











HARPIC WORLD TOILET COLLEGE

Activation Playbook





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This playbook will ensure we can do it all together. It will:

1

Set the vision & action plan

The purpose of this playbook is to advocate a unified approach to activate HWTC's purpose while setting up new centres across the country

2

Provide a shared goal for all the partners

The playbook explains HWTC's goals of rehabilitating sanitation workers across the country by providing them with dignified livelihood

3

Serve as reference tool

To achieve this goal, this playbook acts as an operational guidelines for partners to set up a Harpic World Toilet College in a potential geography

4

Uniform delivery across centres

These guidelines will help in consistent development of centres, delivery of training, placement and monitoring and evaluation process.



INTRODUCTION TO HWTC

- Who are sanitation workers?
- Why should we care?
- **3** Why Harpic World Toilet College



Introduction



A

Selection of a HWTC student

Harpic World Toilet College



Curriculum & certification









They are around 5 million full-time workers, out of which 2.5 million routinely face high occupational hazards.

Over 90% of these workers are from the lowest-Dalit Sub castes

Out of these 5 million, 60-70% are from the Urban areas

50% of whom are women

Dalberg advisors 2018

What type of work they do?





Why should we care?

From cleaning drains and sewages to septic tanks, Sanitation Workers across the country clean and dispose off human excreta. They risk their lives with the following diseases as they encounter human waste on a daily basis.

CARDIOVASCULAR DEGENERATION
MUSCULOSKELETAL DISORDER
EXPOSURE TO METHANE AND HYDROGEN
SULFIDE
HEPATATIS
LEPTOSPIROSIS
HELICOBACTER

Sanitation workers work in **unhealthy and hazardous** conditions. Paid with a very **little money and no insurance**-they are socially ostracized and have no mobility prospects in their jobs. **Average life expectancy is <50 years**, much less than national average of 68 years.

















IMAGINE RISKING YOUR LIFE FOR <INR 300 PER DAY, AND NOT EVEN KNOWING HOW FATAL THE JOB IS?

Why Harpic World Toilet College?





Selection of a

Harpic World Toilet College



Curriculum & certification



Placement









INTERGENERATIONAL TRAP

by **skilling the youth** (in caste neutral occupations) and provide entrepreneurial opportunities, with follow up processes to avoid re-lapse.

VISION:

HWTC was set up to eliminate inhuman practice of manual scavenging and improve the status of sanitation workers by helping them to lead dignified lives.





In India, Sanitation has recently seen a major push, mostly on the demand side. But sanitation workers have been largely ignored and have been historically designated as a **socially invisible class of human labour.**



Objectives







Ending this inhuman practice not just on papers but



HWTC addresses the **'supply side'-** people who carry out sanitation work and bridge the gap between sanitation infrastructure and provision of sanitation services.

















About Harpic World Toilet College





The logo of the **Harpic World Toilet College (HWTC)** has been created to inspire dignity and respect for the **Safai Karamcharis** of India. At its centre, a lotus has been placed. As a flower that blooms in mud, it signifies resilience. A medal has been placed at the heart of the lotus to symbolise deep honour and gratitude.

forward



Successfully transformed the lives of 15,863 sanitation workers across 6 states.

















Enabling dignified livelihood







Selection of a



Curriculum & certification



Placement









24,771 sanitation workers mobilized



15,866 sanitation workers registered

• • • • • • • • • • • • • • • • •



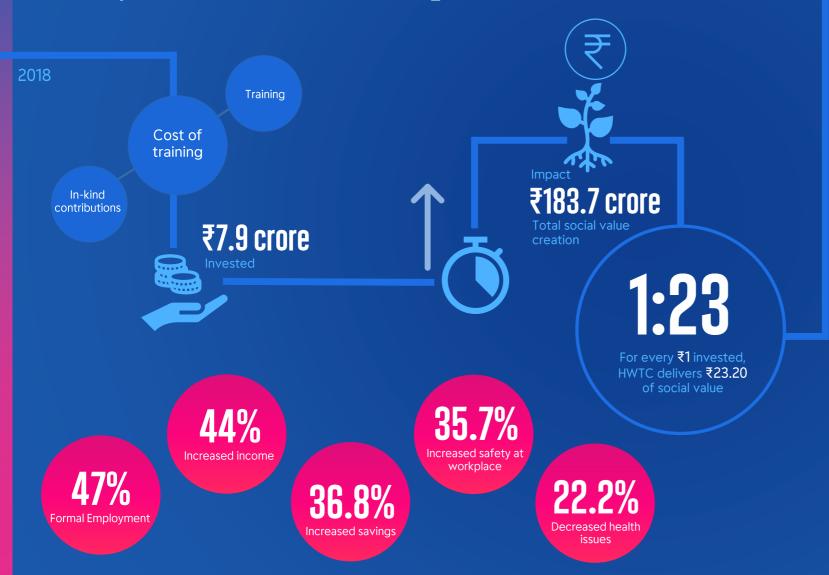


15,827 Provided with dignified jobs (83.19% in Private sector, 16.28% in government sector, 0.53% in own business)

