

The missing link in the sanitation chain

Improving the conditions of sanitation workers

FSM**5**



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Workshop objectives

- **Understand the working conditions** of sanitation workers
- **Learn from the experiences** of different organizations and countries
- **Discuss** existing approaches, policies, standards, regulations on occupational health and safety
- **Reflect on the implications** for the work of our institutions and our countries.

Agenda

13h30 Welcome and introduction

Presentations:

13h50 Global review of the conditions of sanitation workers
Occupational health and safety data from 16 cities

14h10 **World café:** Case studies from around the world

15h00 BREAK

Group work:

15h30 Thematic discussion
Recommendations
Implications

16h40 **Closing panel:** Taking the agenda forward

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What do you know/think?

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A Blind Spot in the Sanitation Service Chain: The Working Conditions of Sanitation Workers

An Initial Assessment

Ndeye Awa Diagne
Young Professional

February 22, 2018



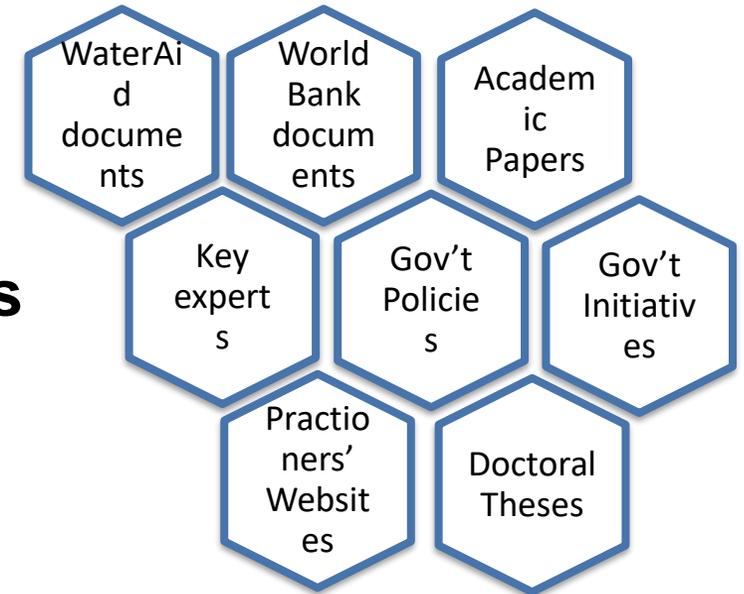
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Our initiative: an initial assessment

Working Group



**Desk Reviews
and
Interviews**



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Sanitation Workers



Sweeping
Latrine cleaning
Domestic work
Community/public
toilet keeping
School toilet cleaning
Municipalities,
government and
private offices
cleaning

Manual emptying
Fecal sludge
handling
Mechanical
emptying (septic
tank desludging)

Manual transport
Mechanical
transport
Sewer cleaning
Sewer
maintenance
Manhole cleaning

Treatment plant work
Sewage treatment plant
cleaning

Manual Disposal

Case Study: India



Overview:

- Historically, sanitation work → job of people condemned to it with over 90 percent being the lowest Dalits sub-caste
- Dalberg Study in 2017: 5 million full-time sanitation workers in India
- Categories: manual scavengers, Safai Karamcharis or sanitary workers and manhole workers

Challenges:

- Stigma and discrimination
- High occupational hazards
- Alcoholism and drug addiction
- Lack of opportunities

Responses:

- Adoption of laws and policies to end manual scavenging
- Modernization of sanitation systems
- Ongoing advocacy

Challenges remain: accidents and deaths, enforcement of laws

Case Study: eThekweni, South Africa

Overview

- Mostly formalized occupation
- Public and private employers

Challenges

- H&S at work: workers jumping in chambers without precautionary measures; sewer scavengers
- Accidents and deaths
- Migrants working illegally in the sector

Responses

- Context is different in ZA
- Strict labor and H&S Laws: Implementation of national and international laws and regulations
- Technology shift: variety of onsite and offsite technologies used to limit workers' exposure to fecal matter
- Importance of Trade Unions and career paths



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Case Study: Santa Cruz, Bolivia



Context:

- Most HHs have septic tanks and hire operators for emptying
- Mostly small and medium private vacuum trucks operators (for more than 30 years)

Challenges:

- Risky and unsafe behavior and practices during handling, transport and disposal

Responses:

- Use of toilet technology that limits worker's exposure
- Use of national H&S standards
- Development of standard procedures for collection, transport and discharge of household fecal sludge focused on industrial safety and environmental protection (WB Support)
- Training modules with universities

Main Findings: Challenges and risks

Dimensions

Social	Financial	Legal and Institutional	Health and Safety
<ul style="list-style-type: none">- Stigma, persecution and discrimination- Living a low-profile life not to be known in their society as manual pit emptiers	<ul style="list-style-type: none">- Precarity/poor pay- Lack of job security- Lack of access to benefits such as pension funds or health insurance- No opportunities for career progression- Difficulties to invest in protective gear and mechanization and cover operation and maintenance costs	<ul style="list-style-type: none">- Violation of workers' rights- Lack of laws and regulations- Laws in place not implemented- Informality- Weak capacity of stakeholders- No unionizations or collective associations	<ul style="list-style-type: none">- Infectious diseases due to exposure pathogens- Illness due to toxic chemicals- Asphyxiation due to toxic gases- Physical injuries- Consequences non-health dimensions- Death

Main Findings: Good practices

- Provision of PPE and supervision
- Training and empowerment
- Associations and Unions
- Sector organization and regulation
- Change in technology
- Enforcing labor laws and regulations
- Strong political leadership and sector priorities
- Alternative business opportunities



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Next Steps

- Finalize report
 - Case Studies
 - Summary of findings and good practices
 - Recommendations
- Continue advocacy and strengthen collaboration between actors
- Undertake second phase to address evidence gaps



