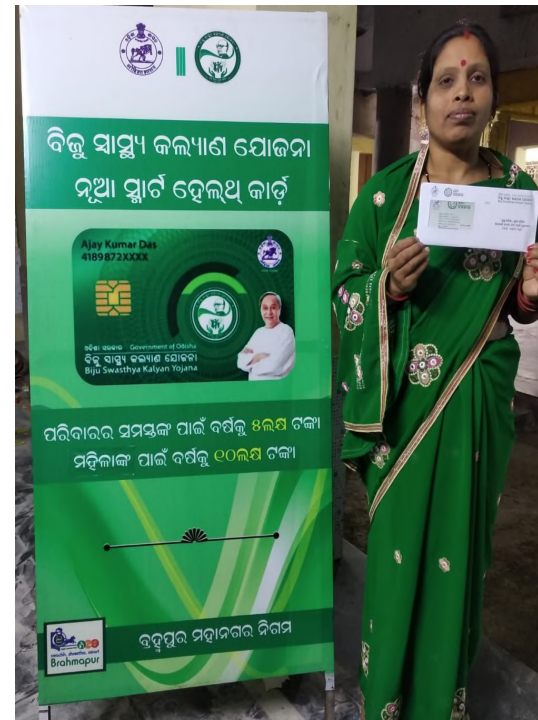


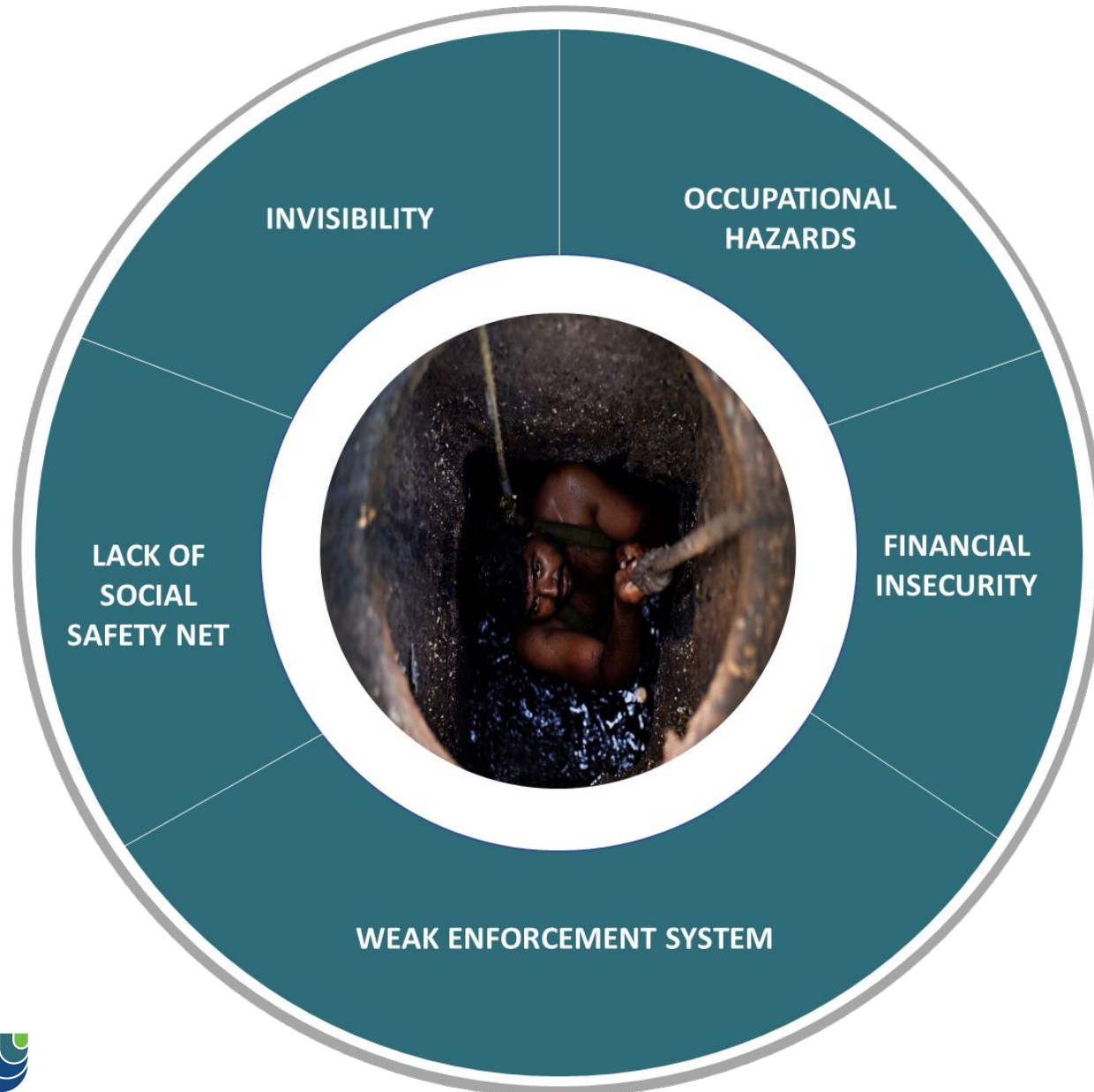


Garima Scheme