Reported till April 2022



Steps towards change: Social outcomes



98% Increased Dignity

91.6%
Increased appreciation of work

83.3%

Increased skill

75%Reduced stigma

51.2%Reduced spending on health

(P)















HWTC Strategy



Introduction



Selection of a **HWTC** student





Curriculum & certification



Placement



Impact Assessment



Measures

Mission

Goals

Pillars

To eliminate the inhuman practice of manual scavenging and improve status of Sanitation Workers by giving dignified living through

Harpic World Toilet College

Rehabilitation of 46,000+ Sanitation workers by up-skilling, providing access to basic rights, improvise their self worth and linking them with dignified alternative livelihood options by creating entrepreneurship development and provide different job profiles in the sanitation value chain.

Provide dignified livelihood options to Sanitation workers

Improve self worth of sanitation workers

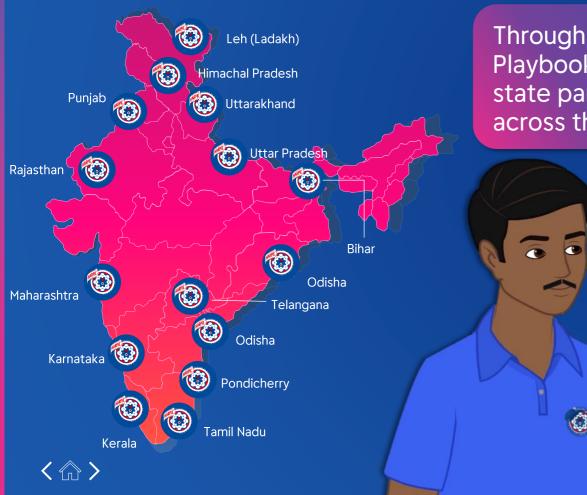
Demonstrating sustainable model that provide access to basic rights

- Manual scavenging is illegal as per the Manual Scavenging prohibition Act (1993 and 2013).
- More than 120 sanitation workers die per year because of manual scavenging, because of the hazardous nature of their work
- Even during COVID-19 pandemic manual scavengers were considered at the lowest and most regressive class of society. They inadvertently worked even in the dangerous COVID struck areas only to earn living without any safety gears.
- By the end of financial year 2022-2023 total 46,000 sanitation workers will be trained
- By the end of the year, all trained sanitation workers will be employed with 100% placement ratio
- HWTC Centres will be registered with ISO standards



Why playbook?

In the year 2022-23, the programme aims to expand its footprint to an overall 15 states nationally, rehabilitating a total of 30,500+ sanitation workers.



Through the journey of a potential HWTC student, this Playbook shall serve as ready-reference book for the state partners to set up a Harpic World Toilet Colleges across the country and ensure consistent delivery.



Each section demonstrates student's perspective, and processes that are needed to be completed from Partner's end in the form of SOPs/Checklists.