Thank you



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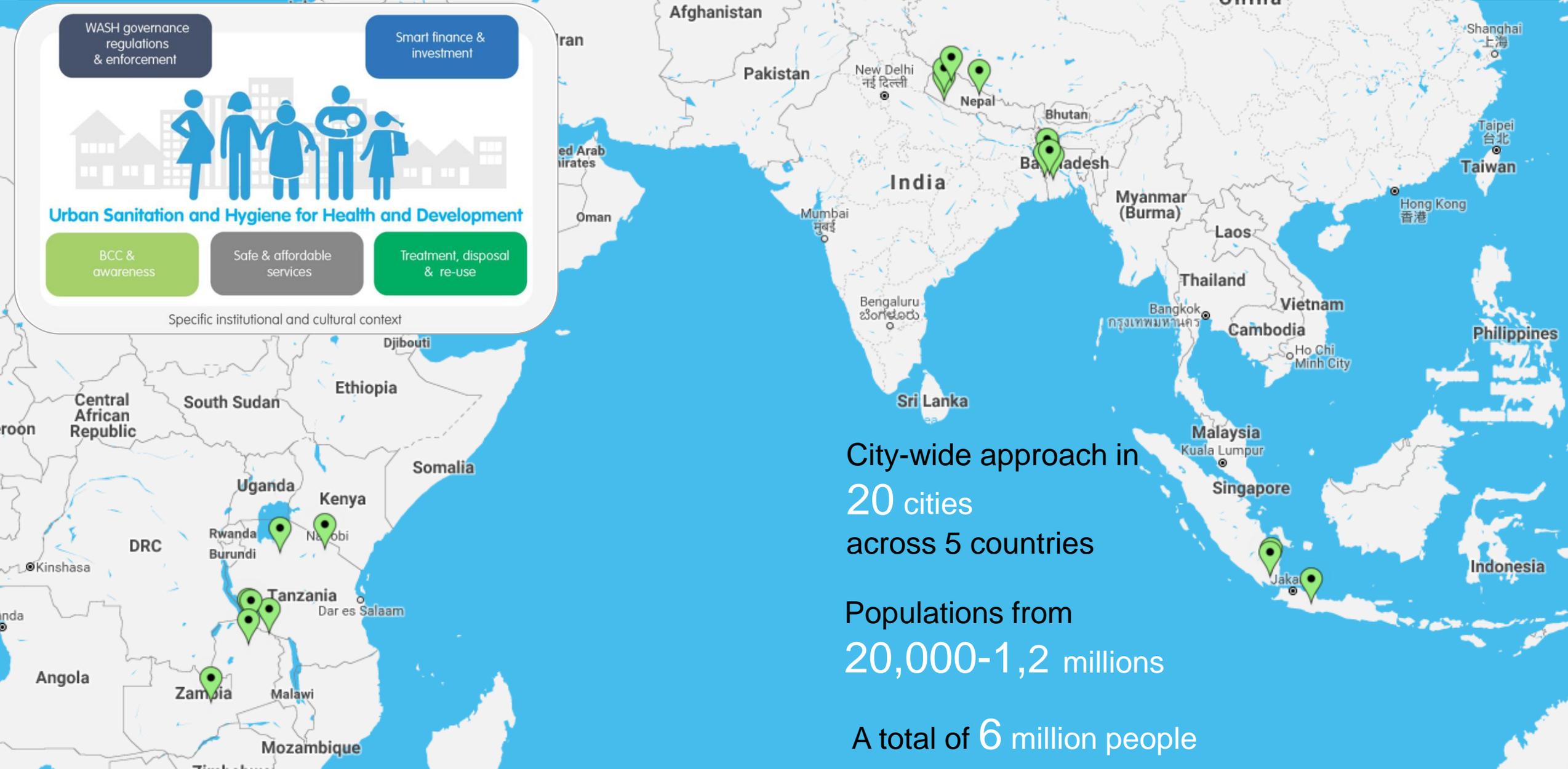
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Baseline Findings on
**Sanitation Workers
and Occupational
Health and Safety** in
urban sanitation



