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Sanitation Workers

31st SuSanA Meeting: 17 August, 2021

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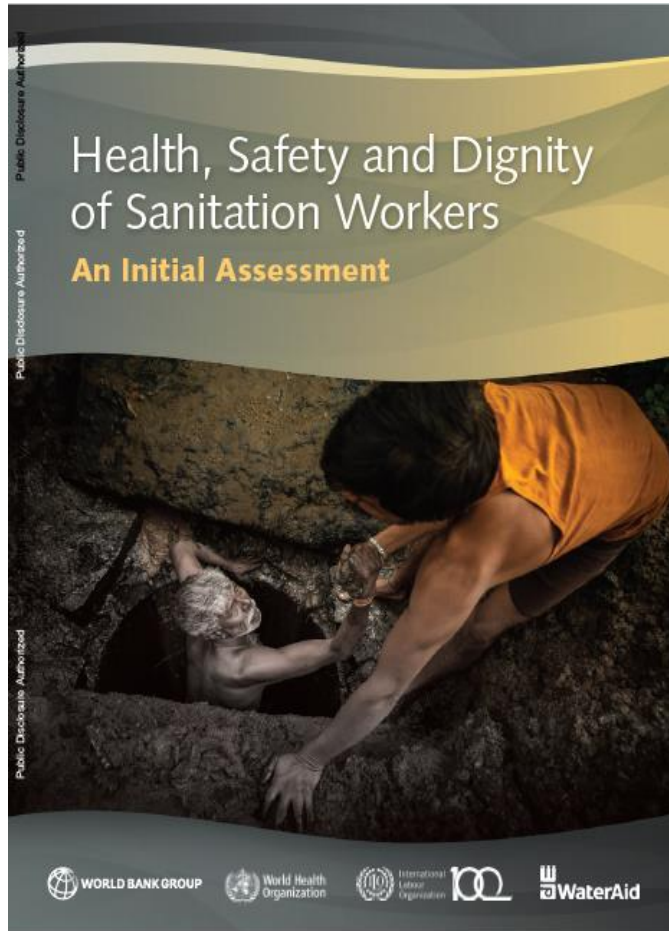
Global advocacy for health, safety and
dignity of workers in sanitation

31st SuSanA Meeting: 17 August, 2021
Kanika Singh

www.susana.org



Health, safety and dignity of Sanitation Workers: an initial assessment (2019)



KEY CHALLENGES	IDENTIFIED GOOD PRACTICES	AREAS FOR ACTION
Weak legal protection of an invisible workforce	Acknowledgement and formalization of workforce	Policy, legislative and regulatory reform
Multiple occupational and environmental hazards	Mitigating occupational health risks for sanitation workers	Development and adoption of operational guidelines
Financial insecurity	Safeguarding sanitation workers' health	Building the evidence base
Social stigma and discrimination	Standard operating procedures and guidelines	Advocacy and empowerment of sanitation workers
	Workers' empowerment - unions and associations	

New phase: global advocacy project

- ‘Initiative for sanitation workers’



- With additional support from BMGF

Expected outcomes:

1. **Political prioritization:** sanitation workers’ rights are included in government and civil society political agendas at the national and local levels
2. **Influencing the WASH and labor sectors:** sanitation workers’ rights are mainstreamed in WASH sector implementation and monitoring, while labor sector organizations increasingly include sanitation workers in their initiatives.
3. **Addressing knowledge gaps:** research initiatives and products address knowledge gaps that are critical to supporting political prioritization and implementation for sanitation workers.

Project activities

Outcome	Activity	Lead
Political prioritization	ILO South Asia meeting on sanitation workers	ILO
	National and global commitments	All partners
	Networking support	SNV, WA
Influencing the WASH and labor sectors	World Bank Investments	WB
	Dissemination at events	All partners
	Multimedia exhibition	WA
	Supporting engagement with informal sanitation workers	ILO
Addressing knowledge gaps	Developing a research agenda	WHO
	Incentivising research	WA
	Procedures, guidelines, local regulations	WB, SNV
	Technological innovations	WB
	Data gathering checklists	WHO
	Quantification and health evidence	WHO
	Online platform	WB, SNV

ILO South Asia meeting on sanitation workers

- A tripartite meeting of governments, workers, and employers in South Asia
- Discussions planned:
 - The major risks faced by sanitation workers, key challenges of governments in addressing the risks, and the gaps in knowledge regarding sanitation workers
 - What actions have governments and social partners taken to address these risks and challenges?
 - What strategies can the ILO and social partners adopt to create opportunities in the sector and address these challenges?
- Expected outcome: a regional/country-level roadmap for the three constituencies (workers, employers and governments).

Lead: ILO

Supporting sanitation workers' organizations and networks

- Supporting workers' organizations and networks in their efforts for workers' mobilization, movement-building, and engagement with local/national authorities and stakeholders
- Exploring strategies such as:
 - Convening spaces for sanitation workers to engage with authorities
 - Micro-grant support to organizations and networks



Lead: SNV and WaterAid

Developing a research agenda on sanitation workers

- Identifying major knowledge gaps on sanitation workers' issues
- Preparation of a research agenda
- Finalization through consultations with a diverse group of stakeholders and decision makers
- Publication in journals and online dissemination



Lead: WHO

Incentivising research



Lead: WaterAid

- Incentivizing and supporting applied research
 - Research awards on sanitation workers-linked to the UNC Water and Health Conference 2021
 - Support to Masters and PhD students for undertaking research on sanitation workers as part of their thesis work;
 - Research support grants to institutions
- Encouraging research done in collaboration with sanitation workers or their representatives

Procedures, guidelines, local regulations

- Review of regulations, operational guidelines, Standard Operating Procedures
- Consolidating it in the form of best practice, checklists, and case studies for:
 - Governments to adapt to the needs in their areas
 - Workers' organizations to use in advocacy, rights protection.
 - Donors/development partners to use to cover the issues of sanitation workers in their urban sanitation initiatives

Lead: World Bank and SNV

Technological innovations

- Review of existing experience and emerging technological innovations which protect health, safety and dignity of sanitation workers
- Identification and dissemination of good practices, emerging technologies, and gaps in innovation



Lead: World Bank

Online platform on sanitation workers

- An online platform on this subject- on the SuSanA website
- Featuring a repository of resources, forum posts, events, blogs, etc.

