



## GARIMA SCHEME

The Housing and Urban Development Department, Govt. of Odisha launched Garima on 11<sup>th</sup> September 2020, the first-of-its-kind state-wide scheme for safety and dignity of core sanitation workers. Sanitation workers have been at the bottom of the social and economic ladder who suffer from untold miseries and huge social stigma. This scheme puts in place several initiatives to ensure a life of dignity and safety for all formal and informal sanitation workers engaged in core sanitation services in urban areas of Odisha. The scheme's primary focus is to create and regulate safe working conditions with respect to following types of core sanitation jobs:

- Maintenance of Sewer Network
- Emptying of septic tanks/Desludging Service
- Cleaning of Drains
- Operation & Maintenance of Wastewater Treatment Plants
- Operation & Maintenance of Community/Public Toilets

## PROPOSED BENEFITS UNDER GARIMA SCHEME

**Only the eligible core sanitation workers shall avail the benefits under Garima Scheme.**

### 1. SERVICE BENEFITS

- Core sanitation work will be included in scheduled employment and qualified as skilled and highly skilled categories. Minimum wages and risk & hardship allowance will be fixed in recognition of the hazardous and arduous nature of work assigned to the core sanitation workers.
- Core sanitation workers will be provided health insurance; the premium will be borne by the ULB from the Corpus Fund.
- Core sanitation workers will be covered under appropriate life insurance, premium of which shall be borne by the ULBs from the Corpus Fund.
- In case of partial and permanent disability, core sanitation workers will be compensated through ex-gratia payment by the ULB / State from the corpus fund.
- Periodic health check-up of core sanitation workers and their family members to be provided by ULBs/ PSSOs. The time spent by workers to undergo health check-up should be treated as working hours. Any treatment patient shall be covered under appropriate health insurance scheme.

- In case any worker is unable to attend duty for a period as may be certified by the physician concerned and allowed by the ULB due to injury / illness, etc., the worker will be paid subsistence allowance from the Corpus Fund.
- Employees' Provident Fund applicable as per the statutory provisions contained under the Employees' Provident Funds Act, 1952, shall be extended to the eligible sanitation workers.
- Provision of retirement benefits (premature retirement benefit in cases of serious injury or illness or disability) will be provided to core sanitation workers and their spouses.
- Post service benefits like reasonable monthly perk and such benefits to the family members of eligible sanitation workers (engaged on contractual / outsources basis) as done in case of "Family Pension".

## **2. SOCIAL SECURITY BENEFITS**

- 1% Horizontal Reservation to facilitate opportunity for the family members of the core sanitation workers in different sectors.
- Financial support to the core sanitation workers having no Pucca house for construction of a house with 90% as grants and 10% of self-contribution of the unit cost.
- Financial support to the extent of 90% as grant and 10% contribution of the cost for purchase of a standard two-wheeler to provide mobility support in case the worker intends to avail such facility.
- In order to access apps, facilitate online registration of applications, grievances etc. a standard mobile phone will be provided.
- The children of core sanitation workers will be provided with support to education up to Postgraduate Degree Courses in case no such support / reimbursement is available from any other Department to the said children.
- Women members of the family will be collectivized to SHG / ALF to develop livelihood skill, entrepreneurship, and venture to take up micro enterprises to augment the financial status.
- Willing family members will be eligible for concessional loan from the Corpus Fund to avail sustainable / alternative livelihoods occupation. This will be taken up in convergence with DAY- NULM.

## INSTITUTIONAL, REGULATORY FRAMEWORK AND ROBUST MONITORING SYSTEM

- **State level Steering Committee (SLSC)** constituted to take policy decisions and recommend administrative changes for smooth execution of the scheme
- **State Implementation & Review Committee (SIRC)** at the State level to provide guidance, review and monitor with line Departments and ULBs for smooth implementation and furtherance of the objectives of the scheme.
- **District Level Coordination Committee (DLCC)** constituted to review, monitor implementation of the scheme and facilitate coordination among stakeholders. All the 30 districts have already constituted the committee.
- **ULB Level Committee (ULBC)** constituted to enforce the provisions of the scheme, identify bottlenecks, grant benefits timely and dispose of grievances, review progress of implementation of various provisions of the scheme.

## PROGRESS SO FAR

- **Identification of Core Sanitation Workers (CSWs):** Mobile based application survey conducted across six cities; Bhubaneswar, Berhampur, Cuttack, Rourkela, Sambalpur and Puri by trained field enumerators from Safai Karmachari Andolan to identify all Core Sanitation Workers engaged in both formal & informal structure of employment. The draft list has been published and validated in Puri and final 526 CSWs list published by the Municipality. Processes are on for registration of the CSWs.
- **Emergency Response Sanitation Unit (ERSU):** ERSUs are being set up in all the 114 ULBs/Parastatal agencies, which will be responsible to monitor & regulate safe delivery of sanitation services. These ERSUs will ensure strict observance of the provisions of the Prevention of Employment as Manual Scavengers and their Rehabilitation Act, 2013; procurement of PPE and safety devices, empanelment of PSSOs and ensure capacity building and training of Sewer Entry Professionals (SEPs). In Puri Municipality, the ERSU constituted headed by General Manager, WATCO-Puri Division.
- **Procurement of Safety Devices and equipment:** All required PPEs and equipment procured for the sanitation workers and distributed. Orientations organised for the sanitation workers for proper use of PPEs and equipment.
- **Training of Sewer Entry Professionals (SEP):** SEP trainings have been ongoing for three cities Bhubaneswar, Cuttack, Puri through Odisha Water Academy. (OWA) So far 153 SEPs have been trained and more such training is planned for subsequent batches. From Puri, 20 SEPs completed and received the certificate from OWA.
- **“Garima Griha”- Bringing Dignity to Sanitation Work:** 28 “Garima Grihas” have been completed in WATCO Sections of Bhubaneswar, Puri and Cuttack, to ensure the facilities of resting space, changing rooms, lockers, washroom,

drinking water provision and wash area facility for the Core Sanitation Workers. 02 Garima Grihas are established and used by the SEPs.

- **Gazette Notification issued by L&ESI Department:** Notification of Core Sanitation Work in Highly skilled Categories, Grade-1 and Skilled category, Grade-II of scheduled employment.
- **Provision of Risk and Hardship Allowance:** Notification of Risk & Hardship allowance @15% of Wages for Gr-1 Core Sanitation Worker. The allowance will be applicable for workers involved in highly skilled and hazardous jobs like cleaning of sewer network, confined space and septic tanks.

➡ *For more details, please contact the concerned Municipality Official*