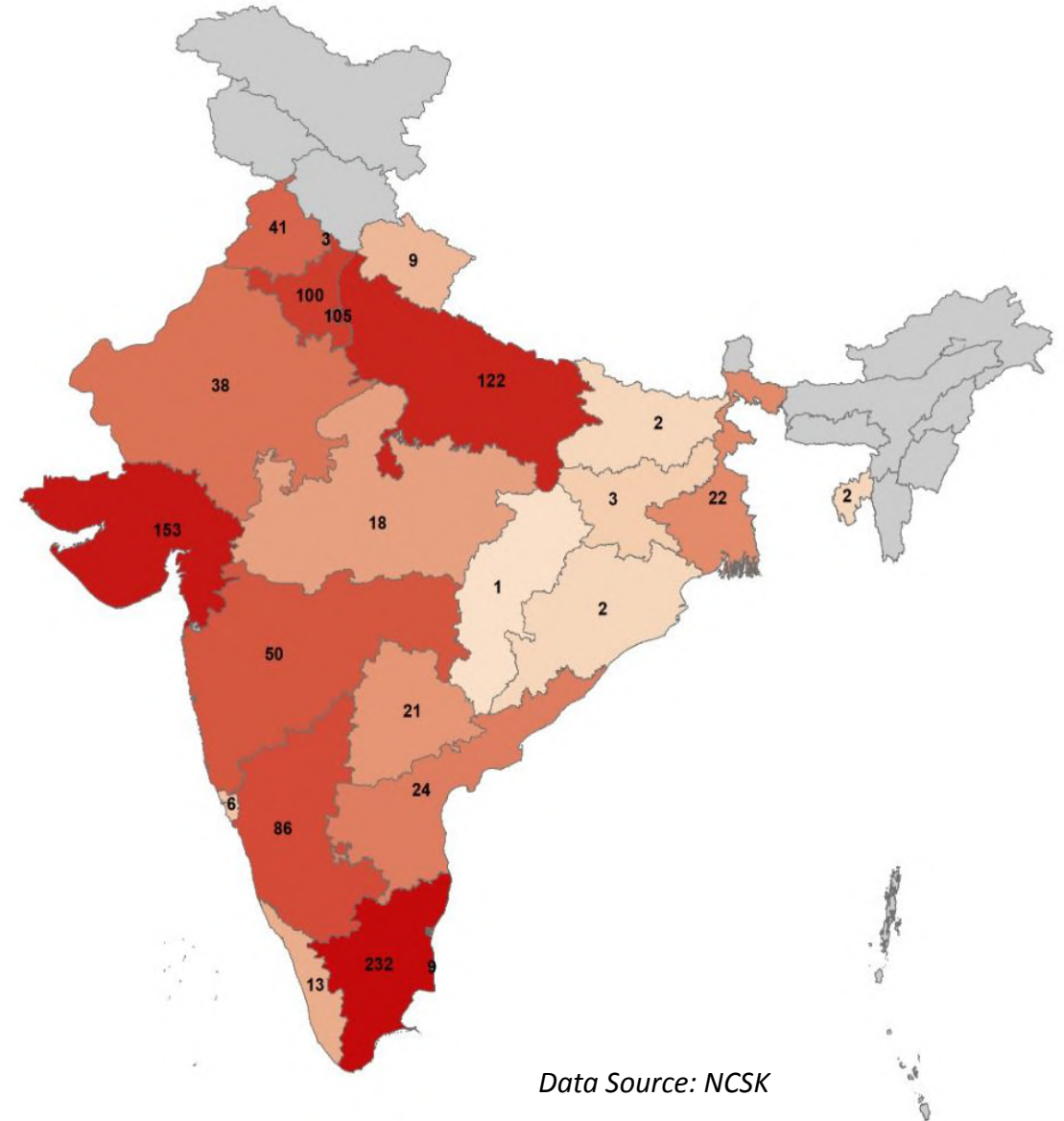
Ensuring Sanitation
Workers'
Safety and Dignity