Lead: SNV and World Bank



Thank you



garima
FOR SAFETY & DIGNITY OF
CORE SANITATION WORKERS

31st SuSanA
Meeting
online

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The Garima Initiative

31st SuSanA Meeting: 17 August, 2021

G. Mathi Vathanan, IAS
Principal Secretary to Govt
Housing & Urban Development Department
Government of Odisha, India

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Legal Provisions in India

CAG's report stated that "The **1993 Act** has failed to achieve its objectives even after 10 years of implementation involving investment of more than 81 million USD"



Supreme court judgement

Strict enforcement of PEMSRA 2013 & monetary compensation to families of deceased sanitation workers



There is an urgent need to...

Provide dignity to sanitation workers

Provide safer working environment to sanitation workers

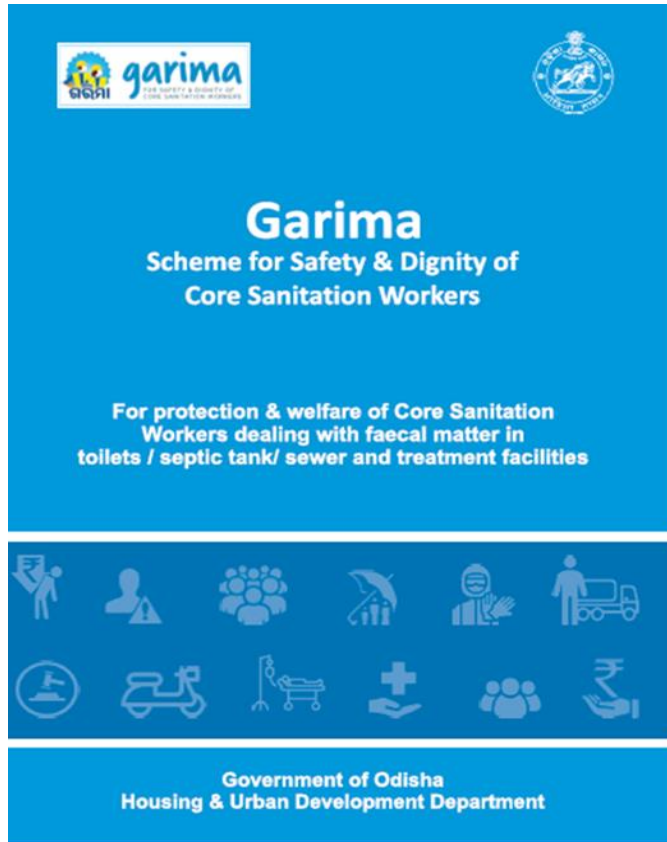
by

Acknowledging the ground reality

Creating an enabling environment

Garima

(Means Dignity in Odia language)



- Launched on 11th September 2020
- For **protection & welfare of core sanitation workers** dealing with faecal matter in toilets/septic tank/sewer and treatment facilities.

Scope of core sanitation work under Garima



Desludging



**Sewerage network
maintenance**



**Open drains
cleaning**



**O&M of
STPs/ SeTPs**



**O&M of
Public and Community toilets**

Benefits under the scheme



ଘର



ବ୍ୟକ୍ତିଗତ ପ୍ରତିରକ୍ଷା ଉପକରଣ



ବୀମା (ସ୍ୱାସ୍ଥ୍ୟ/ ଜୀବନ)



ଦୁଇଚି ଚକିଆ ଯାନ



ମୋବାଇଲ ଫୋନ



କାର୍ଯ୍ୟର ଯାନ୍ତ୍ରିକରଣ



ପର୍ଯ୍ୟାୟ ସ୍ୱାସ୍ଥ୍ୟ ଯାଞ୍ଚ



ପିଲାମାନଙ୍କ ପାଇଁ ଶିକ୍ଷା



ସର୍ବନିମ୍ନ ମଜୁରୀ ନିଶ୍ଚିତ

Enhancing Minimum Wages

Risk & Hardship allowance

Health Insurance

Disability Support

Reduced working hours

Periodic Health Check ups and Treatment

Illness allowance

Life Insurance

Caste Certificate

Post Service benefit

Retirement Benefit

Concessional loan for Individual Entrepreneurship

Social Security Benefits under the scheme



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ବ୍ୟକ୍ତିଗତ ପ୍ରତିରକ୍ଷା ଉପକରଣ



ବୀମା (ସ୍ୱାସ୍ଥ୍ୟ/ ଜୀବନ)



