Garima**  
Scheme for Safety & Dignity of  
Core Sanitation Workers

For protection & welfare of Core Sanitation  
Workers dealing with faecal matter in  
toilets / septic tank/ sewer and treatment facilities



Government of Odisha  
Housing & Urban Development Department

Scheme will be implemented by the Housing and Urban development department through the 114 Urban local bodies of Odisha.

Primary Focus of the scheme is to create and regulate safe working conditions for core sanitation workers. It also focusses on providing social security and service benefits for sanitation workers and their dependents

## Key Highlights of Garima Scheme

Technical modalities and Service benefits

Creation of Database of sanitation workers

Creating Assured minimum wage policy

App based grievance monitoring system

Responsibilities defined for organisations at state, district and ULB level

Considering Risk and hardship-based approach in deciding the wages

Creation of “corpus Funds” for extending financial support



# Other corporate Initiatives for welfare of Sanitation workers



A large number of the 50,000 MCGM workers involved in keeping the city clean and managing this waste are exposed to the risk of contracting diseases and suffering from various ailments. They work in hazardous conditions when they enter germ-infested manholes and come in contact with sewage, and when they work in dumping grounds or when they clean cemeteries, crematoriums, open defecation areas and public toilets. This often leaves them with breathing problems, skin diseases and burning in the eyes.

In order to eliminate such undignified conservancy work and reduce manual intervention of the workers with sewage and waste, the Tata Trusts initiated Mission Garima, in partnership with Tata Group companies and municipality bodies Providing health care facilities at subsidised rates

## Mission Garima by Tata Trust

With the help of the available technology, the Trusts are providing personal protection equipment and machines to reduce the manual handling of waste

The Trusts are designing a model chowki for workers, which will be equipped with tools, cupboards, sitting areas and facilities like restrooms, lockers, drinking water, etc

Free health check ups and medicines offered at subsidised rates for sanitation workers and their family members

<https://www.tatatrusters.org/our-work/water-sanitation-and-hygiene/sanitation-and-hygiene/mission-garima>

# Matrix - Karnataka State Safai Karamcharis Development Corporation welfare Programs

Name	Dignity of San workers	Health Issues	Safety of San Workers	Financial Benefits	Skill Development	Education	Empowerment	Legal Rights and judicial benefits	Social security
Term loan under direct standard scheme									
Bridge loan									
Working capital financing									
Educational loan									

From the assessment Matrix ,it can be observed that the current National and State level welfare programs have focused majorly on providing financial benefits. It will have more benefits if the schemes will also focus on other identified elements

Scheme									
Dr. Ambedkar Sweepers Awasa Yojana									
Personal accident insurance cover plan									

# Matrix – Overall Coverage of welfare programmes

Name	Dignity of San workers	Health Issues	Safety of San Workers	Financial Benefits	Skill Development	Education	Empowerment	Legal Rights and judicial benefits	Social security
NCSK/NSKFDC and MSJE welfare Programs	Green	Red	Red	Green	Yellow	Yellow	Yellow	Red	Red
Karnataka State Safai Karamcharis Development Corporation welfare Programs	Green	Red	Red	Green	Yellow	Yellow	Yellow	Red	Yellow
Gujrat Sweepers Development Corporation welfare Programs	Green	Red	Red	Green	Red	Yellow	Red	Red	Yellow
Haryana State Commission for Safai Karmacharis	Green	Red	Red	Green	Red	Yellow	Yellow	Yellow	Red
West Bengal SC ST and OBC Development and Finance Corporation Schemes for Safai Karmachari	Green	Red	Red	Green	Red	Green	Yellow	Red	Red
Garima – Scheme for Safety and Dignity of Core Sanitation workers Government of Odisha	Green	Green	Green	Green	Green	Green	Green	Yellow	Green

# Elements Identified for Welfare programs in Maharashtra

Society must be clearly informed about the problems associated with life of sanitation workers with a BC/IEC plan implemented at ULB level

Comprehensive policy focusing protection of sanitation workers must be made and implemented