Plights of more than 2 mn sanitation workers



Deaths of sanitation workers in past 20 years...**1062** fatalities



Data Source: NCSK



Condition of Sanitation Frontline Workers



Garima Scheme in Odisha



Job roles covered under Garima scheme

Drain Cleaning



O&M of STPs/ FSTPs



Sewer line Cleaning and Maintenance



O&M of Community & Public Toilets



Emptying of Septic Tank



- Design and launch of Garima scheme on 11th Sep 2020 by Hon'ble CM of Odisha
- Scheme to ensure that all core sanitation work undertaken in cities of Odisha is done in a safe and dignified manner
- MoU between UMC and Govt of Odisha for implementation of the scheme

Scheme Components



SOCIAL SAFETY

Enhanced dignity

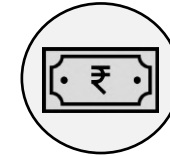
1. Registration of sanitation workers
2. Free education up to post-graduation
3. Retirement and post-service benefits (for contractual/ outsourced SWs)
4. Sensitization of citizens, employers and government sanitation service seekers
5. Health, accidental and life insurance
6. Mobilization of sanitation workers to form and strengthen Common Interest Groups



OCCUPATIONAL SAFETY

Improved safety

1. Model clauses and SOPs by ULBs and private service providers to enhance safety
2. Provision of PPEs and safety devices
3. Enhanced mechanization by involvement of sanitation workers
4. Establishment of ERSU to avoid mishaps during confined space entry
5. Creating institutional mechanism for regular training and skill building
6. Enforcement of existing legal provisions and grievance redressal
7. Regular health check-up



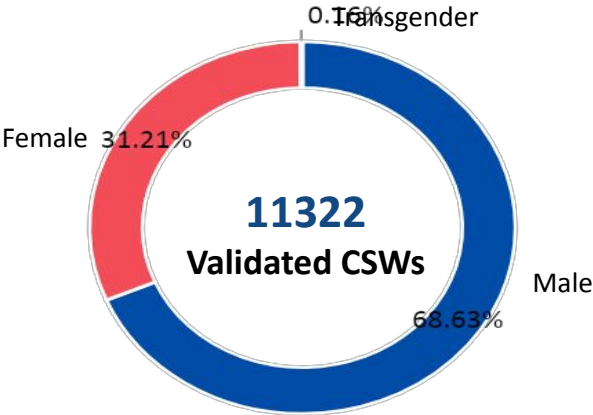
FINANCIAL SAFETY

Improved access to (capital) equity

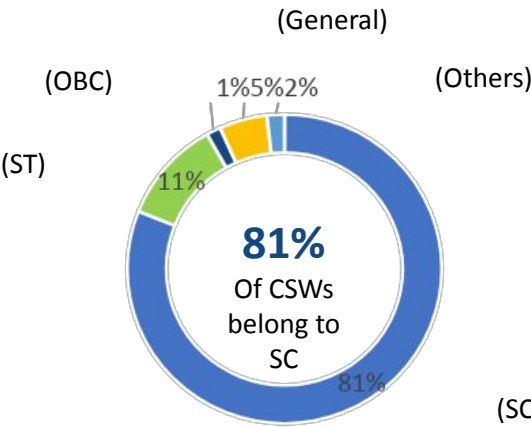
1. Assured minimum wages
2. Risk & hardship allowance
3. Disability support
4. Illness allowance
5. EPF
6. Easy access to various scheme promoting individual/ group entrepreneurship