ଦୁଇଟି ଚକିଆ ଯାନ



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ପିଲାମାନଙ୍କ ପାଇଁ ଶିକ୍ଷା



ସର୍ବନିମ୍ନ ମତ୍ତରା ନିଶ୍ଚିତ

House Financial Assistance

Two-Wheeler Support

Mobile phone Subsidy

Free up to Higher Education for Children

Empowerment of women members of the family by tagging them to Women SHGs / ALFs

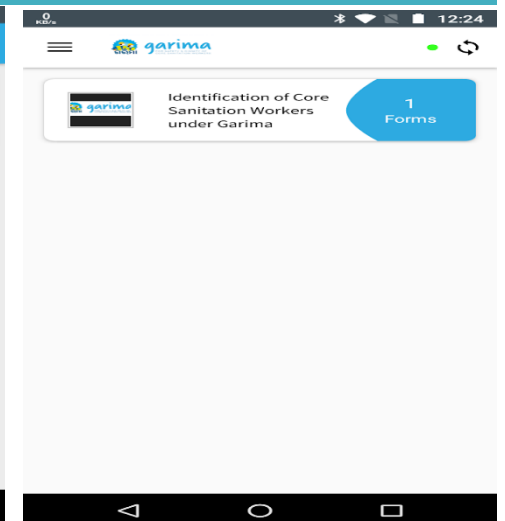
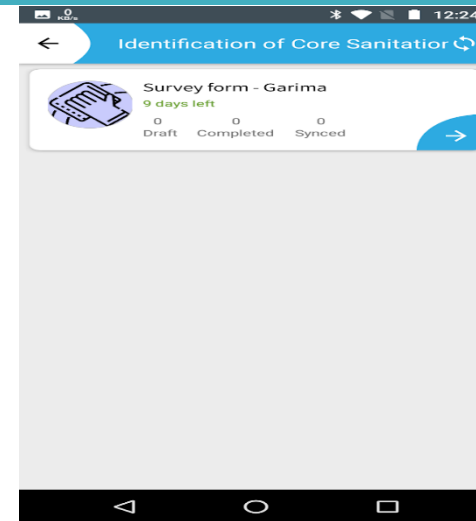
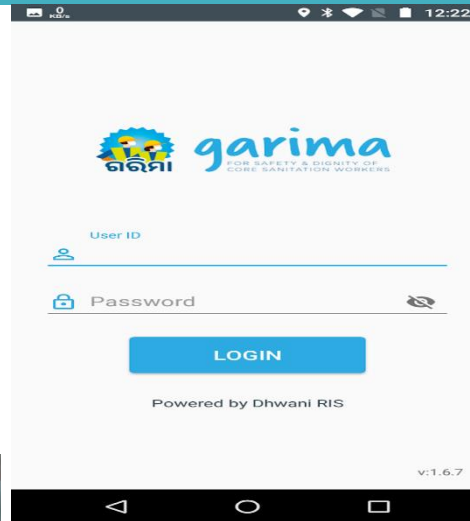
Concessional loan for Individual Entrepreneurship

Progress made so far... of the Scheme

from 11th September 2020

October 2020

Enumeration process initiated...
Mobile based Application Software developed...
Safai karamchari Andolan roped in as enumerators ..
Orientation training for enumerators



Notification of State, District and City Level Committees

January 2021

Enumeration conducted in 6 Major cities for identification of CSWs



Enumeration & Validation Completed

Sambalpur	Cuttack	Puri	Berhampur	Bhubaneswar	Rourkela	Total
2592	2002	517	1614	4007	2238	12970

ID cards are to be issued soon

Projects
Identification of Core Sanitation Workers under Garima

Project- Identification of Core Sanitation Workers under Garima / Form- Survey form - Garima / Form Data

Partner Surveyor Odisha All District 7 Days 2021-02-05 2021-02-12 Search

10 Showing 41-10 of 417 entries

#	Surveyor Name	Mobile	Action	State	District	Block	Grampanchayat	Village	Hamlet	Server Synced	Mobile Created
1	Jyotsna Nayak	7383858660		Odisha	Bhubaneswar	---	---	---	---	12-02-2021 16:30:54	12-02-2021 16:31
2	Kanu Naik	7383876324		Odisha	Cuttack	---	---	---	---	12-02-2021 16:27:22	12-02-2021 16:27
3	Tushar Naik	7383546039		Odisha	Puri	---	---	---	---	12-02-2021 16:27:09	12-02-2021 16:27
4	Jamuna Naik	7383876683		Odisha	Cuttack	---	---	---	---	12-02-2021 16:16:04	12-02-2021 15:42

**The enumeration process yet to be completed in Bhubaneswar, Rourkela and Sambalpur

Setting up of ERSU

December 2020

Notification for
setting up **ERSU** in
all 114 cities



May 2021

Notification of
RSAs in cities to
monitor & regulate
sewer entry ,
Manual cleaning
and enforce law

PPE Assessment Study



- 5 members from each category of Core Sanitation Workers were provided with options for different PPEs.
- They were trained on usage and maintenance of these PPEs
- Trials were conducted for all the PPEs and based on feedbacks from the participants, modifications were also made in the designs.
- A final list of recommended PPEs was generated based on the findings from this study.



Comfort

Material

Maintenance

Fitting

Ergonomy

Sustained
use

Roundtable Consultation with PPE manufacturers, Safety Experts and Design Institutions

Viewing Prerna's application

Garima Scheme in Odisha

Provision of PPE and safety devices under the Garima scheme for the core sanitation workers

1. O&M of PT/CT
2. FSTP operator
3. Open drain cleaning – Manual & Mechanical
4. Emptying of septic tanks- Manual & Mechanical
5. Cleaning of sewer lines - Manual & Mechanical

Under the National Safai Mitra Suraksha Challenge for ULBs, 40% marks are linked to Safety and Protective Equipment

UMC: TSU - Garima

6

Dhawal Pati

Participants (57)

Search

- SC Sambalpur Mu...
- SC sambalpur mun...
- SR Sanat Rout
- SR SANJIBETRA...
- SS Saroja Kumar ...
- SC Sasmita. CMC
- SK Saurabh Kale

Other requirements

Full body rain coat

- Provide cover from head to ankles
- Attached hood to cover head
- Has to be worn over the uniform and PPE
- For females, one piece raincoat that can be worn over a saree

Users – all categories of sanitation workers

PPE kit

- Separate compartments for each PPE
- Foldable

Components of the kit:

- Helmet
- Coverall
- Gumboots/shoes/thigh waders
- Raincoat
- Gloves
- Mask
- Water bottle
- Towel

Users – all categories of sanitation workers

Prerna

HD

AS

AM

AB

UMC: TSU - Garima

27

- About 25 participants attended the consultation to deliberate on design interventions required for PPEs given to CSWs.
- Some manufacturers displayed their products and presented their designs
- Existing/ proposed standards pertaining to each of the required equipments were discussed and suggested

Prescribed Personal Protective Gear for Core Sanitation Workers with “Garima Branding”



e-mail : sanitationhud@gmail.com



Government of Odisha

Housing & Urban Development Department

3rd floor, Kharavel Bhavan, Unit-V, Bhubaneswar, PIN:751001

File No.: HUD-SANT-SCH-0004-2021 Letter No.: 10968 /HUD. Date: 25.06.2021

From

Ashok Kumar Sarangi,
Joint Secretary to Government &
Joint Mission Director, SBM (Urban)

To

Managing Director, WATCO
Member Secretary, OWSSB

Sub: Introduction of prescribed uniform for the sewer entry professionals engaged in cleaning and maintenance of septic tanks / sewer lines etc.

