

# Training Workshop for all Sanitation Workers of Ichalkaranji Municipal Corporation, Karad and Vita Municipal Council.

Workshop Report



**CWAS** CENTER FOR WATER AND SANITATION

**CRDF** CEPT RESEARCH AND DEVELOPMENT FOUNDATION

**CEPT UNIVERSITY**

# Training Workshop for all Sanitation Workers of Ichalkaranji Municipal Corporation, Karad and Vita Municipal Council.

## **Workshop Report**

Center for Water and  
SanitationCRDF, CEPT  
University

27<sup>th</sup> February 2023, Ichalkaranji,  
14<sup>th</sup> June 2023, Karad,  
16<sup>th</sup> June 2023, Vita

Maharashtra, India

## About the Workshop

As part of the City-Wide Inclusive Sanitation (CWIS) program being implemented in Ichalkaranji, Karad, and Vita, significant emphasis has been placed on ensuring the well-being of sanitation workers through improved working conditions. The Center for Water and Sanitation (CWAS), with support from the Ichalkaranji Municipal Corporation (IMC), Karad Municipal Council (KMC), and Vita Municipal Council (VMC), initiated a comprehensive study to assess the working conditions of these sanitation workers.

Qualitative discussions were conducted with sanitation workers employed by the councils, corporation, and private contractors. The primary objective was to evaluate the utilization of Personal Protective Equipment (PPE) to gain insights into occupational hazards and the related health concerns. Field visits and dialogues with sanitation workers revealed a concerning lack of proper utilization of PPEs. This could be attributed to factors such as discomfort, behavioral issues, inadequate quality, and incorrect usage. A thorough analysis of the recommended guidelines for the appropriate PPEs corresponding to different categories of sanitation workers was conducted to align with government regulations (Please see Annexure 1 for details). To address these challenges, a series of measures were proposed, including a training workshop with a health camp.

IMC, KMC, and VMC, in collaboration with the Center for Water and Sanitation (CWAS of CRDF, CEPT University, organized training workshops for all sanitation workers. These workshops took place on February 27, 2023, at Natyagruha, Ichalkaranji Municipal Corporation; June 14, 2023, at Town Hall, Karad; and June 16, 2023, at Ma. Hanmantrao Patil Sabhagruha, Vita Municipal Council. Attendees included sanitation workers from IMC, KMC, VMC, as well as workers under contracts and those employed by private operators for tasks such as scheduled emptying, faecal sludge treatment, and maintenance of community and public toilets (CT/PTs).

The objective of these workshops was to raise awareness among sanitation workers about occupational hazards and underscore the significance of wearing PPE gear. The workshops aimed to educate workers on the importance of using PPEs, fostering healthy habits, and highlighting the adverse effects of addiction. Practical demonstrations were conducted to illustrate the proper usage of PPE gear, and a set of PPEs was distributed to each sanitation worker. Following the training, a health camp was conducted, offering comprehensive medical check-ups for all participants.

These workshops effectively guided sanitation workers on the correct application of PPEs to mitigate occupational hazards and prevent associated health issues. Furthermore, they sensitized workers to the detrimental effects of addiction and encouraged them to adopt healthier lifestyles for themselves and their families.

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# 1. Inaugural Session

An inaugural session was held to familiarize participants with the workshop's objectives, which aimed to enhance working conditions for sanitation workers. This session was arranged by municipal authorities to introduce the workshop's details.

**Ichalkaranji:** Mr. Sudhakar Deshmukh, Commissioner of Ichalkaranji Municipal Corporation (IMC), inaugurated the session. The panel also included officials such as Mr. Deshpande (HOD, Water Dept.), Mr. Abhay Shirolkar (Sectional Engineer), Mr. Baji Kamble (Senior Engineer), Mr. Pravin Bongale (City Coordinator), and the CWAS team. Guest speakers for the event were Ms. Smita Singh and Mr. Pranav from Kam Foundation.

Mr. Sudhakar Deshmukh began the session by welcoming and felicitating the guest speakers. He recognized the valuable contribution of sanitation workers to the city and highlighted their well-being as crucial. He encouraged participants to enhance their PPE usage and adopt healthier lifestyles. He assured regular provision of PPEs to workers and emphasized the corporation's support.

**Karad:** Mr. Shankar D Khandare, Chief Officer of Karad Municipal Council (KMC), initiated the session, with Dr. Vishaka V. Pawar, Deputy Chief Officer of KMC, and other officials present, including Er. A. R Pawar (HOD, Drainage Dept.) and Er. R D Bhaladar (HOD, Health Dept.). The training was conducted under the guidance of senior members from CEPT Team. Mr. Parikshit and Mr. Digvijay from CEPT Team attended the training.

