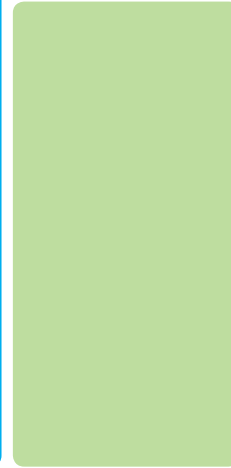


# Assessment of the Health, Safety and Dignity of Sanitation Workers in Kano City, Nigeria

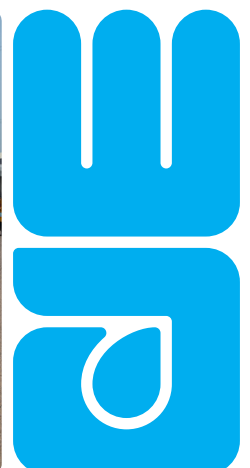
November 2021



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▲ **Cover photo top:**  
Sanitation worker Aminu Usaini pours excavated excreta in to drums stored on a truck. Tudun Bojuwa area, Fagge Local government area of Kano state, Nigeria. September 2021

▲ **Cover photo bottom:**  
Auwalu Rabi'u, head of the sanitation group and the driver for the job, pulling out of the Manual Sanitation Workers base in Kofar Dawanau, Dala local government area of Kano state, Nigeria. September 2021

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# Acronyms and abbreviations



<b>CBO</b>	Community-Based Organisation
<b>CEDAW</b>	Convention on the Elimination of All Forms of Discrimination against Women
<b>CRPD</b>	Convention on the Rights of People with Disabilities
<b>FGD</b>	Focus Group Discussion
<b>FS</b>	Faecal Sludge
<b>FSM</b>	Faecal Sludge Management
<b>FSTP</b>	Faecal Sludge Treatment Plants
<b>IDIs</b>	In-Depth Interviews
<b>ILO</b>	International Labour Organization
<b>IWA</b>	International Water Association
<b>KAMPE</b>	Kano Association of Manual Pit Emptiers
<b>KAMUSAB</b>	Kano Metropolis Urban Sanitation Board
<b>KASEPPA</b>	Kano State Environmental Planning and Protection Agency
<b>KAVTO</b>	Kano Association of Vacuum Trucks Owners
<b>KIIs</b>	Key Informant Interviews
<b>LGA</b>	Local Government Area
<b>MDA</b>	Ministries, Departments, and Agencies
<b>NESREA</b>	National Environmental Standards and Regulation Enforcement Agency
<b>NGO</b>	Non-Governmental Organization
<b>PHCB</b>	Primary Health Care Board
<b>PPE</b>	Personal Protective Equipment
<b>PPP</b>	Public Private Partnership
<b>SDG</b>	Sustainable Development Goals
<b>SSA</b>	Senior Special Assistant
<b>ToR</b>	Terms of Reference
<b>UDB</b>	Urban Development Board
<b>UDHR</b>	Universal Declaration of Human Rights
<b>UN</b>	United Nations
<b>UNCRC</b>	United Nations Convention on the Rights of the Child
<b>WHO</b>	World Health Organization
<b>WWTPs</b>	Wastewater Treatment Plants
<b>YEDA</b>	Youth Environment Development Association

# Executive summary

**Sanitation workers provide an essential public service to reach Sustainable Development Goal 6.2, but often at the cost of their dignity, safety, health, and living conditions. A key barrier to providing support for this profession is the insufficient data on sanitation workers and their work environment. As such, the aim of this assessment was to explore opportunities to support sanitation workers in Nigeria, including strengthening the enabling environment.**

The assessment focused on Kano City and the methodology included a literature review, Focus Group Discussions (FGDs), Key Informant Interviews (KIIs), and In-Depth Interviews (IDIs). The majority of the 45 participants were sanitation workers and officials from the Manual Pit Emptiers Association and the Vacuum Trucks Owners Association. Other participants included relevant government officials, traditional and religious leaders, and academics.

The assessment identified two major types of sanitation workers in Kano City: Manual emptiers (50 groups) and mechanical/gully emptiers (12 private companies). 94% of sanitation workers were forced into this profession due to economic hardship. Sanitation workers are aware of the risk attached to their profession, yet only 25% reported to have used Personal Protective Equipment (PPE), while 75% don't use any.

Sanitation workers in Kano City face various challenges, including access to office and parking space, the use of old tools and vehicles, and occupational hazards that can lead to illnesses, injuries, or even death. In addition, the current enabling environment does not support sanitation workers, with a weak institutional arrangement and legal framework and access to only three designated faecal sludge disposal sites.

