



INVISIBLE ENVIRONMENTALISTS



HASIRU DALA
Annual Report
2014 -2015



HASIRU DALA is a member-based organization of waste pickers and other informal waste workers

Since its inception in 2011, Hasiru Dala has worked towards improving the working conditions of thousands of informal economy workers; waste-pickers, waste sorters and itinerant waste buyers. Hasiru Dala is based in Bengaluru, Karnataka, India.

Hasiru Dala aims to integrate waste pickers and other informal waste workers into the changing landscape of the solid waste management system. It works towards ensuring that its members receive continuous access to livelihood security and social protection measures provided by the state and other relevant institutions. Its interventions also include enhancing the educational opportunities for the children of waste pickers.

Above all, Hasiru Dala's aim is to provide its members with opportunities that will help them claim their much deserved role in the society - as 'green collared workers' who quietly labour towards keeping our cities clean and mitigating climate change by enhancing recycling.



LOOKING BACK

Pages from Our History

In 2010, Anslem Rosario and Nalini Shekar decided to form a group that will organize waste pickers city wide and provide a platform for them to be recognized for their contribution as environmentalists and claim their rightful space.

ORGANIZING AND TRAINING WASTE PICKERS

Hasiru Dala was born to integrate waste pickers into the city's solid waste management system. The initial effort was to organize waste pickers. However, even before organizing the waste pickers, under the leadership of Anslem Rosario, Mythri Sarva Seva Samithi (MSSS) did a study which defined the different categories of waste pickers. It also highlighted the fact that waste pickers of the migrant population from North and North East states of India had increased considerably over a period of time. However, their issues, and needs were vastly different from the waste pickers originating in the city. Following this study, a plea was made to Lok Adalat for inclusion of waste pickers in waste management of the city. As an outcome of it, the local government Bruhat Bengaluru Mahangara Pallike (Greater Bangalore Municipal Corporation- BBMP), started enumerating waste pickers and issuing occupational identity cards to them.

'Bengaluru city saves INR 1050 crores per year using 15,000 waste pickers. Yet, their efforts have hardly been recognized'

-Study undertaken by Hasiru Dala & Jain University

The newly formed team of Hasiru Dala set out to study the registered waste picker's data which estimated that the city saves INR 1050 crores per year with the help of 15,000 waste pickers, who send generated waste for recycling. On average a waste picker collects about 60 to 90 kilograms of waste in an 8-to-10-hour day.

Soon, in order to organize waste workers, visits to the slums started and waste pickers were invited to join the group. The numbers began to swell and within the first few months, about two hundred waste pickers, men and women had joined the group. Each of

them contributed INR 50 and within days a corpus fund of INR 30, 0000 was raised, which formed the first investment to newly born way of waste management which was termed as 'Total Waste Management Services'.

Newly trained, the waste pickers became waste managers and started to offer their services to bulk generators of waste – apartment complexes. Another historic moment came with the setting up of *Kartavya*- the Dry Waste Collection Centre, an aggregation centres of inorganic waste at ward level by Municipal Corporation, and its operationalization by waste pickers and scrap dealers.

GIVING IDENTITY TO THE ANONYMOUS WORKERS

In a landmark event in 2011, through the efforts of the Hasiru Dala, Bengaluru became the first city in India where occupational identity cards were issued to waste pickers and informal waste workers with the logo of the city and signature of commissioner on each of the card. Hasiru Dala's rigorous campaigning paid off and the waste pickers were no longer faceless, nameless, anonymous labourers. With occupational ID cards, they became legitimate workers of the city.

EXPANDING REACH

Through 2012 and 2013 Hasiru Dala kept its focus on enumeration and organization of waste pickers and informal sector waste workers. Continuous efforts were made towards formation of bigger groups of waste pickers and moving towards building a co-operative.

TODAY...

Hasiru Dala provides Total Waste Management Services to 30 apartment buildings, which totals to 10,000 homes.

Bengurulu has also signed an agreement with waste pickers, scarp dealers and non -government organizations (NGOs) to operate 50 of the city's dry waste collection centres that collect and sort waste.

More than 6,000 waste pickers have registered for occupational ID cards.

Through the past year, the team focused on stabilizing and institutionalizing the experiments done earlier to enhance opportunities for livelihood for waste pickers, while turning them into entrepreneurs.

In 2014, Hasiru Dala achieved a record for innovative total waste management services that addressed both environmental concerns and sustainable livelihoods.

This year, Hasiru Dala also achieved a successful policy intervention with regard to educational scholarships for children of waste pickers. The increased visibility and branding of Hasiru Dala has brought the invisible informal sector waste workers to the limelight and built greater acceptance within the mainstream community.



KEY HIGHLIGHTS 2014- 2015

JOB CREATIONS AND ACCESS TO GOVERNMENT SCHEMES

- Created 540+ jobs (0.3% of all non-IT related jobs created) for waste pickers
- Over 6000 members issued identity cards by the BBMP
- Educational scholarships processed for over 400 children of waste pickers
- Health camps organized for approximately 1200 waste pickers
- Enabled opening of bank accounts for over 100 members
- Held Aadhaar enrolment camps for 384 waste pickers

WASTE MANAGEMENT SERVICES

- Managerial assistance to DWCC run by waste pickers / scrap dealers
- Services over 10000 households in the bulk generator residential segment
- Operated City's 3 Bio gas unit from December 2013 onwards
- Providing composting services to bulk generators

INNOVATION

- Innovated a decentralized, technology-enabled, franchisee driven waste management model that gives opportunities to entrepreneur-waste pickers for asset creation
- Developed a variable pricing model that charges by weight of waste to encourage better segregation at source and diverts nearly 90% of waste away from landfills

ADVOCACY

- Piloted 2bin 1 bag concept with citizen engagement
- Policy advocacy along with citizen groups that led to the formulation of segregation at source rule and the decision to have bulk generators manage their own waste
- Developed a strong research orientation in waste management and informal economy that helps Hasiru Dala in its policy advocacy

ORGANIZING WASTEPICKERS

Transforming Lives



In cities and towns across India, waste recovery is an important unorganized private industry employing thousands of informal waste workers. While they form the backbone of the industry, they are often ignored by the mainstream waste management services and neglected by the urban project planning processes.