Urban sanitation and hygiene for health and development



City-wide approach in
20 cities
across 5 countries

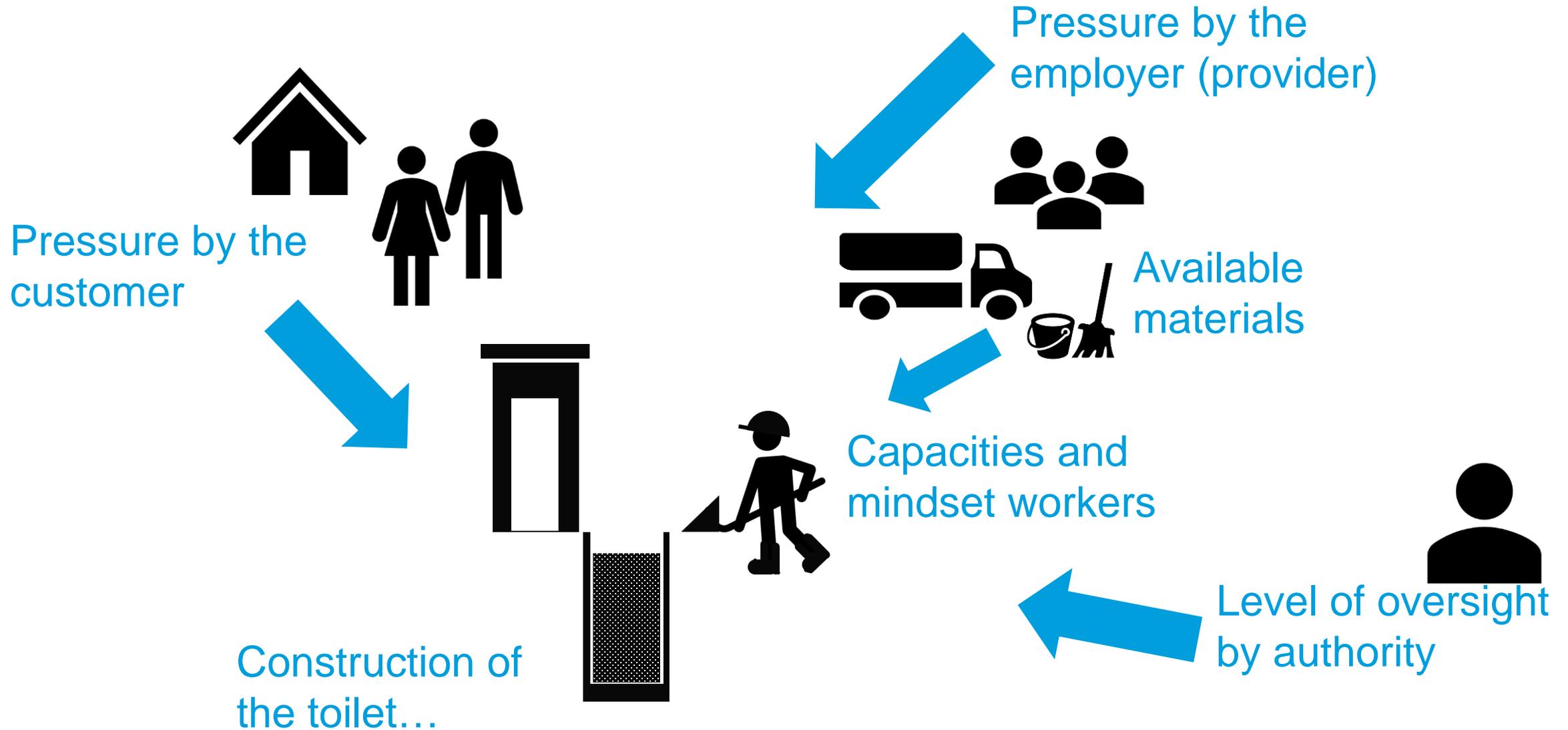
Populations from
20,000-1,2 millions

A total of 6 million people

Background

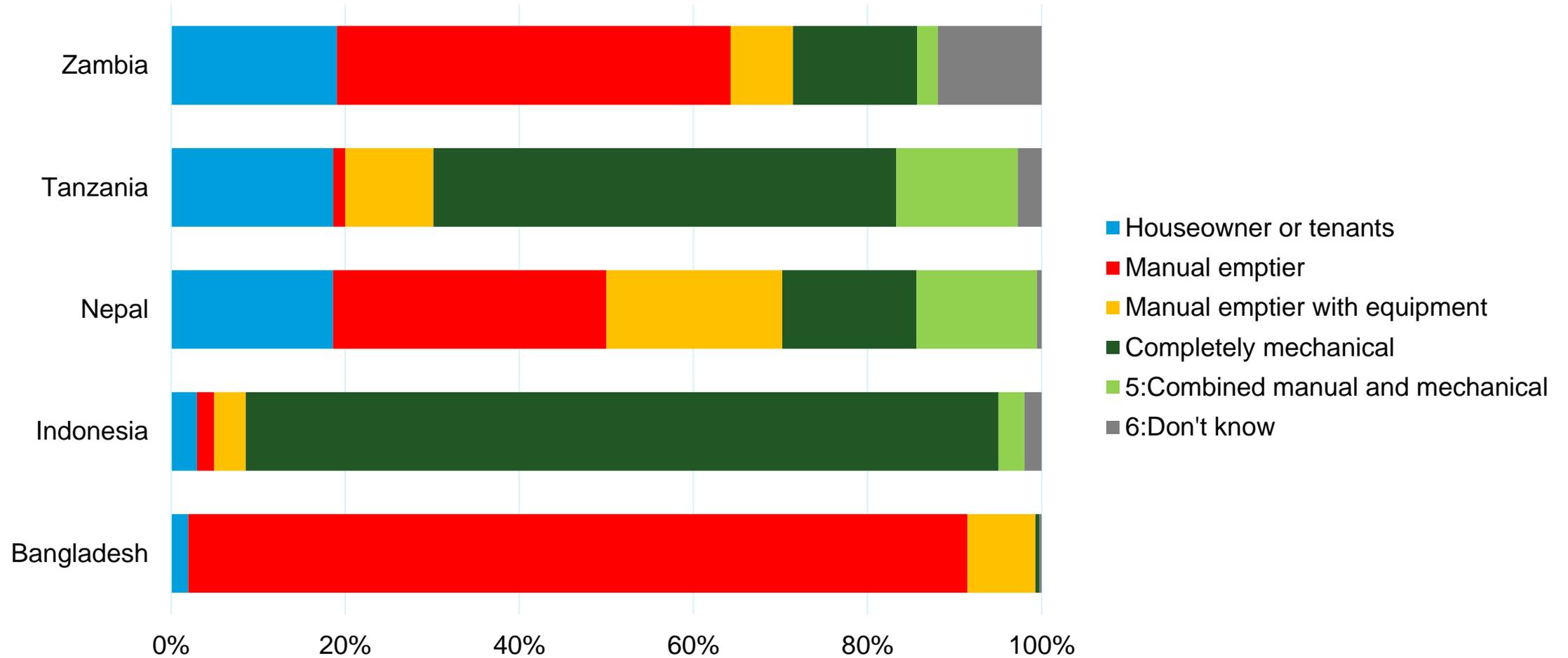
- Practices in occupational health and safety(OHS) included in April 2018 baseline in 16 cities, 4 cities with partial sewer
- Household survey (sample 17,254 households, 95% on-site):
 - Household observations of emptying practice (only 15% of on-site facilities was ever emptied)
- FGDs with emptiers, providers:
 - For emptying services (16 cities)
 - For sewer operations (4 cities)
- Discussions with local authorities

Factors influencing occupational health and safety in emptying



Who empties?