Mr. Khandare stressed the importance of PPE awareness and its link to occupational hazards. He assured council support to workers and highlighted health risks related to improper PPE usage. An interactive discussion helped identify worker challenges related to PPE usage.

**Vita:** Mr. Narayan Shitole, Head of Health and Sanitation Dept. of Vita Municipal Council (VMC), led the inaugural session. The panel included officials like Mr. Waghmare (Head of Tax Dept.), Mr. Ajit Patil (HOD, Civil Dept.), Mr. Shendge (HOD, Electrical Dept.), Mr. Khandagade (HOD, Finance Dept.), Miss. Apeksha Suryawanshi (City Coordinator), and the CWAS team. Guest speakers were Ms. Smita Singh and Ms. Deepti from Kam Foundation.

Mr. Shitole welcomed and felicitated guest speakers, highlighting each individual's role in maintaining city cleanliness. He recommended PPE usage for a healthier lifestyle and family safety. He assured adherence to state rules by contractors.

During these sessions, CWAS team distributed informative pamphlets on PPE importance, appropriate selection, and basic hygiene practices. The sessions collectively emphasized worker well-being and the crucial role of proper PPE usage.

Figure 1.1: Welcome session



## 2. Session on Manual Scavenging Act 2013

A focal point of discussion was the Prohibition of Employment as Manual Scavengers and their Rehabilitation Act of 2013. The significance of implementing this legislation was underscored, as it holds the potential to uplift manual scavengers and offer them a life of dignity. Importantly, the session delved into the comprehensive initiatives undertaken by the Government of India to combat manual scavenging. A detailed explanation of the programs launched for the welfare of manual scavengers was also provided, reaffirming the government's commitment to rectify historical injustices.

### 2.1: Session on Manual Scavenging Act 2013



**Key Takeaways-** The participants gained a comprehensive understanding of the significance of the Manual Scavenging Act of 2013 and the correct methodologies for its implementation.

### 3. Session on Occupational Hazards and PPE Usage

During this workshop session, a comprehensive demonstration on the proper utilization of various Personal Protective Equipment (PPE) was conducted by the trainers. The interactive approach encouraged sanitation workers to share challenges and experiences. After introductions where workers disclosed their sanitation-related roles, the focus shifted to the importance of PPEs and common usage practices.

Ms. Singh highlighted that discomfort sometimes deterred PPE usage, emphasizing its necessity given associated risks. Irregular PPE replacement by the municipal council was another challenge she acknowledged, urging workers to ensure consistent access. Improving PPE usage might prompt the council to enhance replacement efforts. A practical exercise illustrated how addition expenses often exceeded PPE costs, underlining the need to prioritize safety. She stressed that using PPEs promoted healthier lives for workers and positively impacted their families.

Figure 3.1: Session on occupational hazards and PPE usage.



**Key Takeaways:** Demonstration on usage of PPEs and first aid in case of on-ground injury was very useful for the participants. The informative session concluded by an assurance from the workers that they would use the given PPEs and stay healthy.

## 4. Session on Methods of Cleaning and Demonstration of desludging vehicle

The trainers provided valuable insights into the process of desludging septic tanks and d-silting both trunk and lateral sewers. The efficacy and efficiency of using machines for tasks such as dchocking of sewers by High-Pressure Water Jetting (HPWJ) and rodding, underlining how these approaches yield precise and prompt results in terms of the desired outcomes.

Furthermore, the trainers conducted a demonstration and thorough explanation of the operational principles of a desludging vehicle. This enlightening session illuminated how such vehicles empower sanitation workers to carry out their tasks while safeguarding their personal well-being and elevating the overall standard of their profession.

Figure 4.1: Demonstration of a desludging vehicle and various cleaning methods.



**Key Takeaways:** This hands-on demonstration prompted a dialogue regarding the indispensability of mechanizing sanitation tasks and the potential of mechanical equipment to imbue the workers with an increased sense of safety and dignity.



## 5. Quiz for Participants

After the training sessions, the CWAS team conducted a simple quiz for the workers to assess their understanding of PPE usage. The quiz consisted of two types of questions.

Firstly, participants were presented with pictures showcasing various types of PPEs. They were required to provide the appropriate names of the equipment and describe their different uses. The workers responded based on their specific activities, and some individuals demonstrated knowledge about multiple applications of different PPE gear. However, with the exception of the desludging workers, none were familiar with the gear used in septic tank cleaning.