Until about 2009, adult waste pickers were mostly women. The growing population of migrant waste pickers from North and North East states of India were mostly men. While women predominantly go around on foot to pick waste with a large bag on their shoulders, men, especially migrant men, go on three wheeled tricycle.

Their occupation makes waste pickers susceptible to health hazards that include hand/leg injuries, skeletal muscular pain, and skin disorders. . Most often, they do not have access to safe drinking water and basic sanitation facilities. Waste pickers make a substantial contribution to the municipal solid waste management system. They reduce the volume of wastes by 20% by recycling the recovered portions. In Bangalore alone it is estimated that 1050 tonnes of waste is recovered and recycled per day, saving local government INR. 84 crores per year. Yet, contribution of informal waste pickers is rarely acknowledged, leave alone appreciated.

Waste pickers are entrepreneurs. They live and work under significant health risks, which is largely undocumented and suffer from severe exploitation and deprivation.

Building a sustainable and integrated solid waste management system requires inclusion of this informal economy into the process of solid waste management, keeping in mind the larger goals of an environmentally sustainable and decentralized waste management practice. Bruhat Banagaluru Mahanagara Palike (BBMP), the municipal body of the Bengaluru, estimated that the city generates around 4000 to 6000 tons of waste per day. BBMP is the sole government body which is responsible for handling, collection, transportation and disposal of wastes. However, BBMP uses the traditional way of land filling wastes. The current infrastructure of 12000 sanctioned BBMP staffs members struggle to manage the proliferating waste in the city. The growing generation of waste and the easy access to it through the unorganized sector has made the city an earning destination for the waste pickers.

It's estimated that Bengaluru is home to over 25,000-30,000 such waste pickers. In order to include them into the mainstream waste management process and to bring dignity to them and the work that they do, it was important to organize them.

THE JOURNEY OF ORGANIZING WASTE PICKERS CONTINUES

Since its inception in 2011, Hasiru Dala has been working towards integrating informal waste pickers into the city's solid waste management system. The organizing journey started in 2011, with visits to the slums and inviting waste pickers to join the group. Soon, the numbers began to swell and by 2013 hundreds of waste pickers had joined the group. In the initial stage, partner organizations helped in the survey and registration of waste pickers and enumeration of scrap dealers. Hasiru Dala was formally registered as a Trust in November 2013.

While the registration of waste pickers continued in 2014 – 15, the strategy of organizing was through livelihood, skill trainings and scholarship for children. The focus was to stabilize and institutionalize the experiments done earlier to enhance opportunities for livelihood of waste pickers. This phase has seen waste pickers turning into entrepreneurs. It has achieved a record for innovative total waste management services that addresses both environmental concerns and sustainable livelihoods.

Access to operate city's Dry Waste Collection Centres (DWCC) also increased visibility of the contribution of waste pickers/ scrap dealers in the city. While the central government announced special pre- matriculation scholarship program for children of waste pickers, it was only in Karnataka because of Hasiru Dala's efforts successful policy intervention was made possible.

The increased visibility and branding of Hasiru Dala has brought the hitherto invisible informal sector waste workers to the limelight. There has been appreciable acceptance of the existence and contribution of waste pickers from the mainstream community. This is illustrated through significant press coverage and awards received by Hasiru Dala. The acceptance of the informal waste sector especially of waste pickers has made a positive impact towards organizing more waste pickers in different part of the city.

Now there is dignity when we go to collect waste. If somebody questions us, we can show the identity card.

- Annamma

Manager DWCC, Kamakshipayla

A woman with a bindi on her forehead, wearing a green vest over a red and orange patterned shirt, stands in a waste collection area. She is holding a small white ID card in front of her. In the background, there are large white bags of waste and a corrugated metal structure.

RESTORING DIGNITY

Securing Lives

IDENTITY CARD

28-year-old Lakshmi was a waste picker. At the age of 12, she started working on a construction sites to earn a few extra rupees for the family. She was married off at 16 and a few years later she decided to go waste picking with her neighbour. She would collect about 30kgs of scrap everyday that earned her a meagre Rs 150. What was worse was that the residents constantly harassed her. They accused her of being a thief. If things went missing from their homes, they would shout at her and blame her for their losses. Then one day, she met a Hasiru Dala activist who explained to her the benefits of becoming a Hasiru Dala member and receiving a BBMP issued ID card. It legitimised her work and she no longer fears the harassment and false accusations by residents and the police.

This story is not only of Lakshmi, but also of thousands of informal waste pickers. An identity card, not only legitimizes your work, but is also important to avail simple services, from booking a train ticket, to getting access to hospitals and health care. It also creates in the citizen, a sense of belonging.