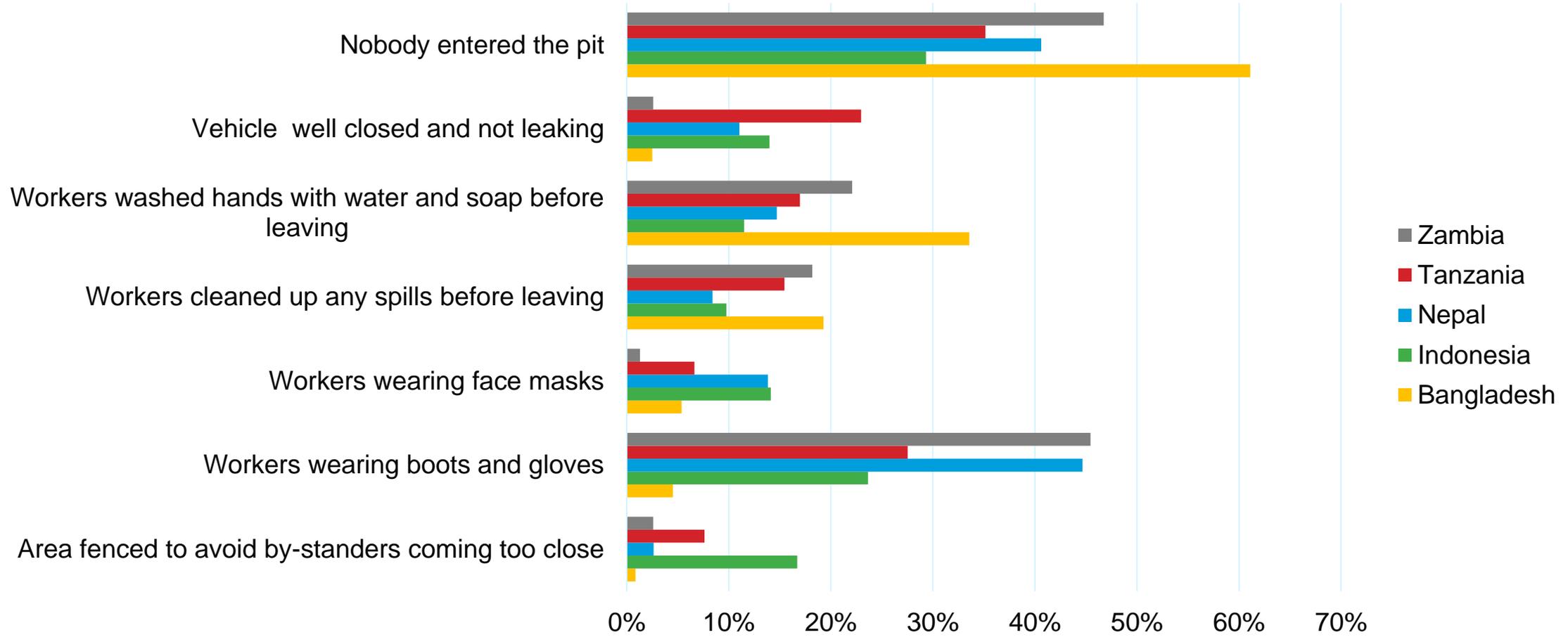
Percentage of respondents over total households that emptied



Large variations in who does the emptying, which should be considered in guidance as well as regulation.

Emptying behaviours observed by households

Percentage of respondents over total households that emptied



Pit entering still an issue, PPE an issue.
Other OHS issues tend to be neglected

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What about enabling factors?

- Progress on OHS in emptying services
- Progress on OHS in sewer
- Progress in professionalisation of FSM services
- Progress in timely maintenance of the sewer network
- Capacity and strategies for enforcement of standards
in emptying

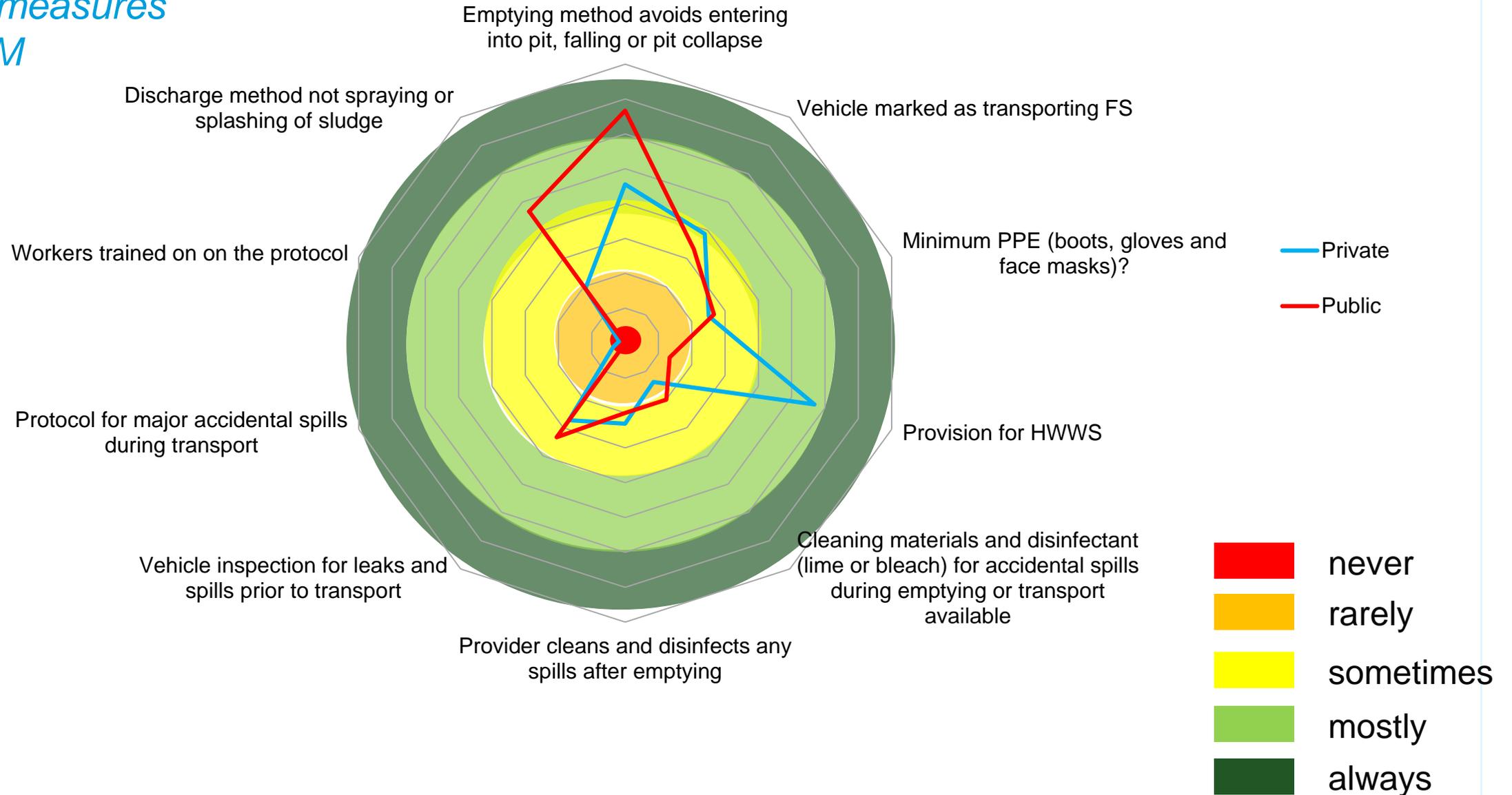
With service
providers
(public or
private)