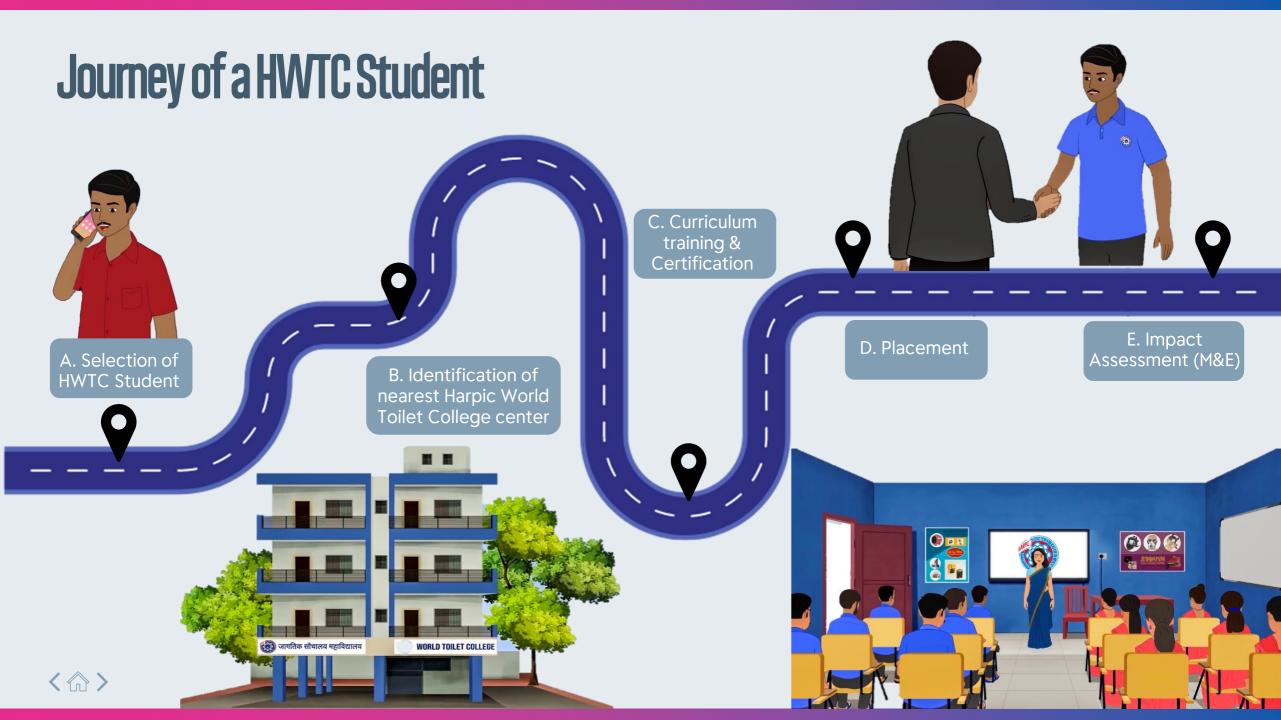




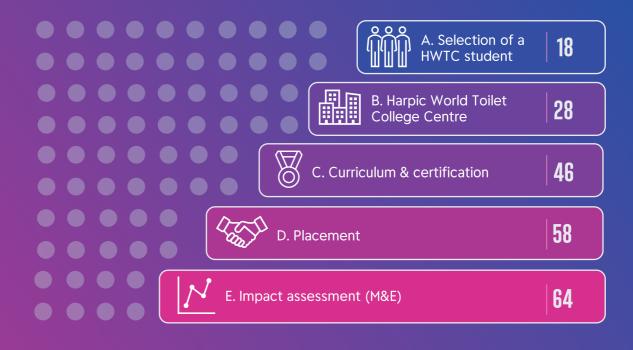


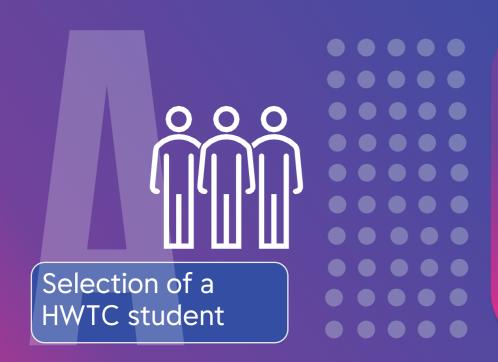






PLAYBOOK

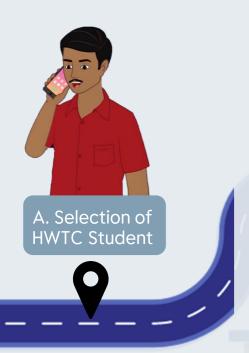




What's ahead?

- Selection criteria for shortlisting the states
- Selection criteria for shortlisting the cities
- Identification of potential HWTC students
- Community mobilization through inter-personal communication
- Selection of students through Alumni Referral model

Step A: Selection of a HWTC student



2. Identification of nearest Harpic World Toilet College center

3. Curriculum training & Certification

4. Flacement

5. Social outcomes

The student in this step embarks on his first step on the journey of Harpic World Toilet College. He is either identified via community mobilizers through inter-personal communication or is referred by a HWTC alumni for the training. This chapter represents all the steps an implementation partner needs to take to identify the right audience, mobilize them and register them into the programme.

Introduction



Selection of a HWTC student





Curriculum & certification



Placement



Impact Assessment (M&E)





Selection of a HWTC student



Starting the Journey

For an HWTC student, this is the first step of his/her engagement with Harpic World Toilet College. As depicted here, a mobilizer visits the communities and makes them aware of the nearest HWTC. He then explains the benefits of the programme & performs registration formalities.



How to choose a potential student?

For choosing the right student, there are multiple steps involved that an implementation partner needs to perform in order to maximise impact. This includes shortlisting of states & target cities, identification of target communities, mobilization & registration.







A **three-step process** is used to select target areas and beneficiaries:

- Firstly, target states are determined by assessing primary/secondary data on sanitation workers that is publicly available.
- Secondly, major cities within a state are shortlisted based on a set of defined criteria for the establishment of HWTC facilities.
- Thirdly, municipal wards are identified based on discussions with local municipal corporations/ councils & community leaders.



Selection Criteria for States

- States with large numbers of sanitation workers or manual scavengers
- 2. States with **high rates of death** among manual scavengers or sanitation workers
- 3. States having **Aspirational Districts** appointed by Government of India
- **4. Placement opportunities** (>90%) within the states
- **5. Presence of Training partner** or associate for setting up of HWTC



Selection Criteria for Cities

After the target states have been determined, the cities for the establishment of HWTC centres are selected in accordance with the following selection criteria.