The assessment confirmed that faecal sludge in Kano City is extensively disposed of untreated into the environment. Disposal practices vary depending on the season but include sanitation workers dumping faecal sludge into drains on the city's outskirts. As such, the assessment identified the following recommendations to support sanitation workers and strengthen the enabling environment:

- Reform policies, regulations, guidelines, and institutional arrangement.
- Construct, operate and maintain faecal sludge treatment plants (FSTPs).
- Provide support to sanitation workers (e.g., financial tools, equipment).
- Improve health and safety for sanitation workers.
- Revisit the health and safety guidelines for sanitation workers.
- Register and license the sanitation workers' organisations.
- Develop and implement a behaviour change campaign on the rights and dignity of sanitation workers.
- Establish partnerships with various stakeholders.

# Introduction



**Globally, 3.3 billion people use on-site sanitation systems with pits, chambers, and septic tanks. These systems accumulate faecal sludge and require regular servicing by sanitation workers to empty, transport, treat, and use/dispose of the sludge. Another 3.3 billion people are connected to a sewer system which transports wastewater to treatment plants. The sewers and treatment plants also require sanitation workers for operation and maintenance. Despite their critical role in reaching Sustainable Development Goal 6.2, sanitation workers are among the most vulnerable groups, often working without protective equipment, job security, proper access to preventive and remedial health care or social protection.**

In 2019, the World Bank, World Health Organisation, International Labour Organisation, and WaterAid joined forces to shed light on the neglected issue of sanitation workers and released the report *Health, Safety and Dignity of Sanitation Workers: An Initial Assessment*. The report identifies key challenges, good practices, and areas for action, including the need for more data on the sanitation workforce to provide appropriate and adequate support. To fill this knowledge gap, WaterAid commissioned various partners to conduct rapid assessments of sanitation workers in Nigeria, Burkina Faso, Zambia, and Tanzania. The aim of these assessments is to understand the working conditions of sanitation workers and identify opportunities to support them.

This document presents the working conditions and the enabling environment of sanitation workers in Kano City, the administrative headquarters of Kano State in Nigeria. It presents the aim and objectives of the assessment, the methodology for data collection, the findings, and the recommendations required to improve the working conditions of sanitation workers and strengthen the enabling environment.

# Aim and objectives

**The aim of the assessment is to explore opportunities to support sanitation workers in Kano City, Nigeria, including strengthening the enabling environment.**

The assessment has three key objectives to achieve this aim:

- Understand the current sanitation situation, including the key stakeholders, policies, regulations, technologies, services, and contracting modalities related to sanitation workers along the service chain.
- Identify sanitation workers' challenges in terms of health, job security, and quality of life.
- Formulate recommendations and next steps to overcome identified challenges.

# Methodology



The following section includes a summary of the methodology used for the assessment in Kano City, including a description of the study area, data collection, ethical principles, and limitations.

## Study Area

The assessment study area is Kano City, the administrative headquarters of Kano State, Nigeria. The city has eight Local Government Areas (LGA), namely Dala, Fagge, Nassarawa, Gwale, Tarauni, Kano Municipal, Kumbotso, and Ungogo. The estimated population of Kano City is over 5 million, with a growth rate of 3.4%, which is among the fastest-growing cities in Nigeria. It is an important commercial and industrial centre, attracting millions of people from all parts of the country and beyond.

## Data Collection

Data collection for the assessment was conducted between February 1 – February 25, 2021, consisting of a literature review, Focus Group Discussions (FGDs), Key Informant Interviews (KIIs), and In-Depth Interviews (IDIs). The consultant facilitated the discussions and interviews using semi-structured open-ended questions. 45 out of the 62 targeted respondents participated in the data collection (73%). The respondents were categorised into two groups:

1. Sanitation service providers: Officials and workers of the Manual Pit Emptiers Association (Gidan Kowa Da Akwai) and the Vacuum Trucks Owners Association.
2. Relevant sanitation stakeholders: Government officials from Ministries, Departments, and Agencies (MDAs), public convenience owners, civil society groups (CBOs, NGOs), traditional and religious leaders, professionals, and academics.

**Table 1:** - Respondents included in data collection.

**IDIs were conducted to develop two case studies on land ownership and health and safety.**

Method	Respondents	Sample size
Focus Group Discussions	Manual Pit Emptiers Association (Officials)	8
	Relevant Government Officials	6
Key Informant Interviews	Vacuum Trucks Owners Association (Officials)	8
	NGOs and CBOs	1
	Traditional and Religious Leaders	2
	Public Convenience Owners Association	2
	Manual Pit Emptiers Association (Members/workers)	8
	Vacuum Trucks Owners Association (Members/workers)	8
	Professional Bodies	2
Academics	2	



## Ethical Principles

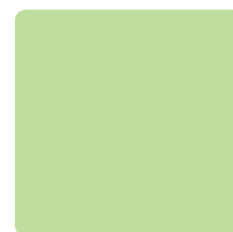
The study team strictly adhered to the following ethical principles:

- The Universal Declaration of Human Rights (UDHR), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the UN Convention on the Rights of the Child (UNCRC), and the UN Convention on the Rights of People with Disabilities (CRPD) as stated in the WaterAid Ethical Image Policy 2018.
- All protocols to protect the rights of and confidentiality of information providers such as, informed consent, voluntary participation, storing and maintaining security of collected information and assured respondents' anonymity and confidentiality.
- Ethical compliance in respecting the differences in religious beliefs and practices, personal opinions and judgments, caste, culture, work nature, disability, age, and ethnicity were strictly observed.