For the second part of the quiz, images were displayed illustrating improper uses of PPEs. The workers were tasked with identifying the mistakes in these depictions. The participants were generally adept at recognizing the errors in most of the pictures and were able to correct them. Moreover, all workers involved in various sanitation-related activities were well-informed about the PPEs necessary for their respective tasks. The session was both interactive and enjoyable.

Beyond the quiz, the participants were encouraged to volunteer and share three key takeaways from the workshop. Several workers mentioned incorporating the daily use of PPEs while working, avoiding tasks on an empty stomach, cultivating a positive life attitude, engaging in regular exercise, and distancing themselves from addictive behaviors as their primary takeaways from the workshop. To recognize their participation in the quiz and their valuable insights, the participants were presented with small mementos.

Figure 5.1: Interactive sessions with workers.



**Key Takeaways:** The quiz session widened the understanding of all workers about other sanitation activities. In addition to this, they are also aware of the various types of PPEs available and its uses.

## 6. Menstrual Hygiene Management Workshop

A workshop on "Menstrual Hygiene Management" for the women of the Karad Municipal Council and Ichalkaranji municipal corporation was conducted. The primary objective was to raise awareness about this critical subject, which holds potential life-threatening implications, especially for female sanitation workers. The workshop served as a platform to disseminate essential information and knowledge, empowering the participants to prioritize their menstrual health. A private training session was organized for sanitation women workers under the purview of the Vita Municipal Council. This specialized session encompassed various significant topics related to menstrual hygiene management. A key highlight of this effort was the distribution of sanitary napkins, underscoring the commitment to providing essential resources for maintaining menstrual health.

Figure 6.1: Menstrual Hygiene Management Workshop



**Key Takeaways:** Participants now possess a deeper comprehension of menstrual hygiene management, including the significance of proper care and the potential health impacts, empowering them to make informed choices. The distribution of sanitary napkins equips participants with essential tools for maintaining menstrual hygiene, reflecting a commitment to their well-being and overall health.

## 7. Distribution of PPEs and Certificates

Certificates were awarded to participants in recognition of their engagement in the training sessions. Additionally, both the Council staff and CWAS team collaborated to distribute a range of Personal Protective Equipment (PPE) to all workers. These PPEs included various items such as nose masks, masks with valves, air purifier respirators with cartridges, orange rubber gloves, dotted rubber and cloth hand gloves, heat-resistant leather hand gloves, neoprene rubber hand gloves, nitrile rubber hand gloves, disposable gloves (blue), gumboots without steel toes (half-length), gumboots with steel toes (half-length), safety shoes, safety helmets, face shields attachable to helmets, safety goggles, reflective jackets, and aprons. The distribution was meticulously organized, with the PPEs categorized according to the specific roles of the sanitation workers.

Figure 7.1: PPE and certificates distribution to sanitation workers



## 8. Key messages from the workshop

The workshop was a platform between the IMC, KMC and VMC leadership and the sanitation workers. The sanitation workers got a chance to interact with the officials and at the same time council officials acknowledged their work and felicitated them.

Along with discussion on issues faced by sanitation workers for using the PPE, the workshop also created awareness on the correct use of PPEs and sensitized the workers over the alarming need to appropriately use the PPEs in order to avoid the associated diseases.

Additionally, it directed the workers to overcome alcohol, tobacco, other substances addiction and instead advised to adopt simple ways to a healthy lifestyle.

The workshop concluded with an oath-taking ceremony on appropriate usage of PPEs by the workers led by the Sanitary Inspectors. The workers assured the use of PPEs for the well-being of themselves and the citizens too.

Additionally, it was decided to establish a monitoring mechanism to track the usage of PPEs along with its effects on the sanitation workers and institutionalize the use of PPEs.

Sanitation committee, sanitation inspector, sanitation engineer and mukadam (sanitation supervisor) would monitor usage of PPEs on ground and suggest ways to resolve the challenges. Furthermore, council with support from CWAS aims to introduce Sanitab software to the mukadams for easy monitoring of usage of PPEs and giving utmost priority to the safety of sanitation workers.