- 1. Cities with population more than 10 Lakhs as per Census 2011
- 2. Cities where >5,000 people are directly involved in manual scavenging or unorganised sanitation sector
- 3. Connectivity with other Tier II and Tier III cities in the states
- 4. Presence of Training partner or Associate for mobilisation and training of sanitation workers
- 5. Availability of infrastructure for establishing HWTC centre
- 6. Availability of placement opportunities within a city determined based on presence of SEZs, Industrial development corporation zones, IT parks, Large scale public infrastructure shopping malls and complexes, hotels, amusement parks, hospitals, railways, and bus station, etc.























Harpic World Toilet College Centre





Placement



Impact Assessment (M&E)



forward



Identification of students

- Initiate conversations with local municipal corporations/councils to gain insight into communities involved in the unorganized sanitation work.
- 2. Obtain authorised information from the municipal authorities regarding manual scavengers and sanitation workers.
- 3. Conduct a scoping exercise to identify areas such as slums, labour chowks, kamgar/majdur nakas etc. where the likelihood of the presence of communities engaged in manual scavenging or sanitation work is high.
- 4. Identify and conduct meetings with local NGOs, worker unions, community leaders, youth mandal representatives, etc. who are actively working for the welfare of sanitation workers in the city.
- 5. Conduct field visits to labour chowks, slums, NGOs, etc. and collect data related to manual scavengers and sanitation workers.



Concept

Mobilization of sanitation workers

Essentially, mobilization is the process through which we contact and reach out to the community to identify and select trainees or beneficiaries to participate in HWTC programme. Various community engagement strategies are employed to increase awareness and empower individuals and groups to take action, creating an enabling environment and resulting in positive change. In the course of the entire programme, community mobilization is an important and challenging activity, and it is integral to its success.



Inter-personal communication through community mobilizers



Alumni referral model







Interpersonal communication

Interpersonal communication involves direct interaction between the community mobiliser and the intended audience. These interactions can be individual, small group, or large group conversations. It is imperative that a pool of trained community mobilisers, who receive regular training and supervision, is available to facilitate inter-personal communication with target beneficiaries.

✓ Checklist/SOP/Guidelines

How to select a community mobilizer?

Work with community leaders and stakeholders in your community of intervention to review and complete this checklist. For each characteristic, provide a score from one to five (one being least relevant and five being most relevant).

Source of trustworthy information for community members (i.e., be a member and well-known by the community)	1	2	3	4	5
Educate community members and disseminate accurate information	1	2	3	4	5
Maintain a non-judgmental attitude and respect towards all community members	1	2	3	4	5
Dedicated commitment to the issue being addressed	1	2	3	4	5
Respect for local cultural, traditional, and social values	1	2	3	4	5
Commit the time to work with the target beneficiaries	1	2	3	4	5
Work in partnership with community members and other stakeholders	1	2	3	4	5
Honesty	1	2	3	4	5
Build Trust	1	2	3	4	5

























Selection of a HWTC student \|\|\|\|\|











Impact Assessment (M&E)



forward



✓ Checklist/SOP/Guidelines

Community mobilization through interpersonal communication

First Meeting

Audience: Sanitation workers

- Introduce yourself to the candidate and explain the agenda of the meeting
- 2. Confirm with the candidate if they are involved in the sanitation sector and identify the type of activities done by them
- Discuss the challenges faced on day-to-day basis
- Discuss the impact of manual scavenging on the health of the sanitation worker and explain the details of "The Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013" to the candidates.
- 5. Introduce the concept of HWTC and give information about its vision, mission, and objectives
- 6. Briefly explain the benefits provided by HWTC
- 7. Ask the candidate if they are interested in knowing more about the trainings and placement
- 8. Set up the second meeting with the candidate as per their availability.

Second Meeting

Audience: Sanitation workers

- Provide detailed information about the training programme at HWTC and give a brochure to the candidate
- 2. Orient them about content of the training. detailed modules and curriculum, soft skills, technical training, duration, placement and certification of training
- 3. Introduce them to the placement opportunities with better working conditions, respectable salary which shall elevate social, health and economic status
- 4. Other benefits such as social security through provident fund and ESIC insurance
- 5. Give a virtual tour of the nearest HWTC centre
- 6. Connect the candidate with an alumni of HWTC for peer to peer counselling and pose them as role models
- 7. Collect basic information as required in the mobilization form

Third Meeting

Audience: Family Members

- Introduce the concept of HWTC and provide information about training programme and benefits provided by HWTC as explained to the candidate in earlier conversations
- 2. Explain how HWTC programme will help in social and economic upliftment and wellbeing of the sanitation workers as well as their family members
- 3. Give a virtual tour of the nearest HWTC.
- 4. Provide brochure and testimonials by alumni of HWTC
- 5. Take consent and commitment from the family members in supporting the candidate in completing this training successfully.
- 6. Collect the documents required for registration of shortlisted candidate for HWTC programme









