



Manual for

# Fellowship Programme

2017



*Alliance of Indian  
Wastepickers*

Sponsored under CSR initiative of NSKFDC

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# The Fellowship Programme



Alliance of Indian Wastepickers secretariat and its members have been receiving requests from activists, concerned citizens and civil society organizations to mentor for organizing wastepickers. Till now CAG Chennai, and Dalit Bahujan Resource Center, Guntur have been informally mentored by Alliance members. It has been realized that the mentoring process of organizations and individuals need to be institutionalized to enhance the learning. Three-month fellowship programme has been instituted through which major organizations – members of alliance will incubate interested activists and concerned citizens.

As mentioned above, it is a three -month intense mentoring programme where interested activists will get hands on experience of organizing workers, engaging with municipal and other relevant government bodies, different models of integration of wastepickers, market and technological frameworks for efficient waste management services. As a part of the fellowship accommodation, travel and sustenance allowance are to be provided. The fellowship will be awarded after a call given and the participants in the fellowship programme can choose the organization with which they would like to work and learn from for 3 months.

Interested individuals can apply by submitting statement of purpose in Hindi or English, they need to have recommendation letter one of the member organization. Programme Committee members of Alliance of Indian Wastepickers will interview the fellow and provide for 2 fellowships. The expectation from the fellow is to organize a minimum of 250 wastepickers in his/her respective geographies within a year of reward of fellowship.

*List of organizations interested to host the fellow:*

**Hasiru Dala**

**Chintan**

**Safai Sena**

**Kagad Kach Patra Kashtakari Panchayat (KKPKP) & SwaCH**

**Stree Mukti Sangathana**

Monthly Stipend: INR 7000 /- for 3 months + Accommodation (maximum of INR 7500) + local travel and communication (INR 3000) + train fare from his city of origin to the host organization. In total expenditure on each fellow – INR 60,000/-.

*Note: Fellowship is instituted by Alliance of Indian Wastepickers under CSR initiative of National Safai Karamcharis Finance & Development Corporation (NSKDFC).*



# National Safai Karamcharis Finance & Development Corporation (NSKFDC)

## The Alliance of Indian Wastepickers

Alliance of Indian Wastepickers is a national coalition of organizations working with waste-pickers and other informal waste collectors. The alliance was created to have coordinated efforts to ensure inclusion of waste pickers in various national level programmes. Organizations/members of alliance represent more than 35000 waste-pickers and other informal waste-pickers in India. Secretariat of the alliance has been rotating amongst member organizations starting from Kagad Kach Patra Kashtakari Panchayat (KKPKP), Pune. After that, Bangalore based organization of wastepickers- Hasiru Dala hosted the secretariat for 3 years. Currently the secretariat of the coalition is hosted by Stree Mukti Sangathana.

National Safai Karamcharis Finance & Development Corporation (NSKFDC), a wholly owned Govt. of India Undertaking under the Ministry of Social Justice & Empowerment (M/o SJ&E) was set up on 24th January 1997 as a Company "Not for Profit" under Section 25 of the Companies Act, 1956. NSKFDC is in operation since October, 1997, as an Apex Corporation for the all round socio-economic upliftment of the Safai Karamcharis, Scavengers and their dependants throughout India, through various loan and non-loan based schemes including Skill Development Training Programme for enabling them for getting suitable job/self-employment. It aims to empower the Safai Karamcharis, Manual Scavengers and their dependents to break away from traditional occupation, depressed social condition & poverty and leverage them to work their own way up the social and economic ladder with dignity and pride.

Apart from operating various loan and non-loan based schemes for the upliftment of the target group, NSKFDC is also acting as a Nodal Agency for implementation of the Central Sector Self Employment Scheme for Rehabilitation of Manual Scavengers (SRMS) under the aegis of the Ministry of Social Justice & Empowerment.