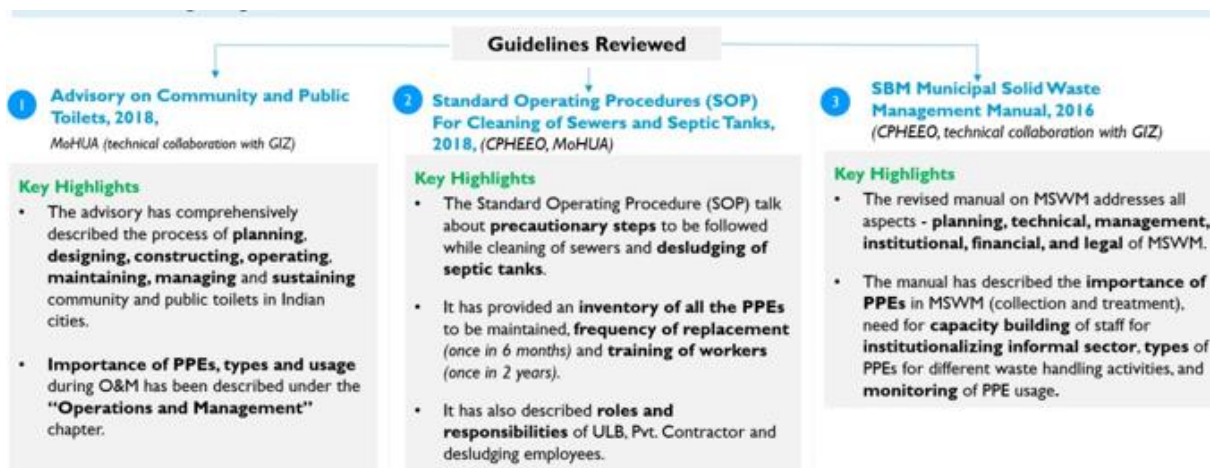
## 9. Annexures

### Annexure1: Assessment of Various Guidelines for PPEs.

A study on sanitation workers and their PPE usage was conducted by CWAS in Ichalkarangi, Karad and Vita. As a part of this study, a detailed assessment of guidelines was prescribed on the type of PPE gear to be used based on activities.

Figure9.1:Assessment of Various Guidelines for PPE

- A detailed assessment of guidelines on sanitation and SWM with a focus on PPE was conducted.
- The finding of the assessment utilized to proper knowledge of usage of PPE Kit.
- And distributed the Certificate to all Sanitation Soldiers of "Karad Municipal Council.



### Annexure 2: Agenda for Workshop:

The Ichalkaranji Municipal Corporation and the Karad and Vita Municipal Councils, in partnership with the Center for Water and Sanitation at CEPT University, are organizing a workshop for all sanitation workers of IMC, KMC, and VMC.

The workshop aims to orient workers toward the importance of using Personal Protective Equipment (PPE), cultivating healthy habits, and understanding the ill effects of addiction. A demonstration of the correct usage of PPE gear will be provided for the workers, and a suitable set of PPE gear, based on the worker's specific activities, will be distributed to them.

Note: Workshop participants will include sanitation workers employed by IMC, KMC, and VMC, as well as those on contract and those employed by private operators for scheduled emptying, fecal sludge treatment, and the maintenance of CT/PTs.

## 1. Ichalkarangi Municipal Corporation:

Venue: Natygruha, Ichlkaranji Municipal Corporation

Date: 27- 02- 2023

Time: 11 am to 4 pm

Time	Topic
10-10.30	<ul style="list-style-type: none"><li>● Registration &amp; tea</li><li>● Welcome and introduction</li></ul>
10.30-11:15	<ul style="list-style-type: none"><li>● Expectations from the participants</li><li>● Objectives of the training</li><li>● Pre-test</li></ul>
11:15-12.10	Manuascavengingact2013 <ul style="list-style-type: none"><li>○ <i>History of manual scavenging</i></li><li>○ When manual cleaning is allowed?</li><li>○ Manual scavenging act 2013</li><li>○ Initiatives of government of India (govt. Schemes)</li></ul>
12:15-1.30	<ul style="list-style-type: none"><li>○ Occupational health hazards</li><li>○ Diseases</li><li>○ Remedies</li><li>○ Personal hygiene</li></ul> <p><i>Personal protective equipment</i> <i>And safety equipment</i> <i>Demonstration</i></p>
01.30-2.15	Lunch
2.15-3.00	Demonstration of desludging vehicle
3:00 –3.15	<i>Tea</i>
3.15-4.30	Types & methods of cleaning: desludging of septic tanks/d-silting of both trunk and lateral sewers including machines holes/d-chocking of sewers by hpwj and rodding  Inspection for conditional assessment
4.30-5.00	Posttest and feedback
5.00-5.15	Certificate distribution