With
authorities

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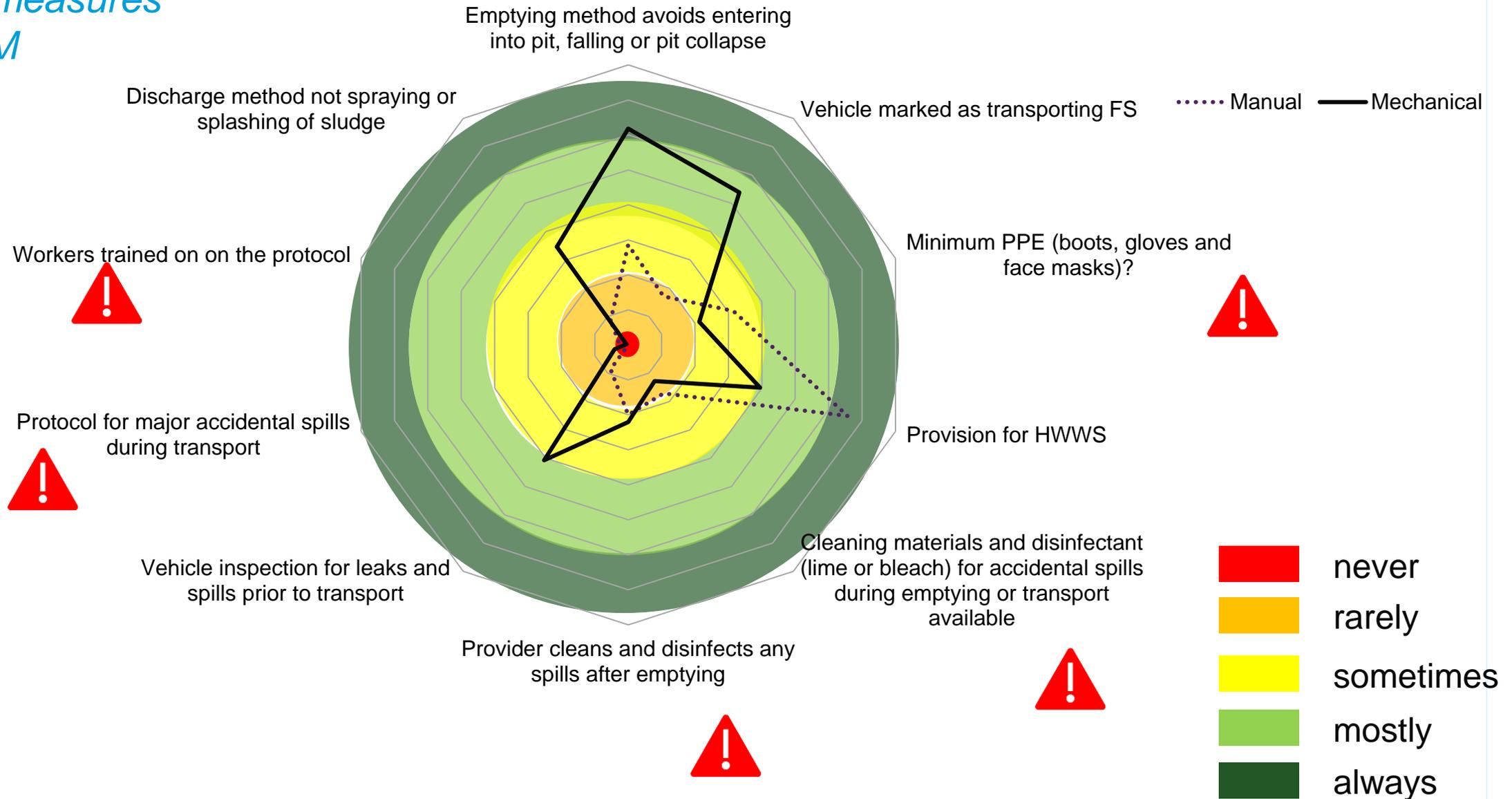
Private sector emptying does not “fix” the OHS risks