In a landmark event in 2011, through the efforts of the Hasiru Dala, Bengaluru became the first city in India where identity cards were issued with the logo of the city and signature of commissioner. Hasiru Dala's rigorous campaigning had paid off and the waste pickers were no longer faceless, nameless, anonymous labourers. With ID cards, they became legitimate workers of the city. This year too, Hasiru Dala continued on the journey of helping waste pickers receive ID cards. Over 6000 workers have received ID card this year.

ADHAR CARD

In October 2014, municipal authorities organized camps for issuing Unique Identification/Aadhar cards in DWCCs throughout the city for waste pickers. Over 300 waste pickers registered for Aadhar Card this year .

RASHTRIYA SWASTHYA BEEMA YOJNA (NATIONAL HEALTH INSURANCE SCHEME)

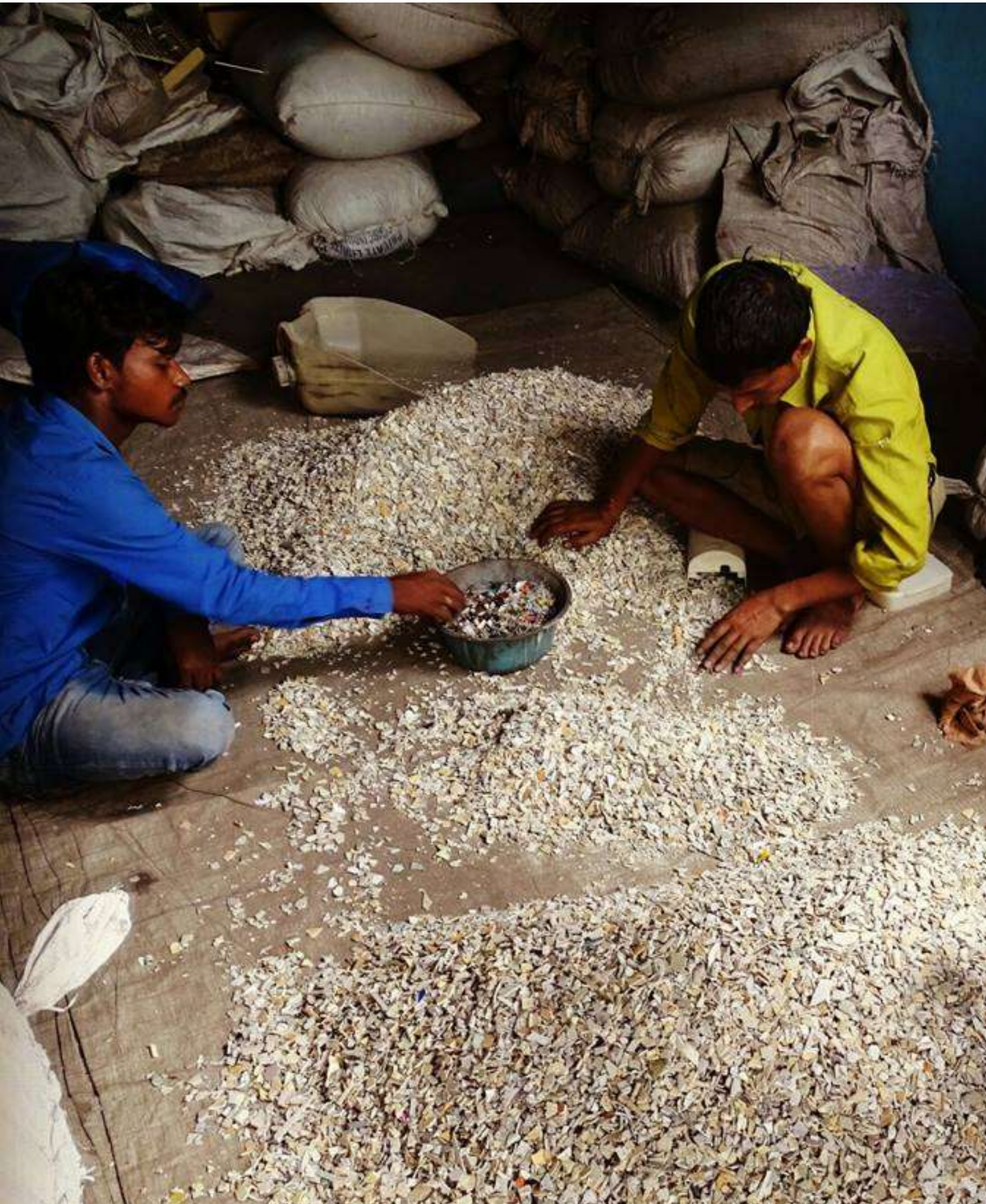
Rashtriya Swasthya Beema Yojana (RSBY) is a Union Government Scheme launched on 1st April, 2008 by the Ministry of Labour and Employment, Government of India. Its intention is to reach the lacunas in the health insurance scheme. RSBY is envisaged with a well-designed concept to avoid all health shocks- threat to life and livelihood of informal economy (unorganized sector) workers. Under RSBY the beneficiaries are entitled to have coverage of up to Rs. 30,000/- for treatment in the hospital; beneficiaries can avail transportation expense from the hospital Rs. 100/- at the time of discharge and can also avail up to Rs. 1000/- annually for medical needs. The scheme covers both the worker and his/her family members including spouse and three dependents. The beneficiaries need to pay Rs. 30/- as a registration fee while the premium will be paid by the Central and State Government to the insurer selected on the basis of a competitive bidding among the insurance companies.