NSKFDC under its CSR initiative is supporting Hasiru Dala for the Project "Up-gradation of Skills of Wastepickers and Informal Waste Collectors. This project aims to upgrade skills of Wastepickers, their leaders and activists to become entrepreneurs in waste sector and to organize Wastepickers for integration in solid waste management respectively.

# Introduction

Manual for fellowship is loosely structured framework or programme to be followed for three months. It is inclusive of value system which the fellow should inculcate during the give time.

Manual includes list of activities to be undertaken by the fellow in the period of three months. Immersion process is central to the fellowship and is for the whole period of fellowship. The other aspects are not in any order. Host organization can precede some over the other.

Manual includes norms for inclusion of wastepickers as enshrined in solid and plastic waste management rules. It makes a mention of other schemes extended to wastepickers. The manual concludes with expectation from host organization and the fellow post the fellowship.



*“If you have come here to help me, you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together.”*

*- Lilla Watson, aboriginal activist, academic and artist*

# Values of the Fellowship Programme

Fellowship programme is instituted to organize wastepickers and informal waste workers for collective emancipation and livelihood, social and tenure security. The programme envisions inculcation of certain values, which are non-negotiable and have been provided below :



## *Empathy*

Empathy is the most basic trait of humanity. It is about 'seeing other person's condition from his/her perspective', 'putting feet in other person's shoes and understanding his situation without any judgements and biases'. It is a value which connects us with other beings and inculcation of it is for the betterment of all. For the fellowship, our primary stakeholders are wastepickers and informal waste workers, who form the bottom of informal economy. They are discriminated against for their occupation, caste and religion. The fellow must look beyond those societal prejudices and understand the condition of wastepickers. Connect with them at deeper level and believe in collective emancipation. Empathy is different from the feeling of sympathy- or piety. Sympathy doesn't consider the other as equal being, s/he is looked down upon by someone superior with the act of charity. Henceforth, empathy and not sympathy which is central to our work.



## *Non-violence action for emancipation:*

Alliance members abhor all forms of violence. They believe that non-violent collective actions are just. Non-violent actions don't perpetuate harm on others. They help in building broader coalition of different actors.

## *Democracy and equal treatment of all members:*

All forms of discrimination is detested. Everyone is equal. Do not treat others as you would not like to be treated.

## *Non- judgemental*

We as human beings are judgemental beings. We have prejudices, biases against certain social groups. Those biases and prejudices stem from our misunderstanding or deep social conditioning. Social conditioning includes distrusting others. Biases and prejudices give

birth to social fascism. Therefore, they must be avoided at all costs. De-conditioning or unlearning is essential to shun all biases and prejudices. Unlearning and deconditioning includes being open and welcoming to all. Immersion within different communities helps in appreciating the communities. This immersion process challenges our pre-existing notions. Our curiosity to learn about them during immersion process and later relating to them creates a bridge. A day should come where the difference between wastepicker and the activist shouldn't be there anymore. Each respect and appreciates others. They shun their differences and work for collective emancipation.

In addition to the mentioned values here, Alliance believes that fellow should inculcate the constitutional values, which are stated in the Preamble: Belief in secularism and sovereignty of people, democratic and republican values, aspiring and working toward justice, equality and fraternity.

# Processes of the Fellowship

Fellowship is a loosely structured programme of 3 months. Those 3 months includes:

1. Immersion in the community- stay in the basti,
2. Taking up any project within organization to have hands on experience,
3. Learning about laws, norms pertaining to welfare provisions for wastepickers,
4. Going deeper in the interventions undertaken by the organization,
5. Proposal writing
6. Figuring out relevant organization structure.



## *Immersion in the community- stay in basti*

The fellow will stay in the basti of wastepickers for a minimum of a week (more if s/he desires to do so). This time of stay can be mutually decided by the fellow and community, after building rapport in the community. Host organization needs to help the fellow in identifying the host for his/her week's stay. With his/her stay, s/he will be able to better appreciate the lives wastepickers live, challenges they face and their daily routine. Those insights will be helpful in later organizing wastepickers communities in the city or region he is failing from.