Average scoring on
OHS measures
in FSM



Mechanical emptying does not “fix” the OHS risks

Average scoring on OHS measures in FSM

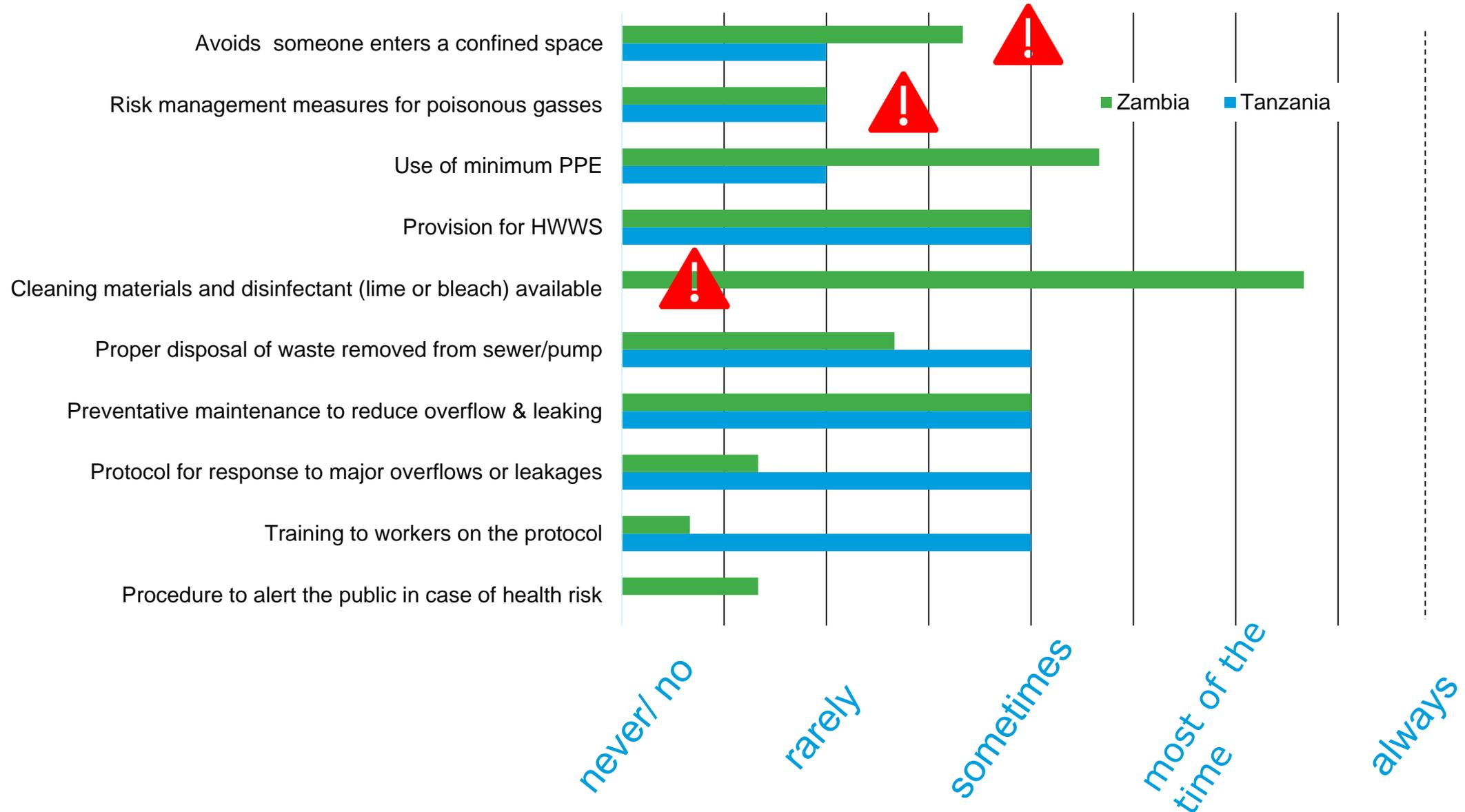


Professionalisation of emptying services

- 50% has formal recognition as a service provider
- Only 26% has a basic procedure for emptying
- Payment important, all emptiers have basic payment arrangements
- 15% has provided basic training to staff in OHS
- 35% does not have suitable equipment

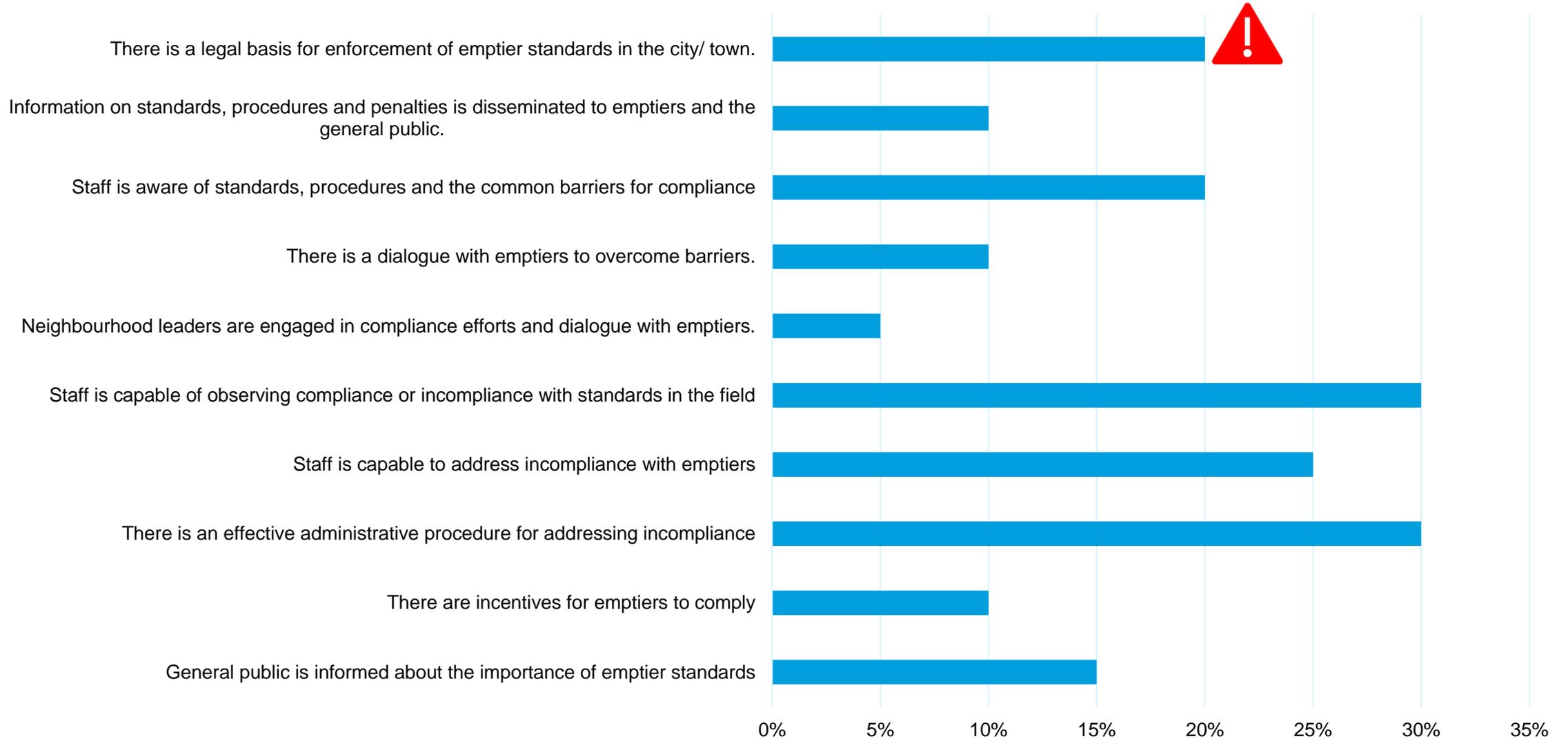


Scoring on OHS measures in sewer maintenance, towns Tanzania and Zambia



Capacity and strategies for enforcement of standards in emptying

in percentage of towns scoring basic or above



Conclusions

- The OHS practices in sanitation are far below what is acceptable, including in off-site systems!
- Improving the conditions of sanitation workers requires a holistic perspective and engagement of different stakeholders, including customers!
- Engaging public or private providers, or working with mechanical emptiers versus manual emptiers does not automatically improve OHS.
- OHS goes beyond PPE and not entering the pit.
- Professionalisation with clear working protocols, training and protocols for dealing with emergencies can reduce risk
- Having a legal basis for enforcement of emptier standards in a town, seems a minimal condition for progress.