Sir,

I am directed to enclose herewith the standard dress code prescribed for the sewer entry professionals who are engaged in sewer cleaning and maintenance activities.

The uniform is prescribed for the sewer entry professionals who are engaged in mechanical cleaning or any other cleaning and maintenance activities **outside the maintenance hole** in the cities of Bhubaneswar, Cuttack, Puri and Rourkela.

The prescribed uniform should invariably display the "Garima" logo and the placement of logo should be as in the enclosed prototypes.

It shall be mandatory on the part of all concerned including the PSSOs to ensure that Core Sanitation Workers who are engaged in the aforesaid assignments are supplied with and wear the prescribed uniform and safety gears whenever they are deployed to perform their duty.

These instructions shall come into force with immediate effect.

Yours faithfully,

Encl:-Uniform_Sewer cleaner_Operator.jpeg


Joint Secretary to Government &
Joint Mission Director, SBM (Urban)

ULBs notified for strict observance of safety precautions and use of recommended PPEs

Procurement of Safety Devices and Equipment by Cities and their Demonstration to Officials and Core Sanitation Workers



Extensive Training program



- WASH Institute has been engaged as a training partner for the scheme.
- WATCO has recently set up a training academy called the Odisha Water Academy for the purpose of imparting skills training in the water and wastewater sector.
- A Training of Trainers has been conducted for Master Trainers who are going to further train Sewer Entry Professionals. 29 Master Trainers have been certified.

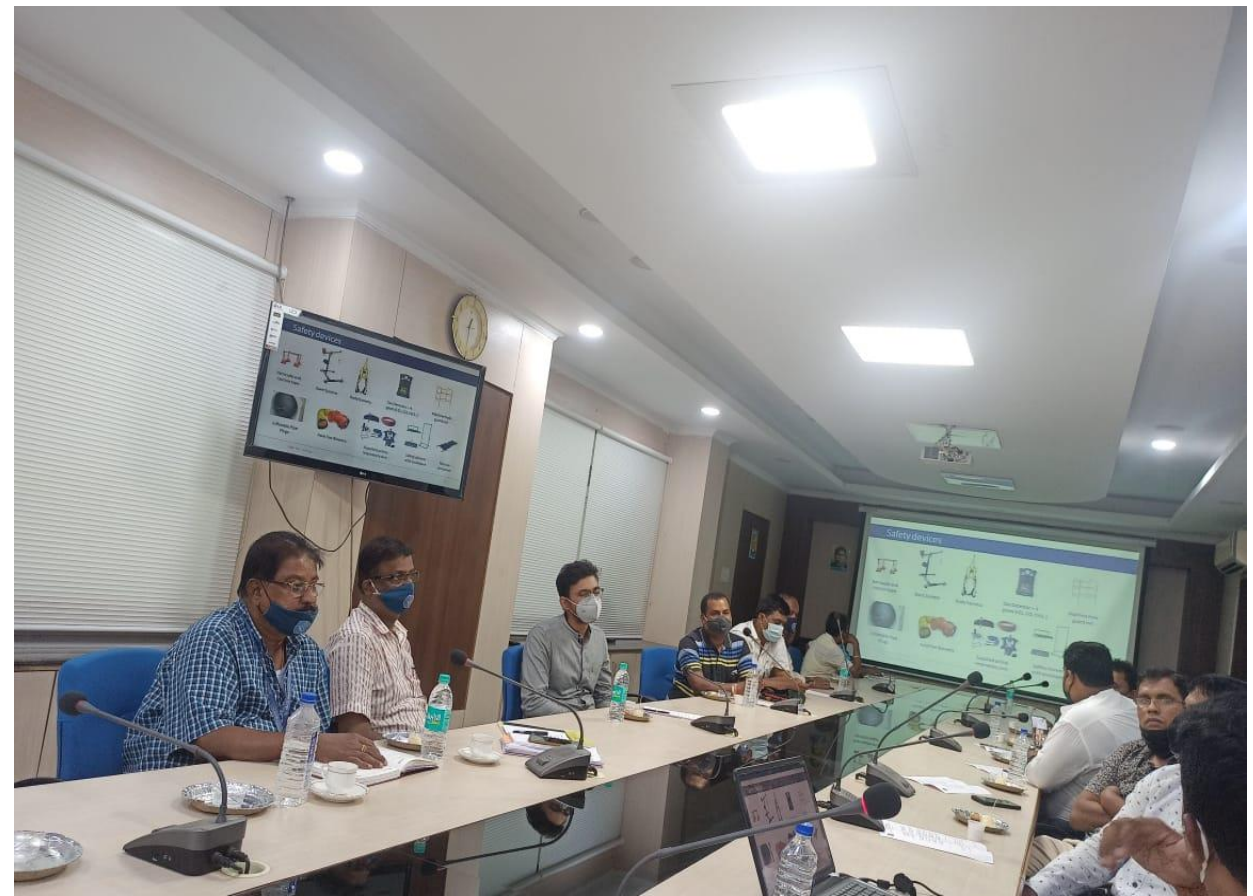
Training of Master Trainers for Sewer Safety



Training of Master Trainers for Sewer Safety



Training of Sewer Entry Professionals initiated in Bhubaneswar through Odisha Water Academy



Orientation was given on the uses/benefits of different PPEs/ devices recommended for Confined Space Entry and mechanised cleaning of sewer lines.

“Garima Griha” – Bringing Dignity to Sanitation Work



- Constructed at office premises of WATCO Sections where CSWs reports.
- 28 nos of Garima Griha Completed in Bhubaneswar, Puri and Cuttack.
- Targeting the Facility to available in all the city of the State.