## *Taking up any project within organization to have hands on experience*

All members of the alliance have certain specialities. They have their domain of expertise, which is worth exploring. To do so it is important to have practical experience. This is only possible if the fellow undertakes or work for certain project within the organization. The host organization can provide options to the fellow to work on. Whatever his/her area of interest is, they can choose based on same.

For illustration purpose : the fellow can take up supervision in a specific area for organizing wastepickers to access schemes extended by government; undertake coordination work within the organization for dry (recyclables, low/no value inert waste) and organic waste management.



## *Learning about laws and norms pertaining to welfare provisions for wastepickers*

Solid and Plastic Waste Management rules envision inclusion of wastepickers in waste management. There are specific provisions which are provided in the pages ahead.



## Definitions in *Solid Waste Management Rules, 2016*



**Waste Picker :** A person or groups of persons informally engaged in collection and recovery of reusable and recyclable solid waste from the source of waste generation the streets, bins, material recovery facilities, processing and waste disposal facilities for sale to recyclers directly or through intermediaries to earn their livelihood.

**Informal Waste Collector :** includes individuals, associations or waste traders who are involved in sorting, sale and purchase of recyclable materials.

**Waste Picker :** Individuals or agencies, groups of individuals voluntarily engaged or authorised for picking of recyclable plastic waste.

## *Plastic Waste Management Rules, 2016*

## Provisions emphasizing on inclusion of waste pickers in solid waste management *(Solid Waste Management Rules, 2016)*

# Section 4

## Duties of Waste Generators

Every waste generator shall :

a) Segregate and store the waste generated by them in three separate streams namely bio-degradable, non-biodegradable and domestic hazardous wastes in suitable bins and handover segregated wastes to authorized waste pickers or waste collectors as per the direction or notification by the local authorities from time to time;

b) All resident welfare and market associations shall, within one year from the date of notification of these rules and in partnership with the local body ensure segregation of waste at source by the generators as prescribed in these rules, facilitate collection of segregated waste in separate streams, handover recyclable material to either the authorized waste pickers or the authorized recyclers. The bio-degradable waste shall be processed, treated and disposed off through composting or bio-methanation within the premises as far as possible. The residual waste shall be given to the waste collectors or agency as directed by the local body.

c) All gated communities and institutions with more than 5,000 sqm area shall, within one year from the date of notification of these rules and in partnership with the local body, ensure segregation of waste at source by the generators as prescribed in these rules, facilitate collection of segregated waste in separate streams, handover recyclable material to either the authorized waste pickers or the authorized recyclers. The bio-degradable waste shall be processed, treated and disposed off through composting or bio-methanation within the premises as far as possible. The residual waste shall be given to the waste collectors or agency as directed by the local body.



d) All hotels and restaurants shall, within one year from the date of notification of these rules and in partnership with the local body ensure segregation of waste at source as prescribed in these rules, facilitate collection of segregated waste in separate streams, handover recyclable material to either the authorized waste pickers or the authorized recyclers. The bio-degradable waste shall be processed, treated and disposed off through composting or bio-methanation within the premises as far as possible. The residual waste shall be given to the waste collectors or agency as directed by the local body.



## Section

# 11

## Duties of the Secretary-in-charge, Urban Development in the States and Union territories

(1) The Secretary, Urban Development Department in the State or Union territory through the Commissioner or Director of Municipal Administration or Director of local bodies shall :

a) Prepare a state policy and solid waste management strategy for the state or the union territory in consultation with stakeholders including representative of waste pickers, self-help group and similar groups working in the field of waste management consistent with these rules, national policy on solid waste management and national urban sanitation policy of the ministry of urban development, in a period not later than one year from the date of notification of these rules;

b) While preparing State policy and strategy on solid waste management, lay emphasis on waste reduction, reuse, recycling, recovery and optimum utilization of various components of solid waste to ensure minimization of waste going to the landfill and minimize impact of solid waste on human health and environment;

c) State policies and strategies should acknowledge the primary role played by the informal sector of waste pickers, waste collectors and recycling industry in reducing waste and provide broad guidelines regarding integration of waste picker or informal waste collectors in the waste management system.

d) Start a scheme on registration of waste pickers and waste dealers.