Alumni referral model

- Graduates of HWTC are listed as alumni in a database that is updated annually.
- 2. An SMS will be sent to all alumni of HWTC once in every month.
- The SMS will include a link to an application for referral submission.
- The alumni will visit the application link and login through his mobile number.
- 5. After login, a referral form with referral code will be displayed with following details:
 - Name:
 - 2. Mobile Number:
 - Alternate Number:
 - 4. Is the candidate from same community as yours? (Yes/No)
 - 5. Is the candidate a Sanitation Worker? (Mandatory) (Yes/No)
 - 6. Is the candidate currently employed? (Yes/No)
- 6. As the referrals start coming in, HWTC back-office team will call up these referrals and shall fill up the verification form.
- 7. After verification, the registration form will be filled out.
- Following successful registration, a list of alumni who have referred one or more members will be displayed.
- 9. Each HWTC alumni can provide maximum 5 referrals.
- 10. Welcome message is shared with the registered candidates

Dear candidates, you have been referred for digital training of Harpic World Toilet College.

Start your verification process and register for the online training with us. Click on wtceducation.com to find out more.



























Selection of a HWTC student



















Checklist for selection of sanitation workers

S.N.	Selection Criteria	Resp Yes	onse No
1	Type of sanitation related activity performed by the worker	⊘	\otimes
a.	Cleaning of community or public toilets	\bigcirc	\otimes
b.	Open drains cleaning	\bigcirc	\otimes
c.	Cleaning of sewer drains or manholes	\bigcirc	\otimes
d.	Cleaning of railway tracks, platforms or toilets	\bigcirc	\otimes
e.	Septic tank cleaning	\bigcirc	\otimes
f.	Cleaning of toilets in middle to high income households/institutions	\bigcirc	\otimes
g.	Maintaining and operating Sewage Treatment Plant or Faecal Sludge Treatment Plants	\bigcirc	\otimes
h.	Cleaning of school toilets	\bigcirc	\otimes

S.N.	Selection Criteria	Response Yes No	
i	Sweeping	\bigcirc	\otimes
j	Waste picker	\bigcirc	\otimes
2	Age between 18 to 40 years	\bigcirc	\otimes
3	Family Background – involved in manual scavenging or sanitation work	\bigcirc	\otimes
4	Monthly income less than INR 6000	\bigcirc	\otimes
5	Employment Status	\bigcirc	\otimes
а	Unemployed	\bigcirc	\otimes
b	Employed with a daily wage less than INR 200	\bigcirc	\otimes
6	Education	\bigcirc	\otimes







Sample Verification/Mobilization forms

Address

State, city

Education

Family & Work

in your family?

No of Family Members

How many earning members

City

SC/ST OBC

Maharashtra, Punjab,

Nadu, Kerala

No Schooling

Up to 10th

Up to 12th

Basic Schooling

state)

Uttarakhand, AP, Tamil

(City name according to

Name	
Age	
Gender	Male Female Other
	Completed studies
Education Status	Not studying currently or planning to study further
	Want to pursue
Current Monthly Income	Jobless Below 5000 Above 5000
Years of experience in sanitation sector	

Sample Registration form

Are you willing for taking regular	Yes
job in Sanitation (Housekeeping)?	No
Are you willing to work for 6-8	Yes
hours every day, 6 days a week?	No
Willing to relocate in Other Cities	Yes
villing to relocate in Other Cities	No
	CT/PT cleaners
	Drainage/Choke
	up
Type of involvement of capitation	Sewer Cleaner
Type of involvement of sanitation related work	Railway Track
related work	Cleaner
	Sewer plant
	treatment
	Other

Family & work information

in a month?

How many days do you work

What is your Daily Income?

Less than 50,000

1,00,000-1,50,000

1,50,000-2,00,000

2,00,000+

No any problem, skin disease,

respiratory disease, muscle

disorder, BP, Diabetes, other

50,000-1,00,000

What is your average

monthly income

What is your annual

household income?

Do you have any

health

problems?



Health information	
Which facility did you	Private
avail for treatment?	Government
Expenditure on Health	
since last six months	
Do you consume Substance during your work hours?	Alcohol, Tobacco, Gutkha, Drugs etc.

















Personal Information

Family Members Contact

Name

Age

Gender

Caste

Mobile No.

Aadhar No.

Date of Birth





What's ahead?