“Garima Griha” – Bringing Dignity to Sanitation Work



RCC Roofed Garima Prakostha inside WATCO Section, Spring Tank Bhubaneswar

“Garima Griha” – Bringing Dignity to Sanitation Work

Waiting/Resting Area



Locker Room



“Garima Griha” – Bringing Dignity to Sanitation Work

Washroom



External Washing Area



“Garima Griha” – Bringing Dignity to Sanitation Work

Changing Room



Drinking Water



Gazette Notification issued by L&ESI Department

Notification of Core Sanitation Work in Skilled and High Skilled Categories of scheduled employment-resulting in increase in wages by 49% for Gr-1 & 33% Gr2 CSW

The Odisha Gazette

EXTRAORDINARY
PUBLISHED BY AUTHORITY

No. 1033, CUTTACK, TUESDAY, JULY 6, 2021/ ASADHA 15, 1943

LABOUR & E.S.I. DEPARTMENT

NOTIFICATION
The 5th July, 2021

S.R.O. No.203/2021— Whereas, the draft of certain proposals for addition of certain categories of workers to the existing employment in Part-I of the Schedule to the Minimum Wages Act., 1948 (11 of 1948) were published in the Extraordinary issue No. 401 of the *Odisha Gazette*, dated the 10th March,2021 bearing **S.R.O.No.70/2021** by the Government in the Labour & ESI Department, Odisha under Notification No. 495/LESI., dated the 21st January, 2021, as required under section 27 of the said Act inviting objections and suggestions from all persons likely to be affected thereby before expiry of the period of three months from date of publication of the said notification in the *Odisha Gazette*;

And, whereas, no objection and suggestion has been received within the specified period of three months in respect of the said proposal, by the State Government;

Now, therefore, in exercise of the powers conferred by Section 27 of the said Act., the State Government do hereby add the following categories of workers to the existing employment to Part-I of the Schedule to the said Act, namely:—

Inclusion of Core Sanitation Workers in **Skilled and Highly Skilled** Categories of Scheduled Employment

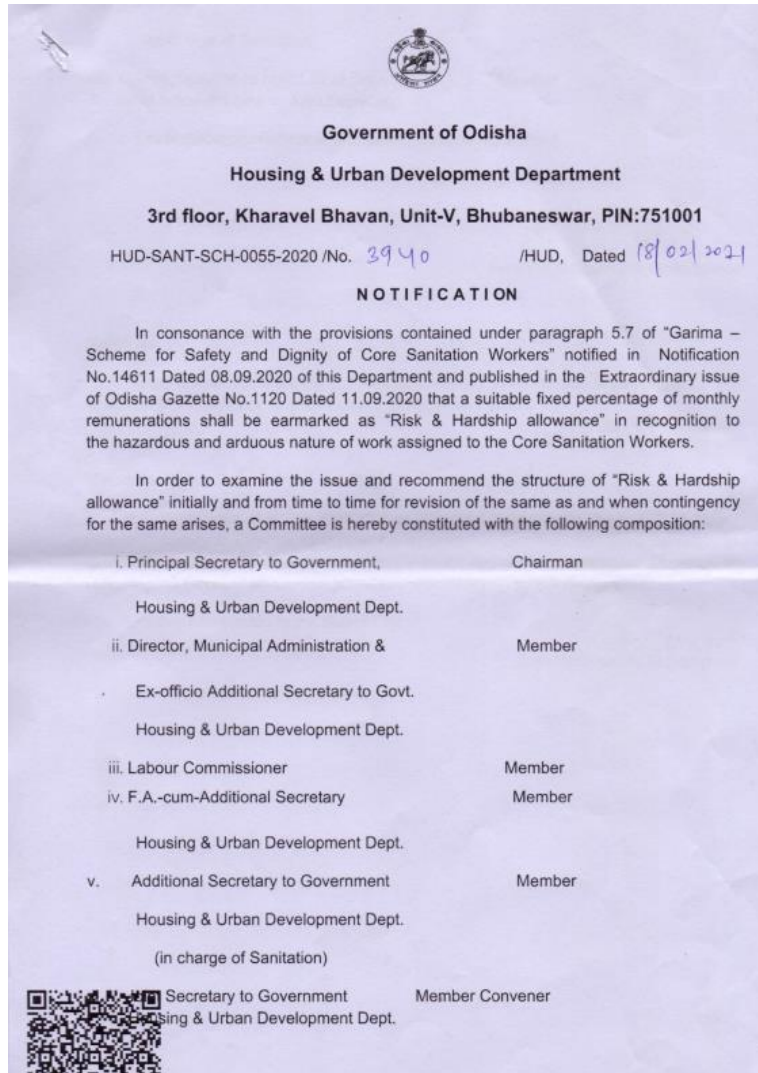
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SCHEDULE

In Part-I of the Schedule, in the existing employment at Serial Number 43, i.e. "Local Authority", the following categories of employees shall be added:

Category	Name of the work	
	Designation	Nature of work
(1)	(2)	(3)
Highly skilled	Core sanitation worker Grade-I	Core sanitation workers engaged in (1) Desludging of sanitation systems, (2) Maintenance of sewer network, (3) Cleaning of inspection chambers by entering into it and (4)Septic tank cleaning and maintenance.
Skilled	Core sanitation worker Grade-II	Core sanitation workers engaged in operations other than the above, such as (1) Cleaning of drains, (2) Cleaning, operation and maintenance of public and community toilets and (3) Operation and management of Sewage Treatment Plants (STPS) or Faecal Sludge Treatment Plants (FSTPS)

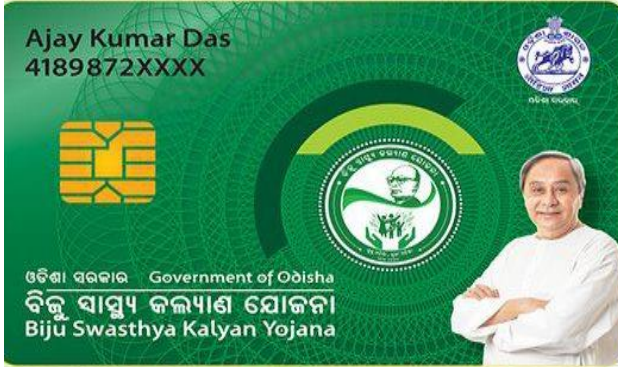
Provision of Risk and Hardship Allowance



- A committee has been constituted on 18.02.2021 for provision of Risk and Hardship Allowance for Core Sanitation Workers.
- Notification of Risk & Hardship allowance @15% of Wages for Gr-1 Core Sanitation Worker.
- A proposal for extension of pro-rata allowance @ 15% of the wages to Core Sanitation Workers (Grade-I).
- Involved in highly skilled and hazardous jobs like cleaning of sewer network, confined space and septic tanks is under active consideration of Government.