All informal economy workers i.e. street vendors, construction workers, auto-rickshaw and cycle rickshaw drivers, domestic workers, home based workers and many others can enrol themselves in the scheme. To avail the scheme one must have local body authorized occupational identity card and be listed in below poverty line database. Hasiru Dala activists and campaigners visited different areas where waste pickers live, informed them about the existing scheme and encouraged them to enrol for it. Hasiru Dala also helped the Labour department to organize camps in different areas for enrolment.

Initially waste pickers and other informal waste workers were not recognized as beneficiaries in the scheme- it took more than a year and half of to and fro trips to Delhi by Alliance of Indian Waste Pickers members to get that ratified. It is first time in India that waste pickers are being enrolled in the scheme. Efforts are being made by other organizations to replicate the facilitation of scheme in their respective states and cities. Since then, Karnataka labour welfare department began enrolment for RSBY. 1600 waste pickers' families in Bangalore have been listed for the scheme. The enrolment is being facilitated by local membership based organizations of informal economy workers (un-organized sector) including Hasiru Dala.

PENSION

One of the best indicators of the health of any civilization and Nation State is the way it treats its elderly, especially the marginalized. Waste-pickers from Bangalore joined a month-long protest with other informal workers in Delhi, asking for universalization of pension to all elderly as part of a national campaign by Pension Parishad. The pension amount in Karnatak was Rs300 now increase to Rs500 a month. Hasiru Dala has been also campaigning to increase the pension for all informal workers and universalisation of pension.



CREATING LIVELIHOODS

Nurturing Dreams



DRY WASTE COLLECTION CENTERS

For effective segregation of wastes it is imperative that the processing and sorting units are separate for the various categories of wastes. After consistent advocacy by various citizen and environment groups including Hasiru Dala, the BBMP took the decision to build Dry Waste Collection Centres (DWCC) in each municipal ward. These centres will facilitate aggregation of all inorganic wastes (dry waste) generated in that ward. These DWCCs facilitate the grading of dry waste or recyclable waste after door to door collection by city sanitary workers or Pourakarmikas. The grading process will also include non- recyclables or low and no value dry wastes, thus diverting all dry waste from landfills. These centres are now known as Kartavya. Today, there are more than 150 such DWCCs across the city. And each DWCC has a sorting capacity of 1 ton of dry waste per day.

Hasiru Dala's consistent advocacy on the issue paid off when the city administration directly signed a memorandum of understanding with the waste pickers / scarp dealers to employ them in DWCCs. Hasiru Dala's greatest achievement has been in integrating informal waste workers into the operations of 33 DWCCs. Informal waste workers operating DWCCs are now availing management services from Hasiru Dala to quantify the stock and flow of dry waste. They have formed an informal support group and meet once a month to share the stories of their successes and challenges. These meeting are being facilitated by Hasiru Dala. In June 2014, the group started an informal saving system and are now considering formalizing their support work by forming a Self Help Group.

BBMP requested Hasiru Dala to aggregate multi layered plastics to supply to cement kilns for co-processing. Hasiru Dala was able to send about 114 tonnes of multi layered plastic within two months. This experiment was successful and based on this effort BBMP has set up large aggregation centres.

With the fall in the demand for recycling plastic (which is the direct result of fall in crude oil prices), the plastic recycling industry is facing a depression. In order to mitigate the risks of losses incurred by the DWCC, Hasiru Dala proactively encouraged DWCCs to collect coconut shells and dried spoilt coconut which has a major market not only in the cosmetic industry but it is also used as bio mass in various industries. Today, each DWCC on an average collects about 400 kilos of coconut shell per week.



INFINITE DREAMS

Ambika's Story of Transformation

Ambika is a 26 year old petite woman. She went to a BBMP run Tamil school till 5th grade. She dropped out of school after that and followed her mother into waste picking.

Ambika was married off at the age of 16. Her husband was a manual labour at a construction sites but after the marriage, he too moved to waste picking. They made separate rounds each day, working seven days a week. However, there were several problems. The residents accused Ambika of being a thief as she made her rounds of the neighbourhood looking for scrap to salvage. The police would stop her unnecessarily and harass her. As a women waste picker she would be harassed by lewd men and drunks.

At 24, she met Archana, a Hasiru Dala activist. Archana encouraged her to attend the neighbourhood meetings being organised in her slum. Soon she was issued an ID card and she attended the Scrap Dealers Training Program.

Today, Ambika is the Manager of Operations at the Dry Waste Collection Centre in ward number 65 Kadu Malleswaram. As an operator, she does not have to walk long distances. There is no more leg pain, no more harassment.

Under Ambika's operations, the DWCC has rapidly expanded operations. The DWCC receives dry waste from five wards. The highest collection is received from Malleswaram and Subedarpalya. Ambika points out that this is because of the personal involvement and activities of My Clean Malleswaram and Health Inspector Rehmath.

Recently, Ambika received an award from My Clean Malleswaram, part of RWO in ward number 65. The award was handed to her by MLA Dr. Aswathnarayan and Corporator Manjunath ward 65 and BBMP Health Inspector, Ramnath. Public recognition serves as a validation of the quality of her work.

Ambika has big plans for the future. She has plans to scale up her DWCC enterprise. She is looking for a loan to buy a small vehicle. She believes the DWCC can collect 1 tonne a day and even upto 40 tonnes a month in one year's time. Ambika may be a petite woman, but her dreams are infinitely big.



TOTAL WASTE MANAGEMENT SERVICES

Until 2012, Bengaluru, like all other cities in India followed a centralized approach to waste management. Though advocacy towards segregating at source was building up, the centralized system continued. However by 2012, the growing mounds of waste, crumbling infrastructure, and protests within landfill communities, forced Bangalore to re-think its strategy. By 2012, protests erupted in Mavalipura- a landfill community in Bangalore and the waste management authorities had to rethink their strategies.