## 2. Karad Municipal Council:

**Venue: Town Hall, Karad.**

**Dates: 14<sup>th</sup> June 2023**

**Time: 11 am to 5pm**

Time	Sessions
11:00-11:15	Welcome note by the Health Officer and Chief officer of Karad
11:15to11:45	A short talk by the Chair person of the sanitation committee, Engineer SI, and CEPT team on the importance of PPE
11:45–13:00	<b>Session on Occupational Hazards and PPE Usage</b> <ul style="list-style-type: none"><li>• Importance of using PPEs in various activities (Introduction)</li><li>• Types of Activities and associated diseases</li><li>• Types of Injuries Possible On-Site and First Aid</li><li>• Types of PPEs and Safety Gears Recommended</li><li>• Demonstration of correct PPE use</li></ul>
13:00to14:00	<b>Lunch</b>
13:30–14:00	Quiz for workers
14:00–15:00	Workshop on Menstrual Hygiene Management Workshop
15:00 -14:00	<b>Distribution of Certificate and PPE's (Drainage Team)</b>

### 3. Vita Municipal Council:

Venue: Ma. Hanmantrao Patil, Sabhagruha, Vita Municipal Council

Date: 16<sup>th</sup> June 2023

Time: 11 am to 4 pm

Time	Sessions
11:00-11:15	Welcome note by HOD of Health and Sanitation dept of Vita Council
11:15-11:45	A short talk by Khandagale (HOD of Finance), and Mr. Patil (HOD of Civil) and CEPT team on the importance of PPE
11:45-12:30	<b>Session on Occupational Hazards and PPE Usage</b> <ul style="list-style-type: none"><li>• Importance of using PPEs in various activities (Introduction)</li><li>• Types of Activities and associated diseases</li><li>• Types of Injuries Possible On-Site and First Aid</li><li>• Types of PPEs and Safety Gears Recommended</li><li>• Demonstration of correct PPE use</li></ul>
12:30-13:00	<b>Workshop on Menstrual Hygiene Management</b> <ul style="list-style-type: none"><li>• Additional source and its effect on health</li><li>• Uses of Sanitary Napkins</li></ul>
13:00-14:00	Lunch
13:30-14:00	Quiz for workers
14:00-15:00	Distribution of Certificates



# 10. Speaker Profiles

## Inaugural Session

### 1. Ichalkaranji Municipal Corporation:

- Speaker: Mr. Sudhakar Deshmukh, Commissioner, IMC
- Speaker: Mr. Deshpande , HOD Water Department, IMC
- Speaker: Mr. Abhay Shirolkar ,Sectional Engineer of IMC
- Speaker: Mr. Baji Kamble ,Senior Engineer of IMC
- Speaker: Mr. Pravin Bongale ,City Coordinator of IMC

### 2. Karad Municipal Council:

- Speaker: Ms. Shankar D Khandare, Cheff Officer of KMC.
- Speaker: Mrs. Vishaka Pawar, Deputy Chief Officer of KMC.
- Speaker: Mr. R. D Bhaladar ,HOD Health Department, of of KMC.
- Speaker: Dr. A. R. Pawar ,HOD Drainage Department of of KMC.
- Speaker: Ms. Parikshit Chitode, Research Associate at the Center for Water and Sanitation (CWAS), CEPT University.
- Speaker: Ms. Digvijay Kerkar ,Research Associate at the Center for Water and Sanitation (CWAS), CEPT University.

### 3. Vita Municipal Council:

- Speaker: Mr. Narayan Shitole. ,HOD of Health and Sanitation of VMC.
- Speaker: Mr. Khandagale ,HOD of Finance of VMC.

### Trainer: Mrs. Smita Singh

Mrs. Smita Singh is working in Kam-Foundation, Pune which is a group of likeminded professionals to bring about a transformation in the lives of the safai karamcharis. She has completed her MBA (HR), trained on safety (SHE) and 5S, PhD (Human Resource). She is certified trainer by SCGJ-GOI nodal agency under the Ministry of Skill Development and has conducted more than 10,000 workshops all over India.

Photo collage from the trainings in the three cities





## CENTER FOR WATER AND SANITATION

The Center for Water and Sanitation (CWAS) is a part of CEPT Research and Development Foundation (CRDF) at CEPT University. CWAS undertakes action-research, implementation support, capacity building and advocacy in the field of urban water and sanitation. Acting as a thought catalyst and facilitator, CWAS works closely with all levels of governments - national, state and local to support them in delivering water and sanitation services in an efficient, effective and equitable manner.



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