Biju Swastha Kalyan Yojana

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ଟୋଲ୍ ଫ୍ରି ନମ୍ବର: ୧୦୪

ଆମ ମୁଖ୍ୟମନ୍ତ୍ରୀ କଲେ ଘୋଷଣା
ନୂଆ ସ୍ୱାଚ୍ଛ କାର୍ଡ
ଏବଂ
ନୂଆ ରୂପରେ
ବିଜୁ ସ୍ୱାସ୍ଥ୍ୟ କଲ୍ୟାଣ ଯୋଜନା



Biju Swasthya Kalyan Yojana Smart Card operational from 01 September 2021



Rs. 5 lakh per annum health cover for Family



Rs. 7 lakh per annum health cover for women members of Family



Around 3.5 crore people from over 70 lakh families in the state will benefit

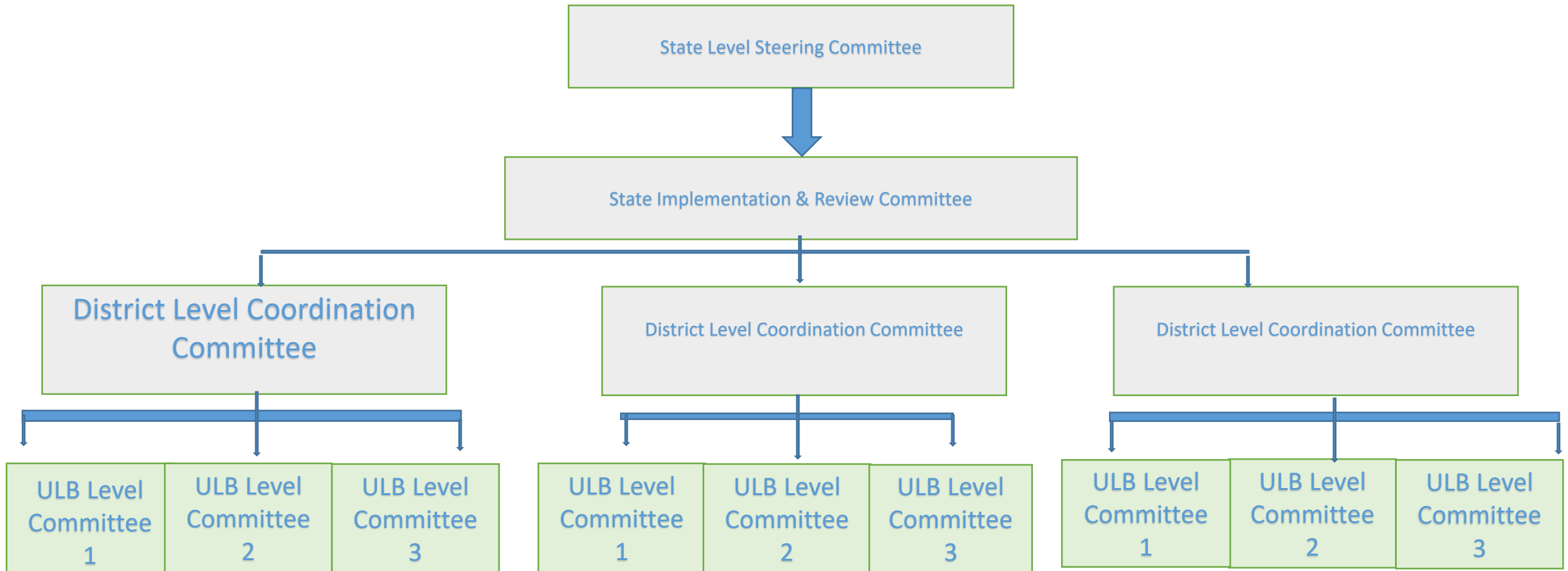


All BKKY and RSBY cardholders will be covered under BSKY



Over 70% population of state provided health protection through cashless treatment

Robust Monitoring System





THANK YOU



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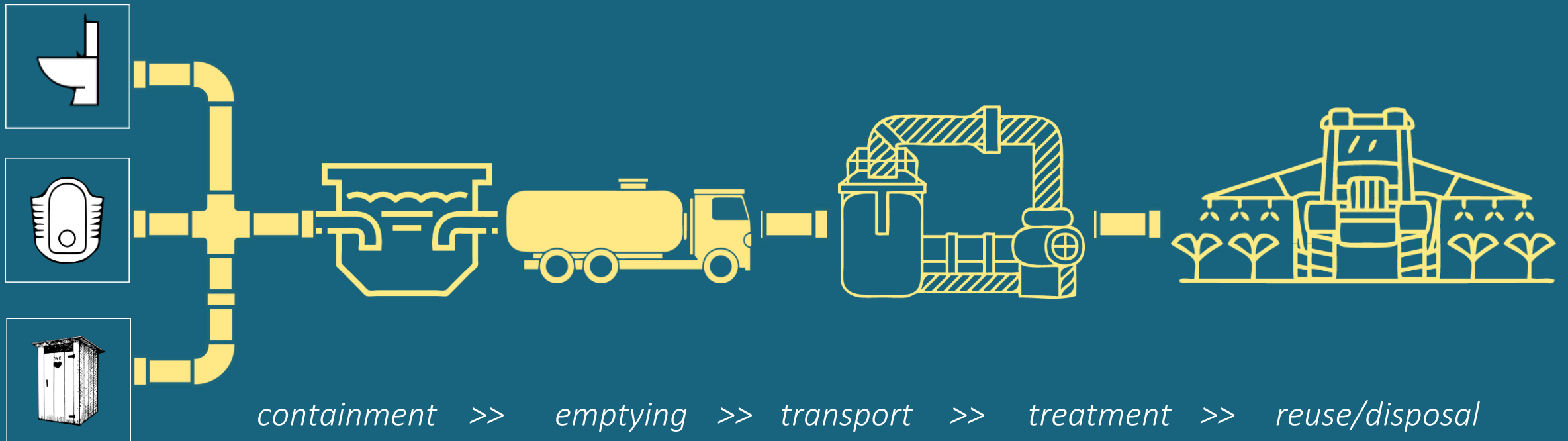
The Value of PASA in the sanitation chain