## Limitations

The assessment includes the following limitations:

- Schedule constraints of officials of the Vacuum Trucks Owners Association: The FGD was changed to KIIs to capture the officials' experiences.
- Unavailability of women groups and Primary Health Care facilities.



# Findings



The following section describes the findings from the assessment, including an overview of the enabling environment and the working conditions of sanitation workers.

## The Enabling Environment

### Stakeholders

The key stakeholders involved in faecal sludge management are:

- **Ministry of Environment:** The government body entrusted with the affairs of sanitation workers and their practices.
- **Primary Health Care Boards (PHCBs):** Located within the state Ministry of Health, and responsible for registering sanitation groups/companies and routine inspection.
- **Departments of Pollution Control:** Located within the Ministry of Environment, and responsible for routine inspection.
- **Sanitation Service Providers:**
  - Mechanical/gully pit emptiers, also known as Vacuum Trucks Owners Association. They are private companies.
  - Manual pit emptiers, also known as Gidan Kowa Da Akwai.

The assessment identified 12 companies/groups providing mechanical/gully pit emptying services and 50 groups (large and small) of manual pit emptiers spread across the city. All workers are male, as opposed to the solid waste management sector, which includes women.

**Table 2:** Key statistics on Faecal Sludge Management (FSM) service providers.

FSM Service Providers	No. of Companies/ Groups	No of Workforce	No. of vehicles	Average Capacity of vehicle (L)	Max. Vol. of FS Discharged (m <sup>3</sup> /day)
Mechanical Pit Emptying	12	Variable	19 Vacuum Trucks	10,000-20,000	150
Manual Pit Emptying	50 (19 large & recognised)	3000	84 Pick-up Trucks 2 (220L) Drums/Cart	4-8 (220L) Drums/Truck 2 (220L) Drums/Cart	220
<b>Total</b>	<b>62</b>				<b>370</b>

## Coordination

**The assessment revealed strong coordination among the manual pit emptiers and a lack of coordination among the mechanical pit emptiers association. Overall, there appears to be a lack of coordination between sanitation workers and the government.**

The manual pit emptiers group has a hierarchical organisational structure. At the top, there is the State Chairman, who coordinates and oversees the activities of the association. They organise meetings, mediate between the association and government, and intervene during misunderstandings between residents and emptiers. The State Secretary keeps track of documentation for the association. The emptiers are then divided into spots/unit headquarters called 'Mazauna'. They are located across the city and headed by a Leader. Supervisor' Helima' is a person who leads and oversees the activities of a team sent to a sanitation system site. The chief driver 'Sarkin mota' drives the vehicle to the sanitation system and then to the disposal site. The chief evacuator 'Sarkin rami' enters the pit and empties the faecal sludge. Worker is the lowest rank or level in the hierarchy of the association; they are answerable to every person in the association.

On the other hand, the Vacuum Trucks Owners Association rarely works as a team, and as such, their relationship with the government is very weak.



## Policies and Regulation Framework

**The legal and regulatory framework for sanitation workers and FSM is weak at both the national and state level. At the national level, the literature review identifies the National Environmental (Sanitation and Waste Control) Regulations 2009 regulated by the National Environmental Standards and Regulation Enforcement Agency (NESREA) and the Federal Ministry of Environment. The objectives of the national regulations include to (1) ensure that untreated sewage is not piped or discharged into public drains or roads and (2) ensure regular dislodgement and safe disposal of the content of the septic tank.**

In Kano State, the literature review identified the following key laws and policies relating to sanitation.

**Table 3:** Brief Chronicle of Sanitation Laws/Policies in Kano State.

Policy/Law Document	Regulatory Body	Target	Implementation Objective(s)
Northern Nigeria Town and Country Planning Law (Cap 130 of 1946)	Greater Kano Planning Authority (Native Authority)	Sanitation	Maintain proper sanitary conditions.
Public Health Law of Northern Nigeria, 1963.	Public Health Department (Native Authority)	Public Health	Maintain health care and general sanitation.
Edict No. 5 of 1976	Kano State Urban Development Board (UDB)	Sanitation	Secure and maintain sanitary conditions of conveniences and other public facilities.
Public Health Edict No. 4 1985 Part IV	Ministry of Health	Public Health and sanitation	Empower Local Government Councils to make rules and bye-laws for the maintenance of sanitary conditions for public toilets, night-soil collection, etc.
Edict No. 15 of 1990 Part IV Section 17(ii)	Kano State Environmental Planning and Protection Agency (KASEPPA)	Urban Development and Environmental protection	Take all lawful measures to ensure effective and continuous sanitation as well as the general cleanliness of the state.
Public Health Law (as amended), 2019	Ministry of Health	Public Health and sanitation	Maintain public health and general sanitation
Environmental Pollution Control Law, 2021 (Proposed)	Department of Pollution Control (Ministry of Environment)	Faecal Sludge Management and general sanitation (Proposed)	The proposed law is currently under consideration by the Kano State Government Executive Council.