Enumeration of sanitation workers across 115 cities of the state

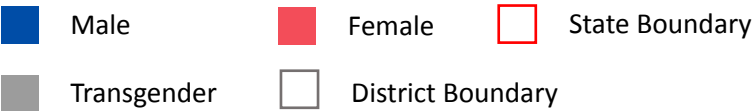
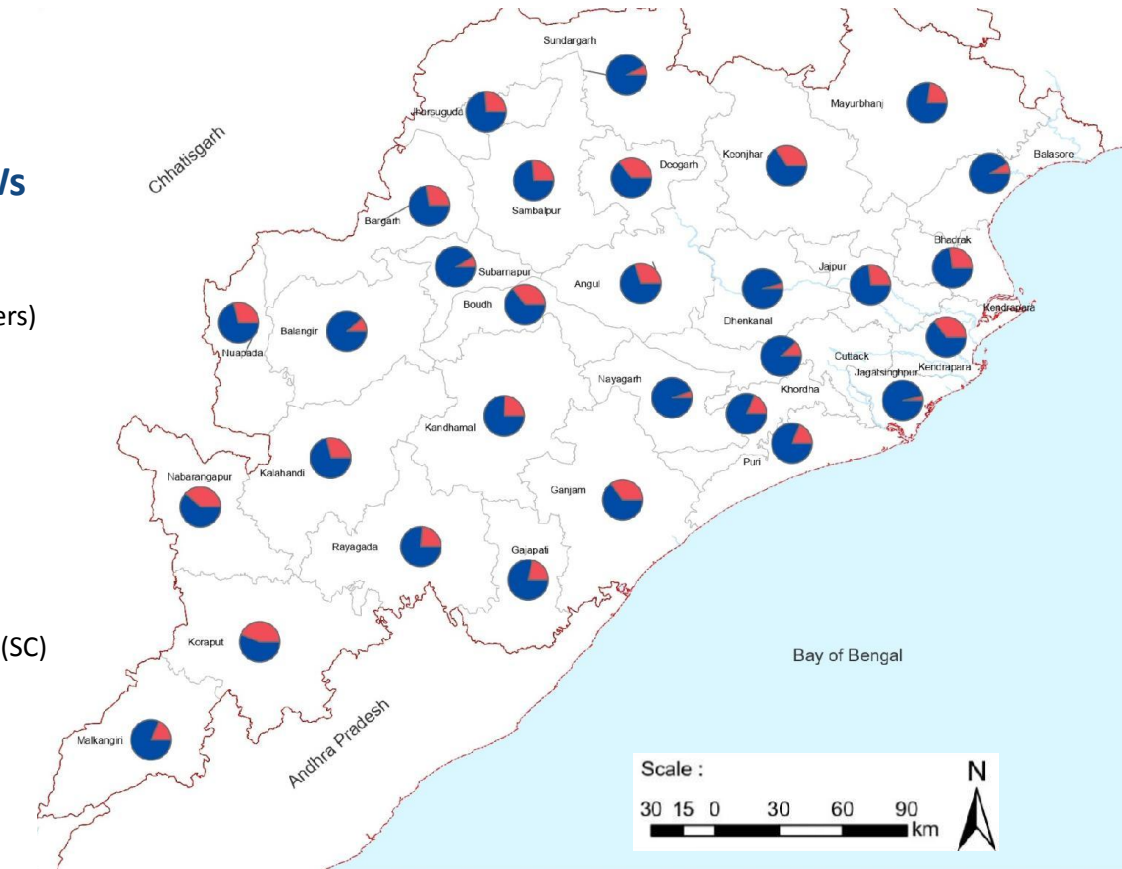
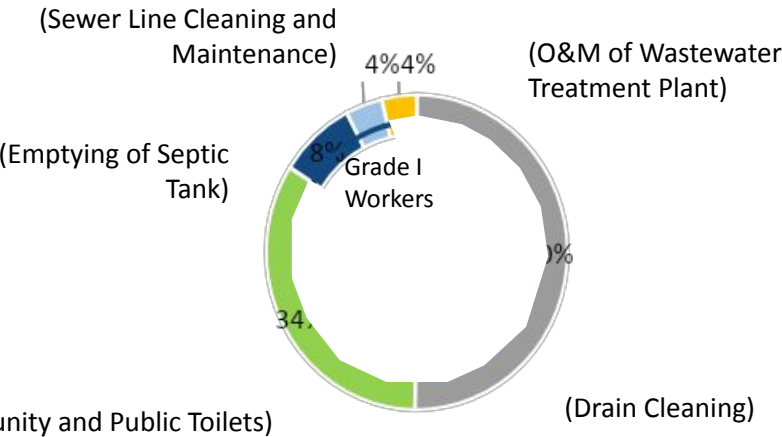
Gender Distribution of CSWs