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31st SuSanA Meeting: 17 August, 2021
Eva Muhia, Vice President of the Pan African
Association of Sanitation Actors

THE STATE OF OUR SANITATION

*The value of PASA
(Private Sector) in
the sanitation value
chain*

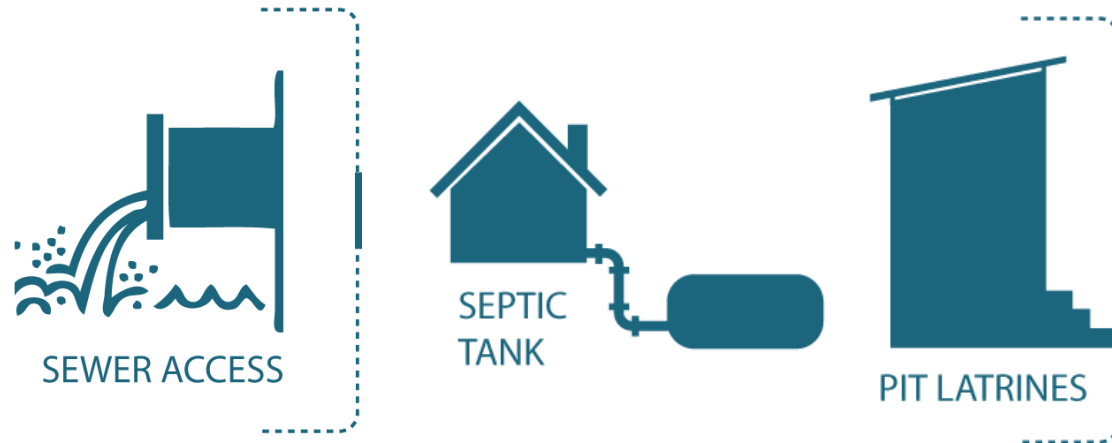


THE STAT OF OUR CITIES

Majority of African urban centers either totally lack sewer infrastructure or have sewer systems overloaded by at least **5x** their capacity

Estimated urbanized population in Africa by 2050

50%



Growing urban population in African cities is giving rise to informal settlements that in some nations house up to **60%** of the population

A PARTICIPATIVE PRIVATE SECTOR

- How can private sanitation actors play a bigger role in the sector?
- They already serve a significant portion of the market
 - They have valuable data and insights on the sector
 - A significant portion of private sanitation actors are organized into groupings, caucuses or organizations