# Section 15

## Duties and responsibilities of local authorities and village Panchayats of census towns and urban agglomerations.

(1) The Secretary, Urban Development Department in the State or Union territory through the Commissioner or Director of Municipal Administration or Director of local bodies shall :

a) Prepare a state policy and solid waste management strategy for the state or the union territory in consultation with stakeholders including representative of waste pickers, self-help group and similar groups working in the field of waste management consistent with these rules, national policy on solid waste management and national urban sanitation policy of the ministry of urban development, in a period not later than one year from the date of notification of these rules;

b) While preparing State policy and strategy on solid waste management, lay emphasis on waste reduction, reuse, recycling, recovery and optimum utilization of various components of solid waste to ensure minimization of waste going to the landfill and minimize impact of solid waste on human health and environment;

c) State policies and strategies should acknowledge the primary role played by the informal sector of waste pickers, waste collectors and recycling industry in reducing waste and provide broad guidelines regarding integration of waste picker or informal waste collectors in the waste management system.

d) Start a scheme on registration of waste pickers and waste dealers.

# Section 23

## Setting of State Advisory Committee

State Level Advisory Committee includes- One representative from reputed Non-Governmental Organization or Civil Society working for the waste pickers or informal recycler or solid waste management, One representative from waste recycling industry.



## Other relevant definitions



**Segregation** : Sorting and separate storage of various components of solid waste namely biodegradable wastes including agriculture and dairy waste, non-biodegradable wastes including recyclable waste, no recyclable combustible waste, sanitary waste and non-recyclable inert waste, domestic hazardous wastes, and construction and demolition wastes.



**Door to door collection** : Collection of solid waste from the door step of households, shops, commercial establishments, offices, institutional or any other non-residential premises and includes collection of such waste from entry gate or a designated location on the ground floor in a housing society, multi storied building or apartments, large residential, commercial or institutional complex or premises.



**Dry Waste** : Waste other than bio-degradable waste and inert street sweepings and includes recyclable and non-recyclable waste, combustible waste and sanitary napkin and diapers, etc.

**Recycling** : The process of transforming segregated non-biodegradable solid waste into new material or product or as raw material for producing new products which may or may not be similar to the original products



**Materials Recovery Facility (MRF)** : A facility where non-compostable solid waste can be temporarily stored by the local body or any other entity mentioned in rule 2 or any person or agency authorized by any of them to facilitate segregation, sorting and recovery of recyclables from various components of waste by authorized informal sector of waste pickers, informal recyclers or any other work force engaged by the local body or entity mentioned in rule 2 for the purpose before the waste is delivered or taken up for its processing or disposal.



**Solid Waste** : Means and includes solid or semi-solid domestic waste, sanitary waste, commercial waste, institutional waste, catering and market waste and other non-residential wastes, street sweepings, silt removed or collected from the surface drains, horticulture waste, agriculture and dairy waste, treated bio-medical waste excluding industrial waste, bio-medical waste and e-waste, battery waste, radio-active waste generated in that area under the local authorities and other entities mentioned in rule 2.





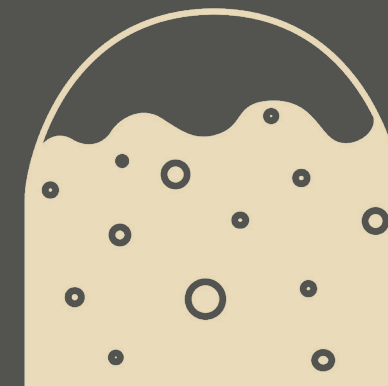
**Sorting :** Separating various components and categories of recyclables such as paper, plastic, cardboards, metal, glass, etc., from mixed waste as may be appropriate to facilitate recycling.