Furthermore, the Senior Special Assistant (SSA) to the Executive Governor of Kano State, who is also the “Sarkin Tasftar” Kano, affirms that the government has outlined the following safety measures and guidelines for proper sanitation:

- All sanitation workers must be medically examined to check their health status before starting to work in sanitation.
- All sanitation groups/companies must register with a clinic for frequent medical check-ups.
- Special uniform and personal protection equipment (PPE) such as thick hand gloves, boots, and nose masks, must be worn.
- Before and during pit emptying, soil strength conditions should be carefully observed.
- Pit content evacuators must be in the company of others in case of an accident.
- The use of dilapidated equipment must be avoided.



- All sanitation groups/companies must register with the LGAs offices of PHCBs.
- Regular seminars must be organised for sanitation groups/companies on approval by the government, especially during outbreaks of epidemic disease.
- Routine inspection is conducted frequently by the officials of the PHCB and the Department of Pollution Control.

Weak implementation and lack of coordination among the government bodies is a challenge to ensuring hygienic emptying services.

### Infrastructure

Kano City seems to have two dysfunctional Wastewater Treatment Plants (WWTPs) and only three faecal sludge disposal sites. The two WWTPs are located at Tukuntawa, Zoo Road and the Airport Road, and both stopped functioning in 1991 and 1996, respectively. As for the formal disposal sites, one is owned by the authority (located at Kwanar Mahuwa) some few kilometres away from the city centre, and the other two are owned by private individuals located at Umarawa (Western Bypass) and Gandun Sarki (Fanisau). Respondents stated that there are not enough disposal sites, and the existing ones don't have drying beds or fencing to limit access to the sites. As a result, faecal sludge is extensively disposed of untreated into the environment. There are also challenges with access roads, particularly in the rainy season when they become narrow and inaccessible.



▲ **Figure 1:** Kwanar Mahuwa FS Disposal Site.

▼ **Figure 2:** Wailari/Umarawa FS Disposal Site.



# Sanitation Workers

## Profession

Most sanitation workers were forced into this profession to earn a livelihood and are aware of the associated health risks. Specifically, 15 sanitation workers (94%) stated that they were forced into this profession due to economic hardship (majority live in rural areas), and 1 sanitation worker (6%) stated they inherited the business from their father. It appears that poor economic status is the pulling force into sanitation work, with all sanitation workers stating they had no alternative.

## Property

Manual and mechanical sanitation service providers lack property for their businesses, including office and parking space. As a result, sanitation workers often squat on open land or near their trucks and face eviction due to temporary occupancy.

The assessment revealed that out of the 50 manual sanitation workers spots, only the Jakara Spot is reported to own an office, while the Gwagwarwa Spot rents an office. The rest of the 48 spots (96%) are either using a temporary structure (e.g., the Hauren Shanu/Gwale, Gwammaja Masaka, K/Dawanau Spots) or the sanitation workers squat on open land (Sabon Sara) or under trees (Tudun Wada).

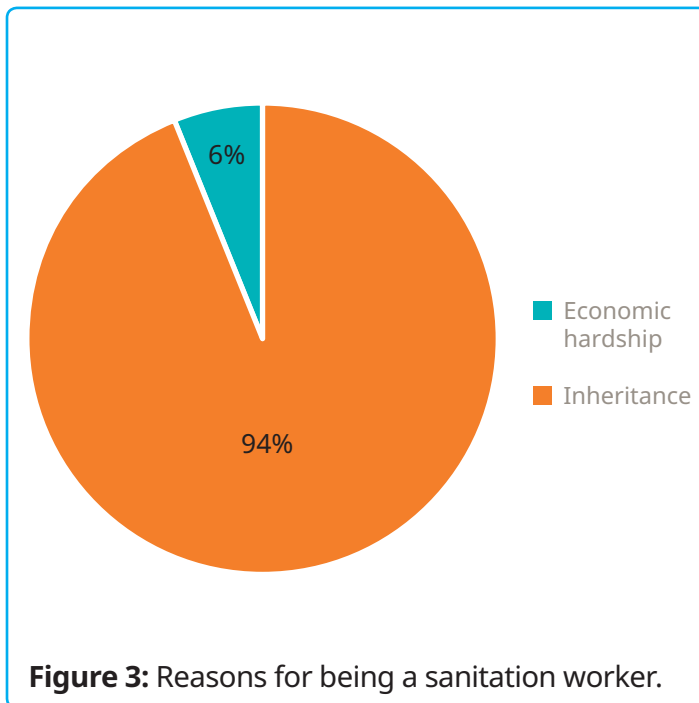


Figure 3: Reasons for being a sanitation worker.