Social Background of CSWs



Job Role wise Distribution of CSWs



Impact of Garima scheme towards ensuring safety and dignity of core sanitation workers

- Sanitation workforce **formalized**: Core Sanitation Workers (CSWs) enumerated in 115 cities and given **Garima ID card**
- **Converging with line departments for linking CSWs with** - joint letters issued by H&UDD with DoHFW, Food & Civil Supplies etc.
- Minimum wages of sanitation workers increased by **33- 50%**; **workers also being paid risk & hardship allowance**
- Sanitation workers are forming SHGs and **choosing livelihoods that provide them financial stability**; **ULB signed contract to formalize their status as employees**
- **4 training centers established by Odisha Water Academy**; provides hands-on practical training, assessment and certification to CSWs
- **Emergency Response Sanitation Units (ERSUs) established across all cities**; **Proactive action by cities for penalizing PSSOs unsafe cleaning**
- **Cleaning of all confined spaces done as per ERSU protocols**
- **33 resting lounges “Garima Griha” for workers constructed in 6 cities**
- **Workers provided with and use PPE as per their job role**
- **ERSUs equipped with critical safety devices**
- **Vehicles procured increasing mechanized cleaning**
- **Regular health check-up and treatment for CSWs**
- **IEC undertaken to raise awareness**

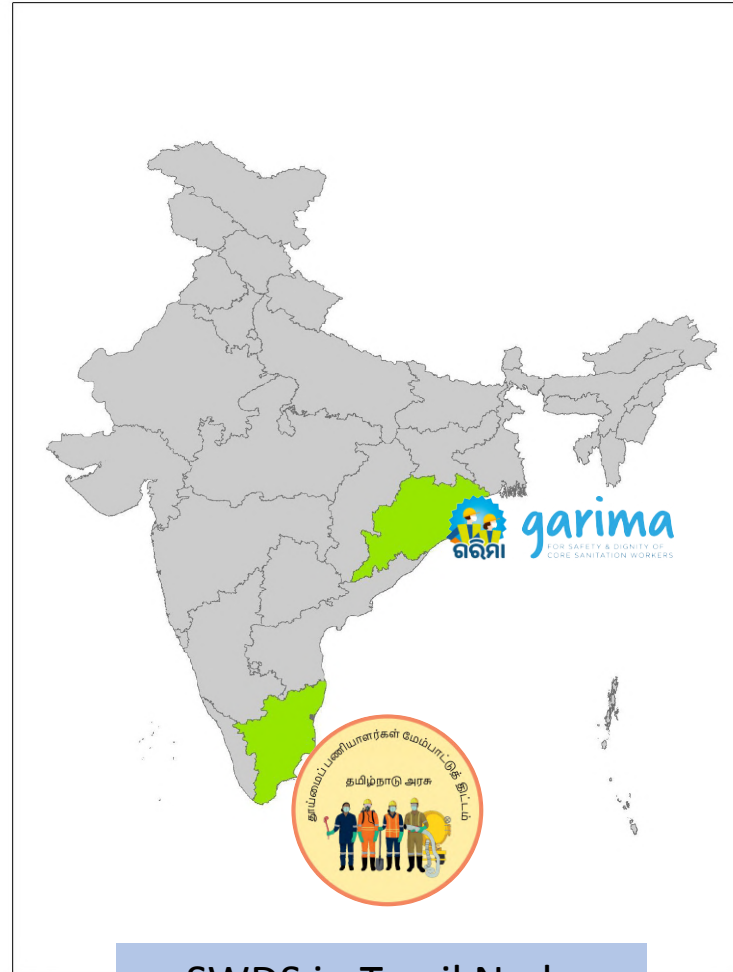
Government has allocated a budget of Rs. 50 Crores per year for the scheme.
The support has leveraged Rs 566 Million or US\$ 6.9 Million