**Vermi-composting :** The process of conversion of bio-degradable waste into compost using earth worms.



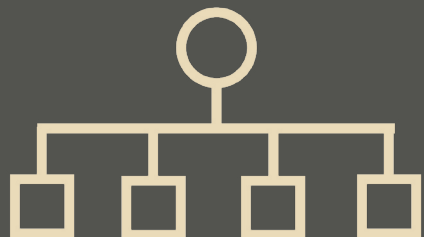
**Biodegradable Waste :** Any organic material that can be degraded by micro-organisms into simpler stable compounds.



**Bio-methanation :** A process which entails enzymatic decomposition of the organic matter by microbial action to produce methane rich biogas.



**Waste Generator :** Means and includes every person or group of persons, every residential premises and nonresidential establishments including Indian Railways, defense establishments, which generate solid waste.



**Waste Hierarchy :** The priority order in which the solid waste is to should be managed by giving emphasis to prevention, reduction, reuse, recycling, recovery and disposal, with prevention being the most preferred option and the disposal at the landfill being the least.



**Domestic Hazardous Waste :** Discarded paint drums, pesticide cans, CFL bulbs, tube lights, expired medicines, broken mercury thermometers, used batteries, used needles and syringes and contaminated gauge, etc., generated at the household level.

# Section 4

## Provisions regarding segregation of waste

### Duties of Waste Generators

- a) Segregate and store the waste generated by them in three separate streams namely bio-degradable, non-biodegradable and domestic hazardous wastes in suitable bins and handover segregated wastes to authorized waste pickers or waste collectors as per the direction or notification by the local authorities from time to time;
- b) Wrap securely the used sanitary waste like diapers, sanitary pads etc., in the pouches provided by the manufacturers or brand owners of these products or in a suitable wrapping material as instructed by the local authorities and shall place the same in the bin meant for dry waste or non- bio-degradable waste;
- c) Store separately construction and demolition waste, as and when generated, in his own premises and shall dispose off as per the Construction and Demolition Waste Management Rules, 2016; and
- d) Store horticulture waste and garden waste generated from his premises separately in his own premises and dispose of as per the directions of the local body from time to time.

# Section 4

## Provision regarding payment for waste management services

### Duties of Waste Generators

- a) All waste generators shall pay such user fee for solid waste management, as specified in the bye-laws of the local bodies. (Bye-laws are to be framed by local bodies after taking state level solid waste management policy in due consideration.

## Provisions emphasizing on inclusion of waste pickers in plastic waste management

*(Plastic Waste Management Rules, 2016)*

# Section 6

## Responsibility of local body

- The local body shall be responsible for setting up, operationalisation and co-ordination of the waste management system and for performing the associated functions, namely: -
- a) Ensuring channelization of recyclable plastic waste fraction to recyclers;
  - b) Engaging civil societies or groups working with waste pickers;

# Section 8

## Responsibility of waste generator

- The waste generator shall :
- a) Not litter the plastic waste and ensure segregated storage of waste at source and handover segregated waste to urban local body or gram panchayat or agencies appointed by them or registered waste pickers', registered recyclers or waste collection agencies;

★ *Rules mandate setting up of State Level Monitoring Committee which will include one member of Non-governmental organization engaged in waste management.*

In addition to Plastic and Solid Waste Management Rules, 2016 wastepickers have been included in Rashtriya Swasthya Beema Yojna (National Health Insurance Scheme) and scholarship scheme for children whose parents are in unclean occupation are extended to wastepickers.