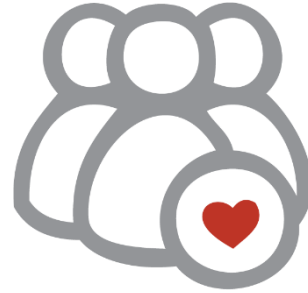
STATUTORY BODIES

- Planning
- Policy formulation
- Regulation
- Monitoring & Evaluation



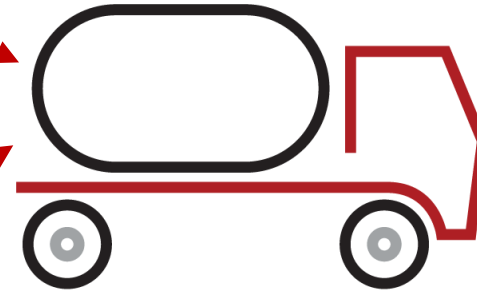
COUNTY GOVTS

- Legislation
- Enforcing



NON PROFITS

- Advocacy
- Data Collection
- Pro-poor Service Provision

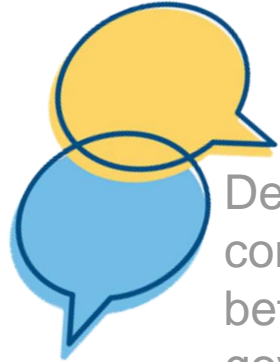


SERVICE PROVIDERS

- Service Provision
- Innovation
- Self Regulation

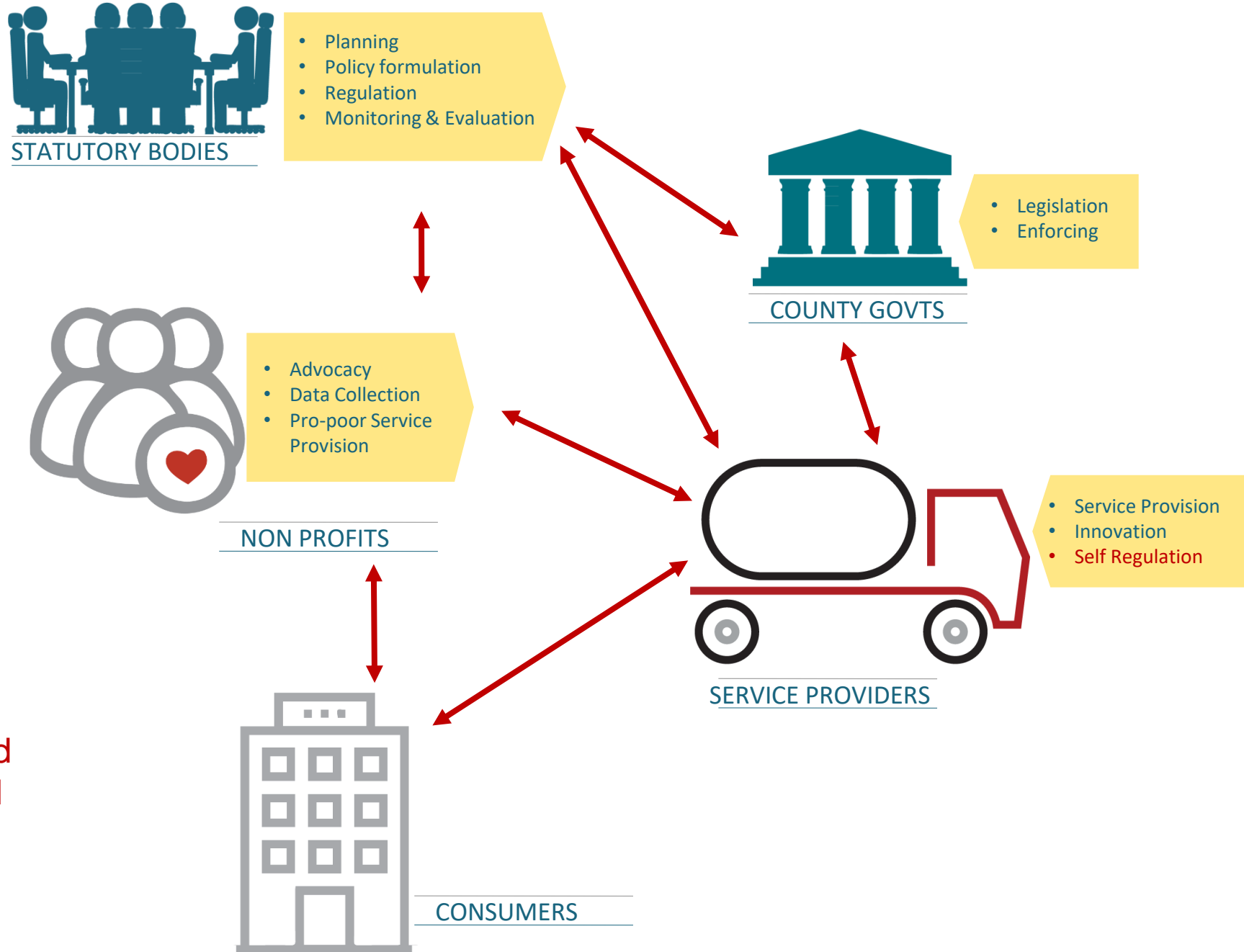


CONSUMERS



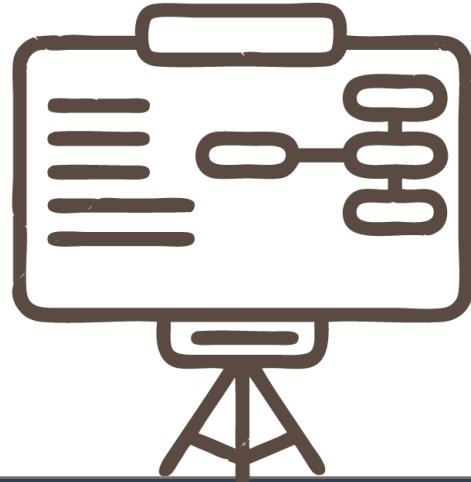
Deeper conversations between government and private sector. Better interaction between sanitation value chain actors

Ensure service providers are included in consultations toward planning, policy and legislation





Helping the private sector players understand the crucial role the sanitation value chain plays in realizing a sustainable world (through SDGs)



Encourage/
incentivize training
and categorization of
private sector workers



Improve existing
structures to match
population / volume



Recognize and
empower MSMEs &
artisans in the
sanitation industry

IDEA

Private sector sanitation workers attend training sessions to upgrade their skills in subject areas relevant to sanitation, enhance their marketability and compliance in the sanitation value chain

THE PRIVATE SECTOR IN SANITATION



Local Authorities
National Government
Parastatals and Oversight Bodies

PASA is instituting frameworks to enable govt and private sector to better coordinate their roles towards achieving sustainable development goals

Private sanitation actors help achieve **four** out of the **17 SDGs** but are rarely appreciated by regulatory authorities



Use Private sector sanitation workers and entities to inform standards and guidelines of operation in the Sanitation Industry



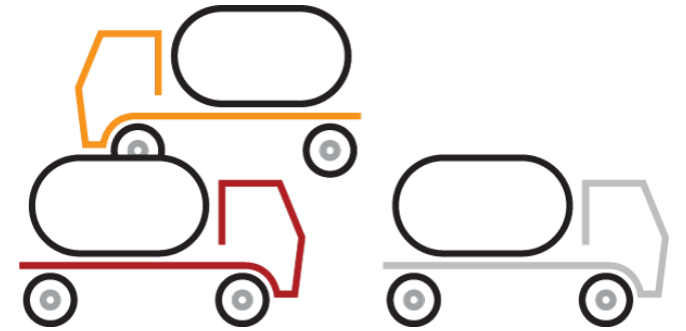
informing
REGULATION



Health, Safety and
Environment Guidelines



Standard Operating
Procedures



Monitoring private sector
operations through color
coding & IoT



Rules, regulations and
mechanisms for maintaining
Industry discipline



WHAT DOES THE FUTURE HOLD FOR PASA



How can PASA mobilize the sanitation value chain to actualize fair access/equity to sanitation infrastructure?

What innovations can we steer within the sanitation industry to realize sustainability and wider social impact (with reference to SDGs)?

How can we unlock value within the industry in order to create opportunities for existing and incoming sanitation actors/professionals?



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Panel Discussion

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The Value of PASA in the sanitation chain

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Eva Muhia, Vice President of the Pan
African Association of Sanitation Actors

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Poll

- <https://app.wisembly.com/susana31>
Password to Participate: susana2021

Webinar Series: Working Effectively with Manual Emptyers

October 12: Understanding the realities of manual pit emptying

October 19: Talking tools and technologies

October 26: Capacity development approaches for emptiers

November 2: Manual emptying as part of the safely managed sanitation value chain

November 9: Collaborating effectively with manual emptiers

Questions? Interested in joining?

Contact: Kjames@cawst.org



- Sanitationworkers.susana.org
- In collaboration with ILO, WaterAid, SNV, World Bank, WHO, BORDA
- Launch end of this year
- Dedicated space for gathering knowledge, evidence, training material etc..
- Open space for discussion linked to SuSanA Forum
- Events
- Opinion articles