Thank you

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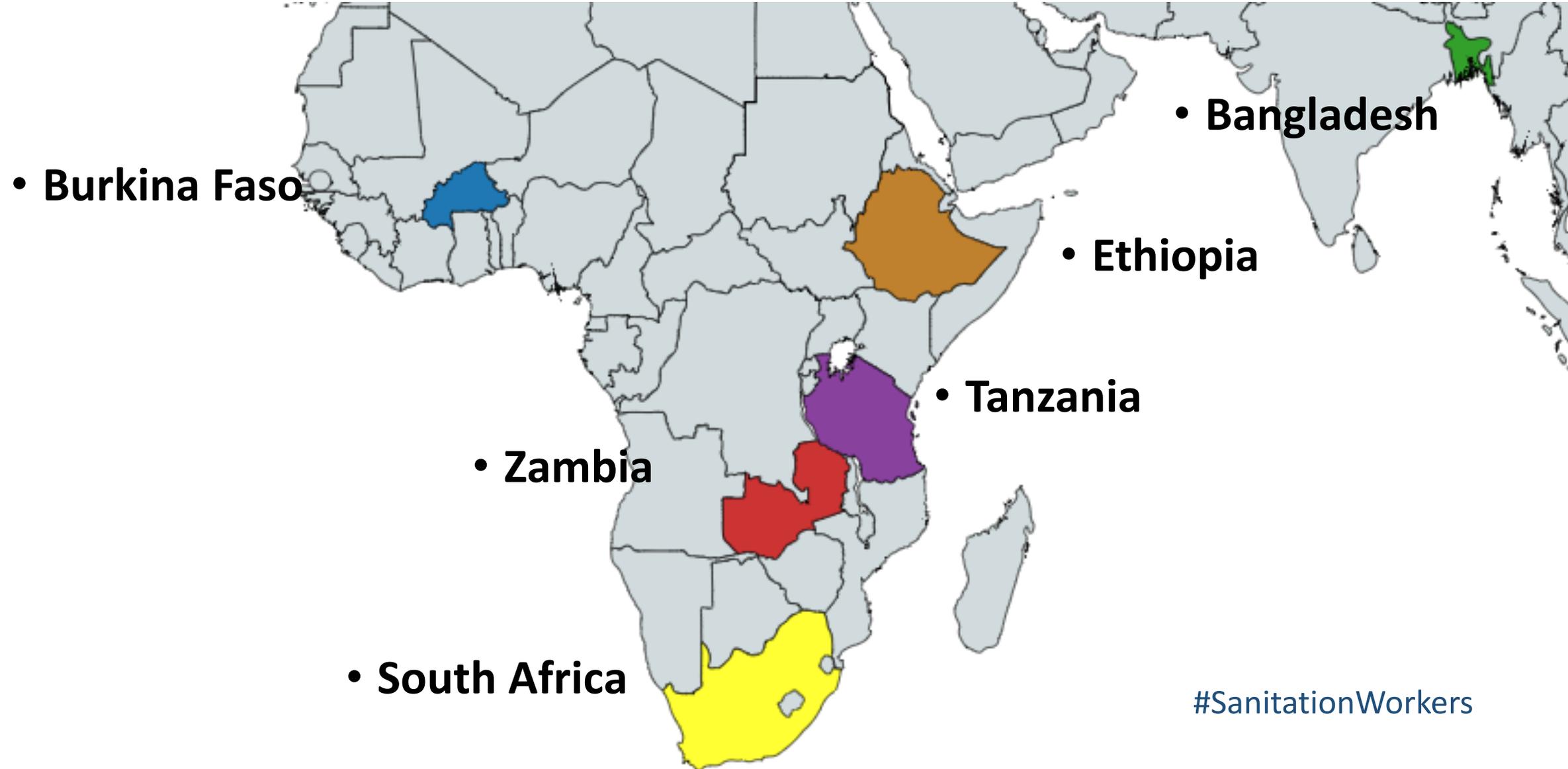
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Case studies world café



South Africa Case Study

- Around million VIPs and variants
- Require periodic emptying (5-years)
- Procurement driven process
- RDI on sanitation workers:
 - Early 2000s – Ascaris & other pathogens detected on masks
 - Late 2000s PeTs (Pit Emptying Tools)
 - Microbial risks associated with pit emptying operations
 - Administrative tools for operations
 - OHS Video for operations

OBSTACLE: INADEQUATE KNOWLEDGE AND SKILLS

Workers lack knowledge of hazards in sludge, routes of transmission and barriers to transmission, sound hygiene practices. Without this they are unable to:

- 1) accurately assess hazards on the job
- 2) accurately assess the impact of their actions on the health and safety of themselves, others and the environment

RESPONSES:

DRAFT SAFE WORK PRACTICES

TRAIN WORKERS about risks in sludge, risk assessment, risk reduction through barriers and hygiene, and provide practical training in safe work practices for each and every situation encountered on the job.

CHALLENGE: SAFETY EQUIPMENT IS NEEDED

Workers cannot follow good work practices without the equipment needed to do so.

RESPONSE: PROVIDE REQUIRED EQUIPMENT AND FACILITIES

Provide PPE and other barriers, cleaning supplies, and welfare facilities

CHALLENGE: COMPLIANCE

Workers may fail to follow safe work practices due to lack of motivation or concern, turnover or damaged or lost equipment not being replaced.

RESPONSE: MONITORING AND ENFORCEMENT

- Appoint a Health and Safety officer to manage monitoring and enforcement
- Develop administrative systems to ensure that training, equipment and supplies are kept in order
- Develop monitoring and reporting systems with penalties and incentives to enforce regulations.

Case Study: Sanitation Workers in Kanyama & Chasanga, Zambia

The phased programme to improve working conditions of sanitation workers in these peri urban areas. A win-win outcome for the workers, utilities and customers.