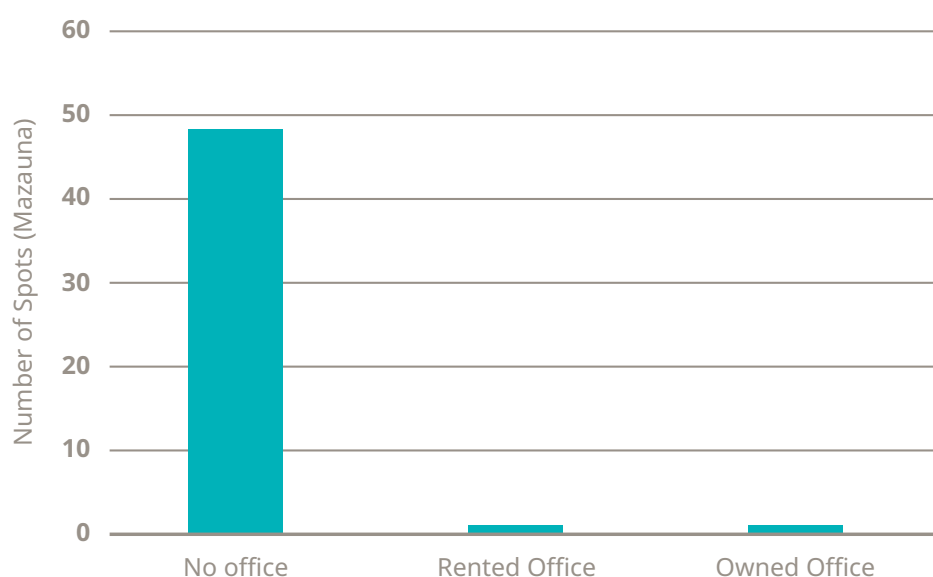
▼ Figure 4: Manual Pit Emptiers Squatting.



▼ Figure 5: Vacuum Truck without parking lot.



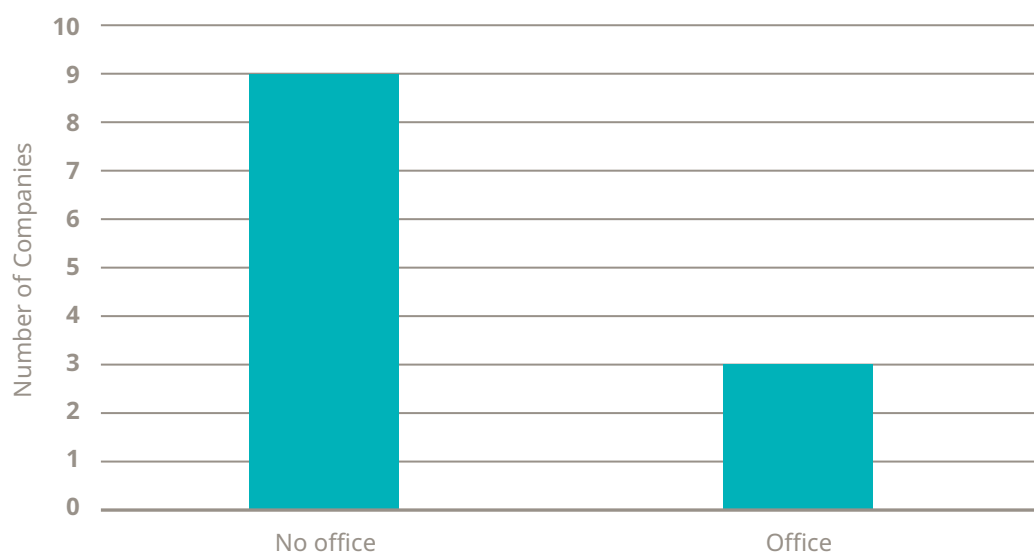
**Figure 6:** Occupancy of office space for manual emptiers.



In terms of mechanical emptiers, the assessment revealed that 3 out of 12 vacuum truck companies rent an office but don't own a parking lot for their vehicles (Empire & Waste Disposal Co. Ltd, Basic File Drill & Construction Company Ltd, and A.S. Abu-Swan Global Investment Ltd). 8 companies (67%) don't have an office and usually squat near their parked vehicles by the roadside. One company, the Sewage Disposal Company located at Airport Road has a parking lot at Eldorado Cinema, but has no structured office.



**Figure 7:** Tenancy of occupational space for mechanical emptiers.



## Story: The evicted sanitation workers of Filin Mushe

Forty years ago, or even longer than that, an emptiers group was based in Filin Mushe in the Gwale area of Kano City. This was a desolate area. Even though it was located within the walled city, there were not many houses in the area. The name of the area translates to “Carcass field”, a place where dead animals like horses, donkeys, and cows are dumped.

Alas, the group of emptiers no longer have this base. They were evicted and relocated. The carcass field is now mansions, schools, and public offices.