Segregating at Source

The building pressure of the proliferating wastes forced the municipality to issue a notice to segregate waste. First, the municipality identified bulk generators as that include domestic generators - apartment complexes with more than 50 units and Commercial bulk generators viz hotel/restaurant, clubs, factory, choultry, mall, shopping complex, marriage halls, convention hall, place of worship, institution, office establishment, railway stations, bus stand or any other commercial or public entity which accumulates Municipal Solid Waste of a quantity not less than 10 kg of organic waste per day. The municipality mandated that they manage their own waste, either by having in-situ facility or hiring an empanelled service provider. It also mandated that the bulk generators specify the categories of 3 waste streams - dry, wet and reject.

Total Waste Management Services

With their long experience in waste management, informal waste pickers were the best choice to handle the challenge the bulk generators were facing - the lack of skilled workers. A business venture was conceived by Hasiru Dala to formalize the inclusion of informal waste workers in solid waste management services. And thus, Hasiru Dala's 'Total Waste Management Services' was born.

Total waste management services include door to door collection of all kind of segregated waste, transportation and further sorting or processing or delivery of waste to relevant units. Dry waste is sent to dry waste collection centres where it is sorted and sold for recycling.

With this in mind, an Operations Director with relevant experience in business development and marketing was hired to identify business opportunities for integration of informal waste workers in solid waste management sector. As work started, Hasiru Dala realised that the key challenge is not only in conceptualizing the business plan but also in operationalizing the ideas which could give tangible outcomes.

Hasiru Dala's first learning was that the waste management service provision does not operate within free market business principles. The prospective plan had to address both political and environmental dimensions in addition to marketing of 'total waste management services'. Through the work of past three years, Hasiru Dala has observed that there is a strong nexus between elected representatives, officials and garbage contractors in the waste management sector. Historically, this nexus has been the toughest nut to crack in the SWM arena. It is also the most significant impediment to bringing changes to waste management that is environmentally sustainable, and at the same time economically viable for the waste workers.

Hasiru Dala partnered with Solid Waste Management Round Table (SWMRT) to bring about changes in the policies related to solid waste management services in Bangalore. After the filing and hearing of Public Interest Litigation in the Karnataka High Court, a directive was issued to the local municipal government which mandated compulsory segregation at source for every household in Bangalore. The same order brought the operations of contractors providing door to door collection services to individual households under severe monitoring.

The contractors serving apartment complexes (which were now bulk generators) were still in the hands of regular contractor that followed old methods of collecting and transporting to landfills. In an effort to break this chain and set a benchmark for services to bulk waste generators, or apartment complexes, Hasiru Dala decided to partner with the local empathetic and enthusiastic residents for pursuing the cause of total waste management in apartment complexes.

The first such project was initiated in the Ward number 150 of Bangalore, called Bellandur, where Hasiru Dala partnered with a resident group called 'Kasamukta (garbage free) Bellandur'.

After long deliberations and consultations with residents a service model was evolved with the following three primary foundations of Hasiru Dala's operations:

1. **Destination bound processing of waste:** While most garbage contractors mixed the segregated waste after collecting from doorstep, Hasiru Dala offered separate collection of different waste categories. Segregated waste is taken to different destinations for further processing or sorting:

- **Wet waste:** Is either managed in-house (preferably) for which Hasiru Dala provides skilled workers or taken to Karnataka Composting Development Corporation (KCDC) for manufacturing compost.
- **Dry waste:** Is directly sent to recycling industries through waste-pickers or stocked in DWCCs for further sorting and grading.
- **Sanitary waste:** Is sent to a hospital to be disposed safely in a biomedical waste management facility.
- **Reject waste:** Is sent to the proper landfill site for safe disposal (most garbage contractors dumped it on either side of peripheral roads in Bangalore).
- **Electronic waste:** Sent to authorized electronic waste recyclers for proper recycling.

2. **Pay as much as you generate:** Hasiru Dala's pricing plan is based on the weight of the waste generated, rather than the number of households. The pricing mechanism is built on the 'Reduce, reuse and recycle' philosophy. Reject and sanitary waste is priced at Rs. 3/kg, biodegradable waste is priced at Rs. 2/kg. The bulk generators would receive Rs. 2/kg for recyclables. The variable rates would encourage people to segregate better. Besides the variable rate, there is also a fixed base rate levied on apartments, based on their size. Apartments are given a consolidated invoice at the end of every month. Moreover, since the waste was to be measured every day, the apartments could track their garbage generation over a period of time. This enabled Hasiru Dala to showcase apartments that had better segregation practices.

3. **Reliable income for the informal sector:** Total Waste Management Services offered by Hasiru Dala has regularized the income of many waste workers and has informed them about various good business practises.