- There was no safe pit emptying services in these peri urban areas
- The phased programme covered safe working practices, environmental standards, and a sustainable delegated service
- The sanitation workers are contracted by the utility and receive 60% of the collection fees
- The FSM value chain was addressed including decentralised treatment and reuse of the sludge waste
- The welfare of the sanitation workers was a priority including 6-monthly health checks
- The training is being mainstreamed through vocational training programmes for sanitation workers in national training institutes

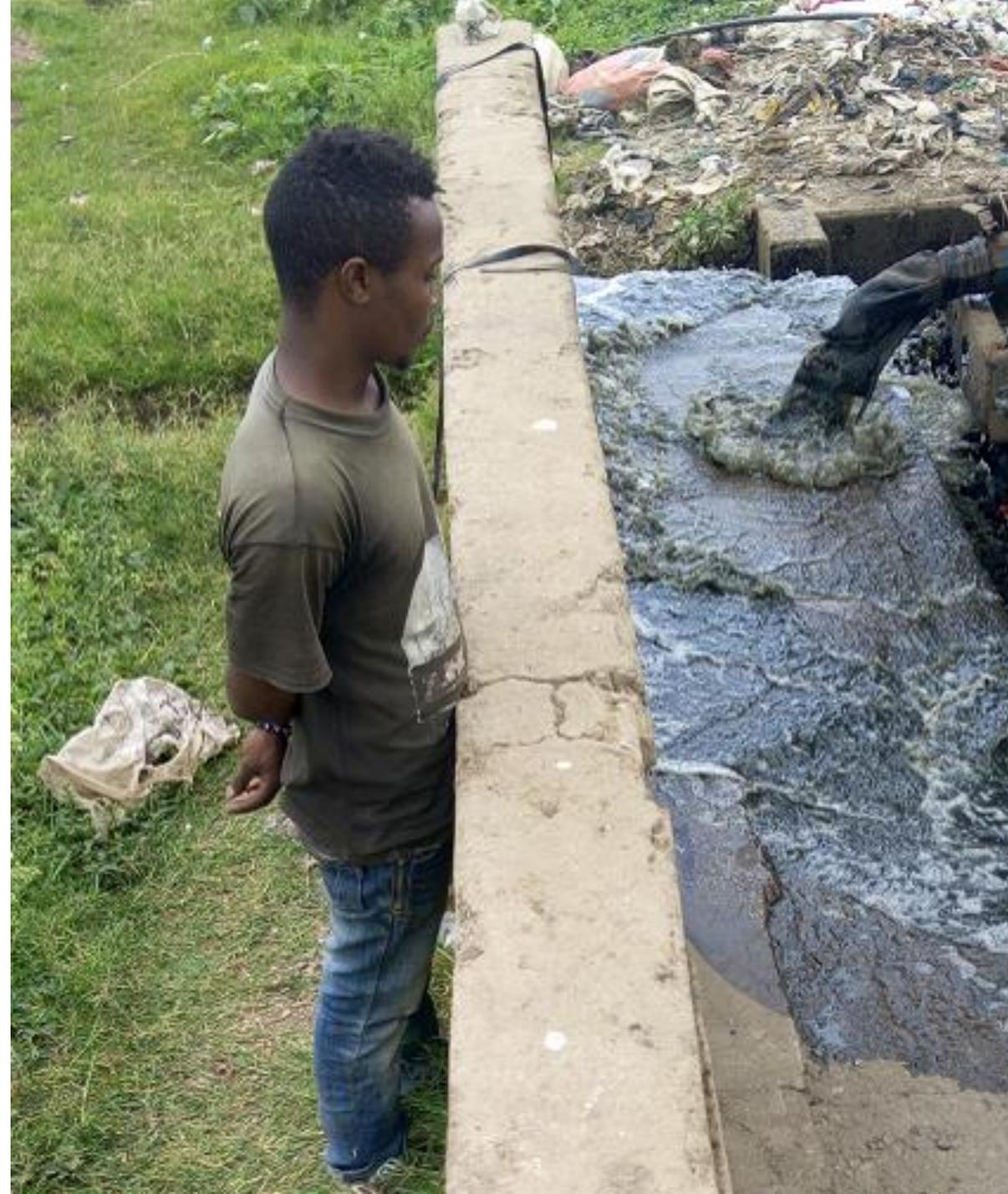


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Occupational safety and
health of faecal sludge
emptying services,
Tanzania

*Action research in Arusha and
Shinyanga, Tanzania*

Olivier Germain, WASH Advisor (Tanzania)



Public Toilet SMEs in Ethiopia

Over 30 public toilets constructed in Addis Ababa and growing number in other cities



- Small, local SMEs were tasked with operating the facilities on a pay-per-use basis, while facilities are owned by AAWSA (utility)
 - The SMEs are groups of people who have traditionally had less access to jobs – women, people with disabilities, youth, etc.
 - They are given business training to operate the facilities

Sanitation workers: Case of Burkina Faso



Challenges

- . No dumping sites
- . No recognition
- . No support
- . No adequate Equipment

Occupational safety and health initiatives for emptiers in Bangladesh



Learning Points

- It isn't sufficient just to train emptiers and provide PPEs.
- What process did we follow to mainstream OSH within Local Authorities?
- How evidences from the field were used to inform the policy?



COFFEE BREAK – be back at half past!



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Group work: Thematic discussion

- The understanding
- Policies
- Financing
- Standards and guidelines
- Institutional setups
- Partnerships?
- The capabilities of workers
- The technology
- Social perceptions/ expectations
- Attention to labour issues

Group work: Recommendations

- International agencies, INGOs
- National policy makers
- Regulators
- Local authorities
- Service providers (utilities / private sector / local government)
- Workers and workers organisations
- Customers
- General public
- Civil society
- Universities / researchers
- Donors and finance sector
- ...

Panel: Taking this agenda forward

Moderator: **Kate Medicott** – World Health Organisation

Panellists:

- **Carlos Carrión** – International Labour Association
- **Mushany Kapusana**, Lukanga Water & Sewerage Company, Kabwe, Zambia
- **Ibra Sow** – Pan-African Emptiers Association
- **Effie Akinyi** – CBS Alliance
- **Martin Gambrill** – World Bank

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