A logical and fair wage chart must be drawn up, considering the variety of work performed by sanitation workers

ULB level campaigning should include promotion of alternative business activities that are been taken up by the sanitation workers

Mandatory provisions of at least basic handwashing facilities in vehicles and designated work areas

Adequate arrangements for safe handling and disposal of waste

Training on COVID-19 prevention with special focus on work-related risks

Regular medical examination and routine checking

Providing Cooked meals (breakfast and lunch)

Formal training program for new workers, including simulation-based training for risky jobs

Incentives for workers who use gear regularly and influence others to use gear

Use of sensors, lasers, infra-red or U.V. rays in sewer networks to detect blockages

Mobile app for citizens and staff to log complaints about blockages in sewer systems, drain overflow, etc with real time data acquiring facility

Scientific budgeting based on machines required for preventive maintenance, and adequate safety gear

Outcome-based financing such as social impact bonds

Advertising revenue from selling of ad space on machines, safety jackets, CT toilets, etc

Creating system of corpus funds at state and ULB level

Providing comprehensive and balanced information to workers on currently available loan-based rehabilitation schemes



# Elements Identified for Welfare programs in Maharashtra

Education scholarship program, including funding for Tuition fee, materials and accommodation for children of sanitation workers

Promoting and providing funding for other curricular activities and sports which can be their source of livelihood in future

Conducting Skill development campaigns at state and ULB level to acquire new skills which can turn out to be alternate source of income

Training of workers in income generating activities apart from sanitation works which can be conducted in part times

Identify and plug loopholes after a Detailed multi-stakeholder review of Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013

Mandate creation of detailed and context-specific SOPs for all kinds of sanitation work

User-centred design of schemes and processes to avail the schemes

Policy for Prototyping budget for testing and refining schemes

Fast-track processing of pending court cases

Contract designed in a way that it is easy to understand for workers with all details of benefits received

Aadhar linked registration of all the workers which will be used to for various activities of data management for sanitation workers

Creating incentives for contractors to fulfil contractual obligations

Setting up a grievance redressal mechanism where workers can register their concerns

Employment connect facility for job search and hiring of sanitation workers

Incentives to companies for skilling and hiring children of sanitation workers

Reservations for jobs for sanitation workers in non-WASH sectors

Counselling workers on their welfare schemes related concerns, particularly on financial and debt Management

Financial assistance can be provided for purchase of agricultural land, getting housing facility.

Special funding for providing infrastructure facilities to areas of communities of sanitation workers.



# References

- Bhagat, K. J. (2016). RIGHT TO SANITATION IN INDIA , Nature, Scope and Voices from the Margins. Pune: Forum for Policy Dialogue on Water Conflicts in India.
- CWAS, C. U. (2020). Improving Safety of Sanitation Workers with focus on PPE usage: Case of Wai Municipal Council. India.
- Ensuring Safety of Sanitation workers . (n.d.). Ministry of Housing and Urban Affairs.
- Guaranteeing the rights of sanitation workers:links between SDG 8 and SDG 6. (2019). 4.
- (2020). Health, safety and social security challenges of sanitation workers in india during the covid-19 pandemic. Urban Management Centre , WaterAid.
- Jennifer Sara, M. N. (n.d.). Health, Safety and Dignity of Sanitation workers. Washington, DC.: World Bank Publications.
- (2019). Lived Realities of Women Sanitation Workers in India. Ajmer (Rajasthan), Jhansi (Uttar Pradesh) and Muzaffarpur (Bihar): PRIA.
- Mishra, N. (2020, July 1).
- (2020). Safaimitra suraksha challenge, User Manual for establishment of Incidence Management System (IMS). The Ministry of Housing and Urban Affairs (MoHUA), Government of India.
- Sanitation worker safety and livelihood in India: A blueprint for action. (2017, November). Dalberg Advisors.
- WaterAid. (2019, November). The hidden world of sanitation workers in India. p. 12.

A BIG SALUTE



THANK YOU