- Criteria for selection of location for HWTC
- Components of a HWTC- Reception Area, Training Rooms, Demonstration spaces, Placement room, Medical room, Washroom
- Security & Fire-safety norms
- Archetypes of HWTC staff

Step B: Harpic World Toilet College Centre







Introduction



Selection of a HWTC student



Centre

Curriculum & certification



Placement



Impact Assessment (M&E)





Harpic World Toilet College Centre

Student journey

Identifying the nearest HWTC

After the completion of registration formalities, the candidate is enrolled into the Hybrid Training Programme. The candidate is asked to complete a 5-day digital training course, and is called to the nearest Harpic World Toilet College Centre for orientation sessions, placement sessions, Medical Check-ups and Demonstration sessions.



How to set up a Harpic World Toilet College?

For setting up the HWTC in a new state, the state partner needs to adhere to a set criteria w.r.t location, basic amenities, infrastructure, security etc. Once the location is decided, a centre is set up with various components elaborated in this section.









Criteria for **selection of location** for HWTC center



Location

Area

>1000 sq. feet



Rent

INR 50,000-INR 80,000

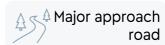




Industrial zone



Market Place





Public Transport



Easy to navigate



Amenities

Electricity

3 Phase connection

Power backup



Adequate backup



Min. 2 hours supply



Ground water





Min. 256 kbps internet



Other

Open space



Parking space



Infrastructure

Room



Sunlight



Adequate Windows



Functional Switch boards



Soundproof























Introduction





Harpic World Toilet College Centre









Impact Assessment (M&E)



Way forward









Reception



room



Training rooms



Placement Room











Washrooms







〈命〉

✓ Checklist/SOP/Guidelines

Reception Area

Each Harpic World Toilet College should have a reception area where a visitor can get information about the programme, training schedules, placement etc. The reception should be equipped with computer systems, telephones, HWTC reports, basic stationary. The control system of all the CCTVs should be at the reception computer system.

S.N	Selection Criteria	Resp Yes	onse No
1	Reception Desk & Chair		
2	Computer System with Printer		
3	HWTC Annual Reports/Brochures		
4	Telephone		
5	Hand and Surface Sanitiser		
6	Infrared Thermometer		
7	Chairs for Waiting Area		
8	Notepads & Stationary		
9	CCTV Camera		





















Introduction



Selection of a HWTC student



Harpic World Toilet College Centre





Placement



Impact Assessment (M&E)



Way forward





Training room

Training rooms need to be well-spaced and should have basic infrastructure including- classroom chairs with desks, Web-enabled AV system & projectors, CCTV coverage etc.

S.N	Selection Criteria	Response	
		Yes	No
1	Area between 250 sq. ft. to 300 sq. ft		
2	Seating Capacity – 25 to 30 students		
3	Area requirement per student – 10 sq. ft.		
4	Wall colour – Harpic Blue		
5	Projector with Screen/Smart Board/LED		
6	Adequate audio-visual facilities		
7	Fire extinguisher with instructions displayed at key areas (1 per classroom)		
8	CCTV camera		
9	Internet connection with minimum speed of 256 kbps		
10	Classroom chairs with attached writing desks (30)		
11	White Board (1)		
12	Web-enabled Smart Classroom Facilities		









✓ Checklist/SOP/Guidelines

Demonstration area

Well-spaced areas (Room, lobby area, corridor) where the dignity kits, Kambore/retriever machines, housekeeping supplies are showcased. After the classroom trainings, students are demonstrated the operation of machines and other equipment.

6 \ 1			
S.N	Selection Criteria	Response	
		Yes	No
1	Dignity Kit		
2	PPE Kit (Helmet, Safety Goggles, Mechanical & Chemical Resistant Gloves, Coveralls, Respirators, Self-Contained Breathing Apparatus, N95 Face Masks, Ear Plug, Protective Footwear, Bib Apron, Work Apparel, High Visibility Safety Vests)		
3	Kambore Machine		
4	Retriever Machine		
5	Kamgrab Machine		
6	Sewage Pump		
7	Indian/Western Toilet model		
8	Dry & Wet Mop		
9	Toilet Cleaning Brush		
10	Cleaning Sign Board		
11	Hearing Device		
12	Cleaning Supplies (Harpic, Lizol, Colin, Dettol, Cleaning Brush etc.)		
13	CCTV camera		





















Introduction



Selection of a HWTC student



Harpic World
Toilet College Centre









Impact Assessment (M&E)



forward



Placement Room/Spaces

Well-spaced areas (Room, lobby area, corridor) where the placement interviews are held. These rooms/spaces need to be accompanied with a waiting area for other candidates. Placement rooms need to be equipped with the following:

	1 11		
S.N	Selection Criteria	Resp	onse
		Yes	No
1	Area (250 sq. ft300 sq. ft)		
2	Office Table (2)		
3	Revolving Chairs (4)		
4	Plastic Chairs (8-10)		
5	Cupboard with 5 compartments (1)		
6	Sofa set with centre table (1)		
7	Computer Systems (2)		
8	Printer (1)		
9	Stationery - writing pads, pens, pencils,		
	erasers, A3 n A4 size papers, Autograph		
	and feedback book, required forms/		
	formats, sketch pen set etc.		
10	Photo Camera (1)		
11	Landline or mobile phone (1)		
12	Instant Tea or Coffee machine (1)		
13	Notice Board (1)		
14	Placement Brochures and Reports		