Impact of Total Waste Management Services

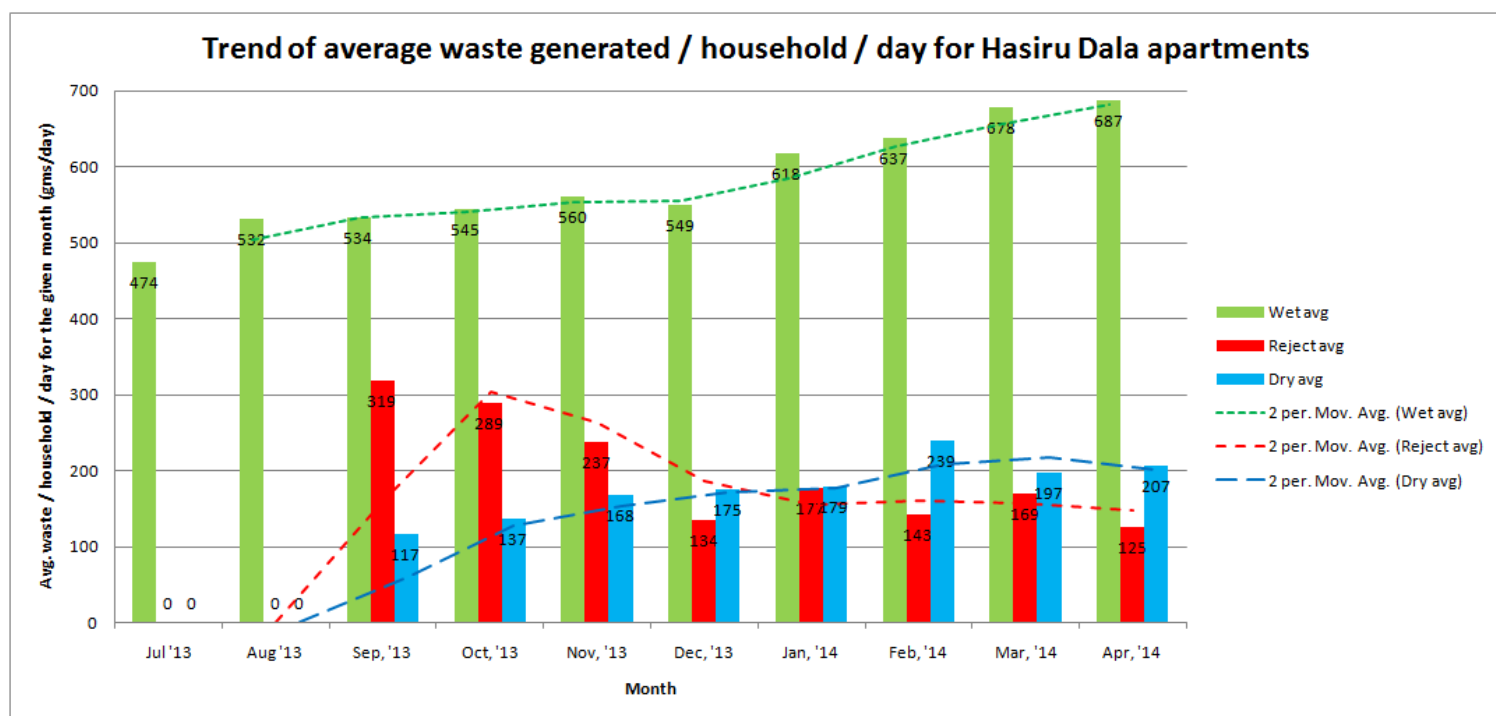
Using this model Hasiru Dala has over the last 11 months catered to a total of 30 apartment complexes. This has translated to full time employment to 30 waste-pickers in collection, sorting and grading of waste. None of these 30 workers depend on collecting waste from roadsides any more for earning their livelihoods. They are seen as dignified and respectful service providers.

An interesting observation has been that the reject waste has been reducing over time, implying that segregation is going well without the need for too many corrective interventions. At the beginning of the service each house generated 314 grams of reject/sanitary waste per day and currently about 105 gms per house per day. The credit for this goes to the pricing model, and the consistency of collecting and disposing segregated waste from the households, without mixing the categories.

To promote better segregation and waste management, Hasiru Dala started a new campaign to highlight the segregating best practices in apartment complexes under the theme of 'Reduce, Reuse, Recycle'.

It was decided that the apartment complex with the lowest reject/sanitary/inert waste per household per day, while maintaining healthy levels of segregation of dry and wet waste will get a special rate of Rs. 2.5/kg instead of Rs. 3/kg. The winner for April 2014 was DSR Rainbow Heights, which was able to reduce its reject waste footprint to 63gms/household/day in the 230 unit complex. This was largely possible because of the volunteer force on the ground.

Today, a total of 30 apartment complexes in the city are receiving total waste management services through Hasiru Dala. In addition, more than eleven apartment complexes are giving their dry waste to Hasiru Dala. Over all Hasiru Dala is providing waste management services to more than 10,000 House Holds.



Partnership with IT multinational company Mindtree

The partnership with Mindtree has added structure and predictability to the operations of the TWM process and DWCC. I Got Garbage, a Cloud based IT platform, that offers capabilities such as an ERP for ragpickers, Citizen Engagement Platform, Waste Management Services Marketplace, and a Ragpicker Benefits Tracker, went live on 17th June 2014.

In the coming days, added features in the I Got Garbage platform will allow bulk generators to log onto the system and access their waste related data - helping them analyse trends and calculate carbon foot prints. The next phase, using a easy to use mobile app, waste-pickers will be able to enter the weight of waste availed using their mobile phones. Hasiru Dala has already done the basic trial of the system and has generated monthly reports for the DWCC operations. Through the given online interface invoices are generated on monthly basis for customers of total waste management services. On a trial basis two DWCC operators have been given tablets to check whether they can upload the data directly on to IGG platform.



GENDER BENDERS

Breaking Stereotypes

The employment opportunities that have developed for waste pickers through the work of Hasiru Dala has helped break a few stereotypes in the existing waste management practices. Here is one such story of three women who are bending some gender rules.