Wastepickers have been included in the target group of National Safai Karamcharis Finance and Development Corporation and therefore, various loan and non loan based schemes of the corporation can be extended to them. NSKFDC schemes offer loans at concessional rate of interest to its target group besides sponsoring employment linked skill development training in various courses across the country. Details of the schemes and programmes of NSKFDC can be accessed at [nskfdc.nic.in](http://nskfdc.nic.in)

### Going deeper in the interventions undertaken by the organization

To see the law and theory of inclusion in practice, the fellow must go deeper in the interventions made by the organization. This is to be done by visiting the field area regularly. Meeting supervisors and other staff members. Learning about the work they do, challenges they face at day to day level. Ways they resolve those day to challenges are some aspects. Before going to field or visiting the work-place fellow should read or learn about the interventions organization has undertaken.

### Proposal writing

Proposal writing is not an essential skill. Yet it is very important to know it. It helps in raising funds, gives structure to our thoughts for intervention. It is not necessary to write proposals in English. One can learn the same process in their respective language. Alliance can provide support in translating the given proposal in English and help in its submission. For learning proposal writing, one can go through Log-frame Analysis (LFA) approach which is provided below in the box for reference:

	Project Description	Objectively verifiable indicators of achievement	Sources and means of verification	Assumptions
Goals	What is the overall broader impact to which the action will contribute?	What are the key indicators related to the overall goal?	What are the sources of information for these indicators?	What are the external factors necessary to sustain objectives in the long term?
Purpose	What is the immediate development outcome at the end of the project?	Which indicators clearly show that the objective of the action has been achieved?	What are the sources of info that exist or can be collected? What are the methods required to get this information?	Which factors and conditions are necessary to achieve that objective (external conditions)?
Outputs	What are the specifically deliverable results envisaged to achieve the specific objective?	What are the indicators to measure whether and to what extent the action achieves the expected results?	What are the sources of information for these indicators?	What external conditions must be met to obtain the expected results on schedule?
Activities	What are the key activities to be carried out, and in what sequence and order, to produce the expected results?	<b>Means</b> What are the means required to implement these activities. Eg personnell, equipment, supplies, etc.	What are the sources of information about action progress? <b>Costs</b> What are the action costs?	What pre-conditions are required before the action starts?

### Figuring out the organization structure

Within the network there are multiple structures for organizing wastepickers. Fellow needs to learn about the various models of setting up organization. Model includes a trade union structure as done by Kagad Kach Patra Kashtakari Panchayat (KKPKP), Pune, Cooperative model- this has been matured by SwaCH, Pune and Stree Mukti Sangathana, Mumbai. Company model has been instituted by Hasiru Dala Innovations.

The regular non-government organization or charitable trust have been used by Janvikas Society and Hasiru Dala. A brief about all these models will be prepared separately for the fellow to understand them in detail. S/he can undertake telephonic or skype conversation with the other members of network to learn about the ways they manage their organization and what are the structures they have set up. This will be in addition to learning about the model of the organization which is hosting him/her.



## Expectations from Host Organization

The structure of the fellowship is kept loose and left with the discretion of host organization to decide on it. Organization can engage in inculcating given values through different activities and reflection sessions. Host organization allocate one person for the mentorship of the fellow. The mentor will be handholding the fellow to learn about the aspects mentioned above. Further, the fellow will be needing five hours of reflection, conversation and interaction with the founders of organization, to learn about the challenges one faces while running the organization. Post the fellowship, the mentor will keep in touch and follow up with the fellow to know happenings. Mentor, if possible, help the fellow in problem solving in his/her post fellowship term, where s/he is organizing wastepickers.

## Expectations from the Fellow after the accomplishment of Fellowship

Fellows after completion of the fellowship are expected to return to their place of origin. Within six months after fellowship, they are to organize more than 250 wastepickers in their respective place of origin. Organizing can be around livelihood security - engagement in door-to-door collection of waste, and operations and management of material recovery facility: organic waste management unit or dry waste collection center. It can also be around social protection measures like RSBY, or scholarship for children.