✓ Checklist/SOP/Guidelines

Medical Room

For conducting regular medical check-ups of HWTC trainees, a hygienic and well-maintained medical room with necessary medical equipment and suitable furniture is required. These rooms need to be equipped with the following:

S.N	Selection Criteria		Response	
		Yes	No	
1	Area between 250 sq. ft. to 300 sq. ft			
2	Medical Equipment			
2.1	Heart Stethoscope			
2.2	BP Machine			
2.3	Pulse Oximeter			
2.4	Digital Weight Machine			
2.5	Height Measurement Scale			
3	Medical Examination Table			
4	Revolving Stool (1)			
5	Desk for Doctor (1)			
6	Chairs for patients (4)			
7	Notice Board (1)			
8	White Board (1)			
9	Torch			
10	Health and hygiene related posters			
11	Stationary			
12	White Apron			

























Selection of a HWTC student



Harpic World Toilet College Centre









Impact Assessment (M&E)



Way forward







Washroom

Each centre has to be equipped with at least 1 Male and 1 Female washroom. These washrooms need to be cleaned and maintained with the following supplies on a regular basis.

S.N	Selection Criteria	Resp	onse
		Yes	No
1	Male Washroom		
1.1	No. of Urinals (2)		
1.2	Indian Toilets (1)		
1.3	Western Toilet (1)		
1.4	Wash Basin (2)		
1.5	Mirror (1)		
2	Female Washroom		
2.1	Indian Toilets (2)		
2.2	Western Toilets (2)		
2.3	Sanitary Pad Dispensing Machine (1)		
2.4	Washbasins (2)		
2.5	Mirror (1)		
3	Cleaning Supplies		
3.1	Harpic Toilet Cleaner – 1L (2)		
3.2	Harpic Bathroom Cleaner - 1L(2)		
3.3	Dettol Hand Wash (4)		
3.4	Air fresheners		
3.5	Lizol 1L Bottle (2)		
3.6	Wiper (2)		
3.7	Toilet Cleaning Brush and Holder (6)		



Security

To prevent theft and criminal damage, having manned guards on duty is one of the most proactive security measures that can be taken to ensure the safety of employees, trainees, and the premises at the HWTC. A security service provider like FIS Security Services Private Limited can be hired for placing security guards at HWTC centres, to ensure entry and exit control, provide out of hours reception duties, report building defects or hazardous areas and provide safety during emergency situations.









✓ Checklist/SOP/Guidelines

Fire Safety norms

S.N	Selection Criteria	Response	
		Yes	No
1	Fire Detection & Alarm System as per IS 2189 in every		
	room, common area and parking space		
2	Portable fire extinguishers on every floor		
3	Fire Extinguishers fully charged and tagged		
4	Fire Extinguishers tags are current (that is serviced within last 12 months)		
5	Sprinkler system in high-risk areas in the building		
6	Demarcation of Safe Assembly Area in an open area outside HWTC building		
7	Preparation of emergency evacuation plan with description of emergency exit and routes that leads to safe assembly area		
8	All staff members at HWTC centres trained in fire safety measures and emergency evacuation procedures		
9	Appoint safety in-charge for every floor and conduct mock drills periodically		
10	Emergency lighting with a battery backup up to 2 hours is provided in the escape route i.e. corridors, staircases		
11	All exits, stairwells, emergency exits and fire escapes routes are free from stored materials that may impede evacuation.		
12	Emergency Exit and Safe Assembly Area signs are clear and illuminated in proper working condition.		























Selection of a HWTC student

Introduction



Harpic World Toilet College Centre









Impact Assessment (M&E)







HWTC Staff Archetypes



State Manager





Mobilizer



Placement officer



MIS officer



HR & Admin



Receptionist



Maintenance staff



Medical Officer







State Manager

- Master's in social work/Degree in Development Sector
- Minimum 10 years' experience in WASH sector is must.