Women workers Sarasa, Alamelu and Palaniamma (former waste-pickers) have started loading and unloading organic waste in and out of trucks. Largely considered the job of men, these women are breaking these conventional rules.

Dressed in her uniform green apron and cap, proud Sarasa shared: "This job is well paying, dignified and easier than walking on the street and bending thousand times a day, don't know why women don't do this work".

She is already dreaming about buying better clothes and giving better education for her children. "We will never stop doing this" Palaniamma added. In the months to come Hasiru Dala is planning to have women's only team for all Total Waste Management services, i.e. door to door collection, loading- unloading, transportation, and processing of waste.



IMPARTING SKILLS

Supporting Growth

TRAINING WASTE WORKERS

Understanding organic waste management processing:

Two day training was held for a select group of waste pickers who were interested in learning ways to process organic waste that would help enhance their livelihood opportunities. The training included theoretical input on the changing solid waste management systems in Bangalore emphasizing the need for upgrading the skills to process wet waste along with the dry waste. The discussion following the training elaborated on ways for better recognition of the contribution made by the green collar workers.

The second half of the day included a visit to Mrs. Vani Murthy's residence. Mrs Murthy, an expert at composting, demonstrated different methods of composting for large amount of garden wastes at home. She also introduced urban terrace gardening to the participants, which is another avenue to explore for income generation.

The second day of the training focused on practical work on Bio-gas plant and Organic Waste Converter. The waste pickers donated the first day for the training while the second day they were paid wages for the work they did. This has increased interest in engaging in organic waste processes at decentralized level.



Training for Scrap dealer and waste pickers on scrap retail business practice:

Through the year, training sessions have been conducted for waste workers on DWCC and retail store management. It was inspiring to see the participants, most of whom had never been to a school before, attend sessions in a university class room for completing the certification process. The first batch with 35 students was completed the training this year. Since, July and August 2014 two more courses to manage scrap retail businesses have been developed.



Training for Sanitary Workers (*Pourakarmikas*)

Hasiru Dala has been organising training sessions for *Pourakarmikas* (Sanitary workers) of BBMP through the year. The focus of the training is to train the sanitary workers on:

- Segregation of waste
- Educate them on the new norms of solid waste management
- Management of dry waste collection centres
- Prepare them for the challenges faced by *Pourakarmikas* during collection of segregated waste
- Negotiation / communication skills in involving citizens for segregation of waste at source

Street plays performed during the training, kept it grounded and engaging.

Over the last 6 months, more than 2250 *Pourakarmikas* have attended training sessions facilitated by Hasiru Dala. BBMP Heath Jt. Commissioner has written a circular to all relevant officers to ensure high participation of sanitary workers.



English Speaking Training

Anay, One of the volunteers designed a curriculum to teach English to wastepickers as a project of his M.A in Education. The teaching method involved usage of daily life, music and dance. This method helped wastepickers to learn a bit of conversational English when they go to provide services.

More than 15 wastepickers were trained and some of them started conversing in English with simple words. This was empowering and as Annamma says, when she goes to pick up waste from Apartments, wishing English to the manager there has increased his attention to the work she did and was amazed to see her speak simple English in such short time. A curriculum now has been developed.



Developing new alternative services: Terrace / Urban garden

Developing a terrace, balcony, Patio as a kitchen garden in apartments and independent home is becoming part of the home building in Bengaluru. While small business or entrepreneurs have emerged in Bengaluru to sell terrace garden, the demand for containers, organic planting medium, organic pesticides, watering technologies etc has also grown. However, the labour required to implement and maintain the urban garden is also scarce. The traditional gardeners require limited skills as compared to organically growing vegetables. City gardener's skills are limited to managing lawns and ornamental plants grown with chemical fertilisers.

In order to fill this gap in service and as an alternative to wastepickers from their hard vocation, Hasiru Dala identified wastepickers who had either farming background and or composting experience in the city through their skill mapping exercise. Twenty eight people were identified and trained for this purpose.

Two day training was held for the identified participants and it included theoretical inputs and practical session. Hari Ram Sreeram and Vani Murthy were the two trainers who anchored the training. Both of them are keen urban farmers and part of Organic Terrence gardening (OTG) movement in Bengaluru.

The training was imparted through the adult learning methodology. This was accompanied with a session on sharing personal experiences on mixing potting soil, preparing seeding trays, transplanting and using different kinds of container. The seven elements of gardening was the frame work used for the training. The trainers made the theory easy to understand and interesting by using pictures, and sharing personal stories. Post the theory training, waste pickers came in batches of four to work on the practical training and

established the terrace garden lab in the terrace of Hasiru Dala office. The lab has vegetable growing in different kind of containers. It demonstrates the spacing concept, square foot garden, containers made out of waste containers, waste plastic bags, coir, plastic and clay. It also demonstrates drip irrigation using micro tubes to reach different kind of containers.

Moving forward:

- A manual with only pictures is being developed which will be used by the trainees as reference.
- A business vertical is being developed for waste picker entrepreneurs who will provide terrace garden service that will include development and maintenance of terrace garden across the city.



CHILDREN'S INITIATIVES

Investing in the Future

Enrolment of Children of Waste pickers under RTE

According to the Right to Education Act, children belonging to economically weaker section should be enrolled in private schools and the state is liable to pay for the fees and other expenses. This year with help from Hasiru Dala, eight wards were enrolled in private schools.

Makalla Mogina Shibira - Summer Camp for Children

Hasiru Dala organized a summer camp for fifty children of wastepickers at Freedom Park. Children belonging to Kamkya, Banashankari, Cement colony, Jolly Mohalla and Kamakshipalya participated in the summer camp. The focus of the camp was to make sure they remain engaged in school and do not drop out.