As houses were built closer and closer to their corner of the “filin-mushe”, the new neighbours started to complain about the smell of their drums and trucks used to collect and transport sludge. The emptiers were initially allowed to stay but were forced to move the trucks and drums to the bush at the edge of the Badala (city walls). Eventually, the emptiers also moved to join their operational tools/equipment.

This is a common tale of the “night-soil men” of Kano City. After all, they never own the land they operate, even if they worked there for more than thirty years. Despite the essential services these workers provide, the government and society do not recognise their work and have not provided support.



WaterAid/Sulaiman Ahmad Muhammad

**Figure 8:** A temporary structure used as an office by one of the groups of emptiers.



## Equipment

In terms of transport equipment, the assessment revealed that sanitation workers used vacuum trucks, pick-up trucks, and wooden or metal carts. Both the vacuum and pick-up trucks are of varying sizes (e.g., 4-8 metal drums for pick-up trucks). Wooden or metal carts can carry 2 metal drums. The assessment also noted that the manual emptiers had increased the number of vehicles significantly, but most of them were not in good working conditions. These vehicles (trucks) are not owned by the groups, rather, by individuals, either members of the group or private investors.



▲ **Figure 9:** Vacuum Truck.



▲ **Figure 10:**  
6 Drum Pick-up Truck.



▲ **Figure 11:**  
2 Drum Metal Cart.

## Health and Safety

Sanitation workers in Kano City face various occupational hazards, including close contact with faecal sludge and injuries and death sustained from equipment. The assessment revealed that most sanitation workers don't use PPE (e.g., gloves, face masks, and boots). When asked about safety measures, all sanitation workers unanimously agreed on the importance of using PPE and understood its necessity. However, only 25% of workers affirmed using PPE (particularly masks, gloves, and boots), while 75% admitted they don't use any PPE. For mechanical emptiers, a key challenge is the accessibility and affordability of PPE (₦1,500 (\$3.64)/pair of boots, ₦600 (\$1.45)/pair of gloves, and ₦1,500 (\$3.65)/pack of face masks. While manual emptiers highlighted the inconvenience of PPE, such as the boots are heavy, gloves are not durable, and the face masks are suffocating. Others said they don't wear PPE because they feel God is protecting them "Allah Yana karewa".

Hand washing (with at least water) after emptying sanitation systems and conducting site inspection appears to be the norm.



WaterAid/Sulaiman Ahmad Muhammad



▲ ► **Figure 12 and 13:**  
Sanitation workers  
without PPE.



WaterAid/Sulaiman Ahmad Muhammad

The assessment also found that sanitation workers sustain various degrees of injuries. A sanitation worker attached to the Jakara Spot, for example, sustained an injury in the pit while desludging, and two sanitation workers at Gwammaja Masaka were diagnosed with a tetanus infection from injuries caused by a sharp metal object. Fatal accidents have also occurred, such as two sanitation workers from Warri Road/Court Road Sabon Gari Spot that slipped into a pit on different occasions. A sanitation worker from Gwagwarwa Spot was also electrocuted while emptying a pit in the Sharada area. These incidences were linked to not using PPE.

## Stories: Until we meet again

### Accidental electrocution

In 2009, twelve years to be precise, a team of manual sanitation workers attached to the Gwagwarwa Spot were dispatched to Sharada area in Kano City to empty a full toilet. One Mallam Umaru Dogo, a 55-year-old resident of Tudun Wada area in Nassarawa LGA, was the Chief evacuator “Sarkin rami”. He climbed down the pit to empty the faecal sludge - he was without any PPE. While removing the sludge stuck to the pit wall with a metal tool, he accidentally hit an underground electric cable that passed through the pit. He was electrocuted and died instantly.

**Narrated by:** Auwalu Wada, State Chairman, Manual Pit Emptiers’ Gidan Kowa Da Akwai, and an attaché to Gwagwarwa Spot.

### Tetanus Infection

Barely 9 months ago, in July 2020, to be precise, a group of manual sanitation workers attached to the Gwammaja Masaka Spot were emptying a full latrine in the Gwammaja area. Sule Maiwa’azi, a 35-year-old indigent of Badodo village in Bagwai LGA, was injured by metal in the pit and didn’t go to the hospital. A few days later, the wound did not heal, and he began to have an array of serious ailments. Early in September, the illness became unbearable, with the wound growing bigger every day. He returned home and was taken to the health care centre in his locality. He was diagnosed with a tetanus infection. A few days later, in September 2020, the poor Sule Maiwa’azi died due to the injury he sustained during his sanitation work.

**Narrated by:** Salisu Mubarak, Gwammaja Unit Leader and a friend to the deceased.

### Seasonal Practices

The assessment revealed that there is seasonal variation in disposal practices of faecal sludge. In the dry season, the disposal sites are more accessible and farmers come to collect dried faecal sludge, especially in the peri-urban areas. However, in the wet season, the disposal sites are less accessible due to narrow or even inaccessible roads, and only certain vehicles are capable of reaching the sites. Emptiers with old vehicles and hand pushcarts are forced to dump faecal sludge within the city or in the city’s outskirts. According to some sanitation workers, water can easily wash down the faecal sludge away from communities, highlighting the lack of understanding of the consequences this practice has for communities downstream. Furthermore, farmers cultivate their agricultural land in the rainy season and therefore do not demand faecal sludge to use as fertiliser.