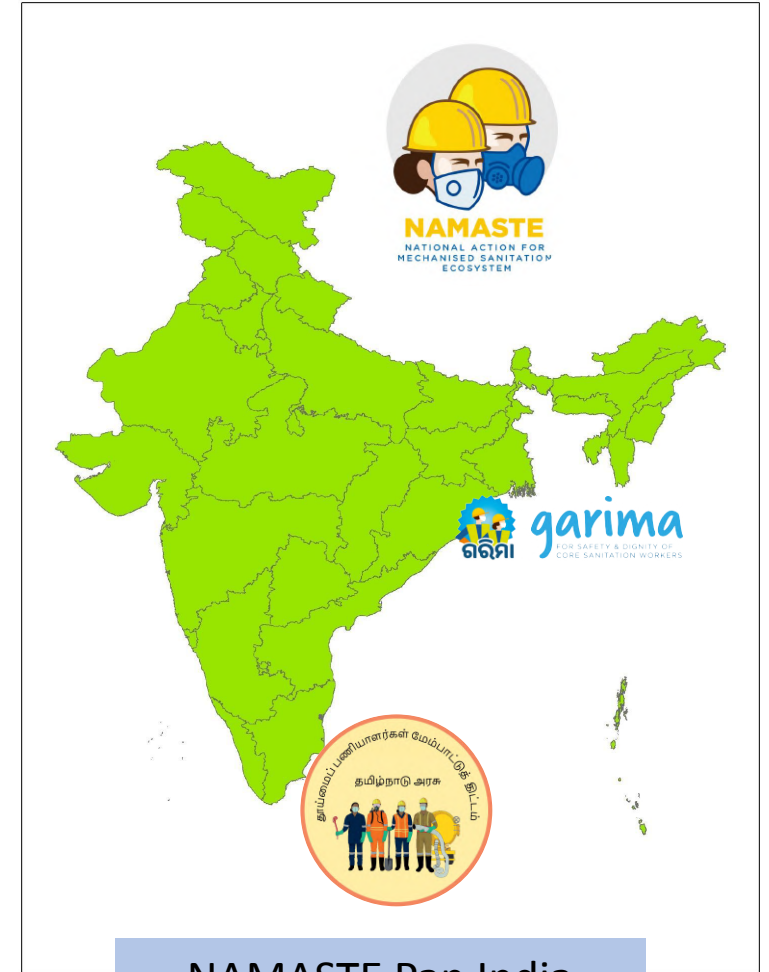
Garima learnings are being replicated to other states and nationally



Garima in Odisha



SWDS in Tamil Nadu



NAMASTE Pan India



Fostering Excellence in Governance

- Urban Management Centre (UMC) is a women led non-profit organization dedicated to building resilient systems for inclusive and equitable development.
- The first organization in India dedicated to professionalizing local government management.
- A multi faceted team of almost 100 professionals including urban planners, architects, urban finance/financial inclusion, community development, social mobilization, skilling experts.

Thank you