As a part of the sensitization, representatives from Child Line, an NGO working towards protection of children, spoke to the children about their rights. Children were given opportunity to show their talent and were also taught a dance. Shunya – a civil society group conducted activities for children on the 28th May 2014 followed by a final session with Nalini Shekar who brought out the importance of continuing education and encouraged them to take on college education. Two children of wastepickers who had completed tenth standard and were aspiring to enter college education spoke to the participants. All children took an oath to continue schooling and help each other to reach zero dropouts in their communities.

The aim of the summer camp is to make sure children continue to go to school and create a support group. The support group will help the children have continuous education, and in a case of drop out will inform Hasiru Dala, so Hasiru Dala will move into action to address the issue and help continue schooling.



Access to scholarships:

Children of waste pickers are now eligible for pre- matriculation scholarship (for children whose parents are engaged in unclean occupation). This measure came in force in July 2013. However, Karnataka government for a long time didn't use the provision. Hasiru Dala through its consistent advocacy facilitated the implementation of this scheme. After consistent efforts, an order was brought out by Karnataka Welfare Department for enrolling children of waste pickers for pre-matriculation scholarship.

For now, there are only two children who are availing this scholarship programme. The lengthy documentation process is proving to be a hurdle for others. Opening bank accounts is mandatory, and Corporation Bank has agreed to open the accounts. Over 80 applications have been filed this year.

Children for Higher Education

Two children of waste pickers completed tenth standard this year. Jyothi, daughter of Annama (waste picker) scored 85%, joined a Government College. Kiran, son of Maryamma (waste picker) dropped out of school last year. He was encouraged to join school again by his aunt and staff at Hasiru Dala. He too passed 10th standard with good score. With the financial support from Trust Padai he is studying in Sheshadripuram Evening College.

Children of waste pickers face financial difficulties when it comes to Higher Education. Hasiru Dala would like to develop a fund to address the need in the coming years.

Nali Kali Workshop:

In September 2014, Hasiru Dala and Mythri Sarva Seva Samithi with the support of Global Communities Partners for Good organized '*Nali Kali*' (Fun & Learn) workshop for children at Kaikondanahalli Lake, Sarjapura Road. The theme of the workshop was to learn good practices of waste management. More than 270 children from nearby schools i.e. Kaikondanahalli High School and Iblur Government Primary School and residential complexes, participated in the workshop.

The event began with the story of 'Plastic Monster'- which was narrated by C. Krishnan Subramanian - Founder of 'the yellow bag' initiative, Chennai. Mr. Subramanian dressed up in waste plastic bags explained how the plastic is choking the entire ecosystems across the world. In her session *Kachra Ka Dabra*, Anu Govind a citizen volunteer from White field explained ways to compost different kinds of organic wastes. She also helped children learn various ways to recycle dry waste which can be used as packaging material.





HEALTH CAMPS

Overcoming occupational health hazards

Hasiru Dala, organised a series of Health Camps for waste pickers this year. A total of 1200 waste pickers and their children were covered for general physical health. Some of them also were covered for eye check up. There were four serious cases that were referred to hospitals.

Basic data on health status and health complaints were collected that needs to be analysed for future for health policy recommendations.

Some learning's:

1. The ratio of doctors to waste pickers should be ideally 1:70 and not more
2. Additional need for dental care and eye check up is essential
3. There is a pressing need for special focus for women's' health
4. Muscular pains is a common health problem.



Hasiru Habba is an annual event of Hasiru Dala where informal waste workers come together to celebrate and highlight their work. This year it was organized at Freedom Park on 15th June. More than 1000 informal waste workers participated. Mr. Subroto Bagchi, Chairperson of Mindtree Limited, and Transport Minister and Bangalore in- Charge Mr. Ramalinga Reddy graced the occasion.

Along with the Habba, this year *I Got Garbage* (IGG) an online platform was also launched. IGG is an effort of Mindtree and Hasiru Dala's collaboration and work of more than year. During the Habba- Clean city Recyclers Association (CCRA) was also launched. CCRA is an association of small and medium sized scrap dealers in the city.



OUR TEAM AND SUPPORTERS

Behind the Scenes

SOCIAL JUSTICE TEAM

Krupa Rani
Sowbhagya
Archana
Vinod

TOTAL WASTE MANAGEMENT TEAM

Akshay Yadav
Marwan Abubakar
Mare Gowda

ADMIN

Divya





AWARDS AND RECOGNITION

- Nalini Shekar, received the Bengaluru's prestigious Kempa Gowda Award 2014 for her contribution to environment. The nomination was filed by the Commissioner Mr. Lakshmi Narayan of BBMP.
- Co- Founder of Hasiru Dala Nalini Shekar was shorted list from 35,000 nominations for Namma Bengaluru Award -2014. The highlight of this achievement is that the nomination for the award is citizen of Bangalore.
- NGO Rotary Service Award 2014
- Oota from your Thota, a terrace garden group honoured Hasiru Dala.

MEDIA COVERAGE

- Satyameva Jayate (a television series showcasing inspiring work undertaken by passionate individuals on various social and environmental issues episode showcased the work of Hasiru Dala, links are given as follows:

[Part 1](#)

[Part 2](#)

- [From waste picker to recycling manager](#)- April 2014, City Scope published case study of Annamma, the operator of DWCC.

FINANCIALS

Hasiru Dala

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<http://wastenarratives.com>