◀ **Figure 14:** FS dumped on farmland in dry season.

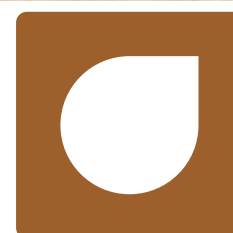
Furthermore, the study revealed that manual sanitation workers still resort to carrying buckets of faecal sludge on their heads to disposal sites.

### Business and Economics

Customers access the sanitation workers (manual and mechanised) services in three following ways: (1) meet the sanitation workers at their stations/offices, (2) demand for their services while working in nearby premises or passing by them on the road, and (3) call the phone number visible on the sanitation workers vehicles. The study showed there was competition with customers able to bargain and select the least expensive services. The following table shows additional data on pricing and wages for both mechanical and manual emptiers.



▲ **Figure 15:** FS disposal in rainy season.



	Mechanical emptier	Manual emptier
<b>Service charge</b>	₦10,000 (\$24.24) - ₦15,000 (\$36.36)	₦1,000 (\$2.42) and ₦3,000 (\$7.27) per 220 L drum
<b>Factors affecting the service charge</b>	The capacity of the vacuum truck and the selling price of fuel (diesel). Distance to disposal site is not a factor.	The economic status and bargaining power of the customer, the difficulty involved in the emptying task, and the selling price of fuel (petrol).
<b>Daily income of group/ company</b>	A company makes ₦20,000 (\$48.48) - ₦100,000 (\$242.41). Peak season: Rainy season.	A group can make between ₦5,000 (\$12.12) and ₦50,000 (\$121.20). Peak season: Rainy season.
<b>Daily income</b>	A mechanical emptier may earn a daily wage of ₦5,000 (\$12.12) or more.	A manual emptier may earn a daily wage ranging from ₦750 (\$1.82) to ₦3000 (\$7.27).
<b>Daily income</b>	A mechanical emptier may earn a daily wage of ₦5,000 (\$12.12) or more.	A manual emptier may earn a daily wage ranging from ₦750 (\$1.82) to ₦3000 (\$7.27).
<b>Payment method</b>	The company divides the daily income into two portions: one for the company and the other for the sanitation workers). The percentage depends on the owner of the company.	The group divides the daily income into two portions, one for the vehicle owner an maintenance, and the other portion is shared among the team involved in a particular exercise.  At end of the day, the driver and the team leader contribute ₦200 (\$0.48) while each labourer contributes ₦100 (\$0.24) for the upkeep of the group's routine activities. Also, each member of the group pays ₦50 (\$0.12) each week for the union for the welfare of the group members and unforeseen circumstances.

# Recommendations

The assessment has identified the following recommendations to strengthen and improve sanitation and the working conditions of sanitation workers in Kano City:

- **Reform policies, regulations, guidelines, and the institutional arrangement:** This includes the development of a legal framework relating to FSM and the legal rights of sanitation workers, as well as occupational and health hazards and other benefits in line with the International Labour Organization (ILO). This also includes the establishment of an administration of sanitation affairs responsible for regulation (e.g., Kano Metropolis Urban Sanitation Board (KAMUSAB)).
- **Construct, operate and maintain faecal sludge treatment plants (FSTPs):** FSTPs should focus on resource recovery to turn the waste into wealth as those modelled in Dakar (Senegal), Kumasi (Ghana), Durban (South Africa) and Kampala (Uganda), amongst others.
- **Provide support to sanitation workers:** This includes financial tools such as loans and grants, facilitating linkages with financial institutions, and the provision of tools/equipment, vehicles, and office and parking space.
- **Revisit the health and safety guidelines for sanitation workers:** This includes ensuring the guidelines are aligned with the ILO standards and informing sanitation workers on the guidelines to ensure compliance. This also includes ensuring sanitation workers are all registered with a Primary Healthcare Facility nearest to their office/station for a subsidised medical check-up and treatment and ensuring the use of PPE.
- **Register and license the sanitation workers' organisations:** This includes renaming and restructuring the existing associations, officially registering the organisations, and developing legally bounded principles. A suggestion is Kano Association of Manual Pit Emptiers (KAMPE) for the 'Gidan Kowa Da Akwai' and Kano Association of Vacuum Trucks Owners (KAVTO) for the mechanical sanitation workers.
- **Develop and implement a behaviour change campaign on the rights and dignity of sanitation workers:** This campaign would target the general public, health workers, NGOs, CBOs, and religious organisations to improve their understanding of sanitation workers and their rights. This would include seminars, awareness campaigns (e.g., media outlets), and capacity development activities.
- **Establish partnerships with various stakeholders:** This includes increasing the government's commitment to sanitation to attract investors to engage in Public-Private Partnerships (PPP). There also needs to be engagement with civil society groups (NGOs, CBOs), academics, professionals, etc.

Opportunities to collaborate with past or existing sanitation initiatives is limited. Sanitation workers in Kano City testified that with the exception of WaterAid Nigeria, no other organisation has engaged, prioritised or supported them in any way.

However, it appears that the Kano State Government has agreed to a Public-Private Partnership (PPP) with CAPEGATE Investment Company Limited to manage the waste sector. The agreement will see the sanitation sector (along the entire service chain) incorporated into the company's service delivery. The company's objectives include "Waste Management and Environmental Services", which includes (1) recycling and composting, (2) energy recovery, and (3) treatment and disposal.

## Next steps

To address the sanitation challenges, the Director of the Department of Pollution Control, Kano State Ministry of Environment, made the announcements during the final validation workshop.

- In the second quarter of 2021, the environmental pollution control law will be enacted to ensure proper faecal sludge management in Kano State.
- All faecal sludge transport systems must adhere to sanitation protocols.
- All sanitation service providers associations will be trained and retrained on faecal sludge management and sanitation protocols.
- Sanitation service providers must wear PPE.
- 10 faecal sludge treatment plants will be provided in Kano State.
- 5 additional WWTPs will be designed.
- 50 new gully vehicles will be provided under the potential hire purchase programme.

**Figure 16:** Announcements made by the Director of the Department of Pollution Control.

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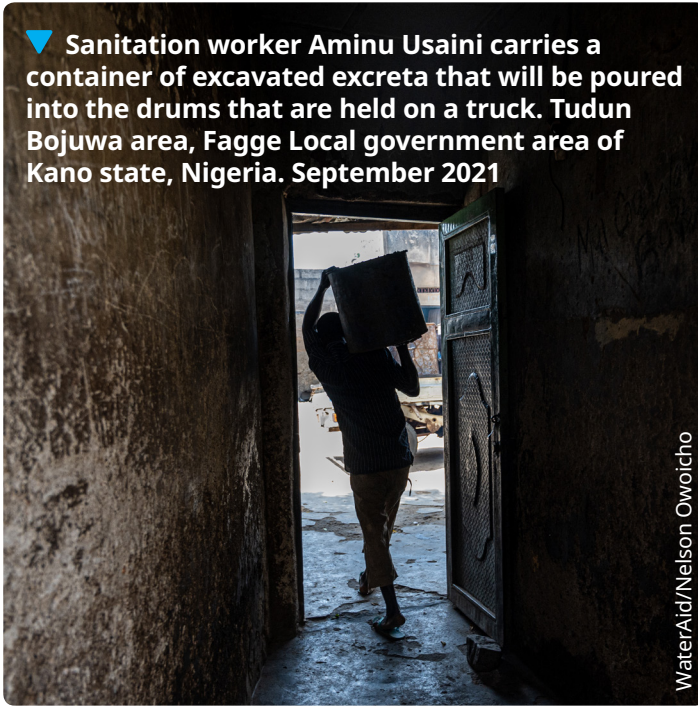
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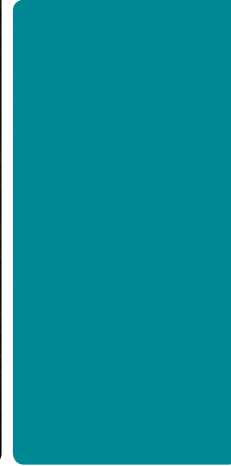
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▼ Sanitation worker Aminu Usaini carries a container of excavated excreta that will be poured into the drums that are held on a truck. Tudun Bojuwa area, Fagge Local government area of Kano state, Nigeria. September 2021



WaterAid/Nelson Owoicho



▶ Sanitation worker Aminu Usaini pours excavated excreta in to drums stored on a truck. Tudun Bojuwa area, Fagge Local government area of Kano state, Nigeria. September 2021



WaterAid/Nelson Owoicho



## Contact:

Sulaiman Ahmad Muhammad  
Lead Consultant

Department of Science

School of Continuing Education  
Bayero University, Kano, Nigeria

Tel: (+234) 806-922-9625

Email: [msahmad.sce@buk.edu.ng](mailto:msahmad.sce@buk.edu.ng)

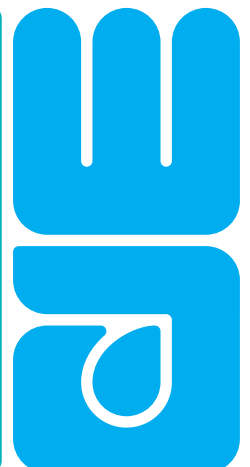
Wandoo Akosu  
Project Supervisor

WaterAid Nigeria

8 Etang Obuli Cres, Utako 900108,  
Abuja, Nigeria

Tel: (+234) 810-219-9951

Email: [WandooAkosu@wateraid.org](mailto:WandooAkosu@wateraid.org)



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