Trainer

- Master's in social work/MBA or diploma in providing housekeeping training, minimum 5 years of experience
- Certified with Takshashila's portal (an initiative by NSDC under the Skill India Mission)/ equivalent reputed institute





Confident and committed towards the work



Able to solve problems under extreme pressure and make decisions



Multitasker and critical analyser



Exhibit teamwork & team leadership



- · Coordinate with the implementing agency to provide training
- Continuous monitoring and evaluation
- Share all the relevant data with the MIS officer
- Coordinate with the local placement agencies and authorities
- · Provide assistance in recruitment of trained candidates
- Monitor successful stories of the trained
- · Document all the state level activities
- Share best practices implemented in the state
- Monitor contract/agreement and terms and conditions finalised with the implementing agencies
- · Perform any other work assigned by the management





Excellent communication skills (oral and written)



Good Inter-personal skills



Leadership and problem-solving skills



Ability to provide effective counselling to stakeholders



- Provide online and offline trainings to the sanitation workers
- Conduct exposure visits and on-site training for sanitation workers
- Coordinate with the State Coordinator for training of sanitation workers
- Provide support in updation and translation of training material
- Document best practices/case studies of the alumni and trained candidate
- Maintain training records and take regular feedback from the students





















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Selection of a HWTC student



Harpic World Toilet College Centre







Impact Assessment (M&E)



forward



Mobilizer

- Master's in social work
- Minimum 5 years of experience in community development in WASH sector



Placement Officer

- Master's in social work/MBA in Human Resource Management
- Minimum 10 years' experience in conducting recruitment drives or placements





Excellent communication skills (oral and written)



Positive attitude



Ability to provide effective counselling to stakeholders



- Mobilize sanitation workers for offline/online training
- · Support candidate during online training
- Coordinate with the State Coordinator for training and placement Document best practices/case studies of the alumni and trained candidates.
- Coordinate with the local government authorities
- Timely reporting of all the activities
- Whenever required visit to the other states/districts
- Participate in all the events of World Toilet College
- Any other work assigned by Management.





Ability to facilitate Industry / Institute interaction



Proficient in liaisons with various industries for placement



Excellent communication and interpersonal skills



Positive attitude. proactive and optimistic nature



- Coordinate with all Implementing state agencies for placement
- Identify new placement agencies
- Arrange Interviews for the placement
- Counseling and follow up with the trained candidates
- Maintain MIS of the trained candidates
- Resolve all the issues related to placements
- Prepare report on recruitment drives conducted and status of placed candidates
- Write case studies covering any significant incident in the life of the trained/placed candidate

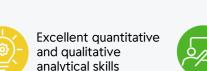






MIS officer

- Masters in data science/ statistics / maths
- Minimum 5-10 years' experience in monitoring and evaluation of programmes
- Skills required: SPSS, advanced excel, data visualization tools like power BI/ tableau/ Minitab etc.





Effective communication skills (oral and written)





Proficient in Microsoft Office Suite



- Coordinate with the partners and associates for smooth functioning of the programme
- Maintain all the project related data and regular data entry in the MIS Platform
- Prepare progress reports for impact assessment
- Support state coordinators in monitoring and evaluation activities
- · Maintain confidential information related to finance, admin etc.
- Train all the team members as per the guidelines Prepare Team MIS and attendance reports
- Data analysis and interpretation
- Provide support with supervision and ensure quality implementation



HR/Admin

- Master's /MBA in Human Resource Management
- Minimum 5 years' experience in HR and Admin work





Excellent communication skills (oral and written)



Proficient in Microsoft Office Suite



Good presentation skills



Positive attitude



- Provide support in implementation of standard HR Policies
- Handling of employee and students' queries
- Performance Management
- Management of leaves and attendance records
- Joining and Exit Formalities
- Payroll Management
- Implementing / Introducing New processes as and when required
- Management of expenses related to security, electricity, internet and office rent
- · Other HR and Admin Related work





















Selection of a HWTC student



Harpic World Harpic World
Toilet College Centre









Impact Assessment (M&E)







Receptionist

- · Graduate in any stream
- Minimum 2 years' experience in working as a receptionist



Maintenance staff

- Basic Schooling/education
- 0-2 years' experience in housekeeping
- · Preferably an HWTC Alumni





Excellent communication skills (oral and written)



Positive attitude



Good presentation skills



- Welcome guests, record visitors' details and direct them to the appropriate officer
- Provide support to students in filling up of enrolment forms
- Maintain attendance record of the students
- Collect and maintain feedback forms
- Provide basic and accurate information to visitors or via phone.
- Deal with complaints or problems





Positive attitude



- Cleaning of HWTC premises
- Tea/Coffee making
- Photocopy of documents
- Despatch of documents/material from HWTC office







Medical officer

- MBBS
- Minimum 10 years' experience
- · Local resident





Socially aware and understands concerns of sanitation workers



Knowledge of medical recordkeeping practices and ethics



Advanced ability to ensure the highest standards in patient care and compliance with healthcare regulations.



Excellent interpersonal, communication, and leadership skill



- Conduct routine medical check-up of sanitation workers at HWTC centres
- Ensuring the highest standards in patient care are maintained.
- · Providing medical diagnoses and facilitating treatment plans
- Ensuring compliance with healthcare regulations and safety standards
- Ensuring consistent and accurate medical recordkeeping practices
- Reporting to senior management, as well as liaising between students and administrative staff
- At least twice a week visit to HWTC centre for medical check-ups













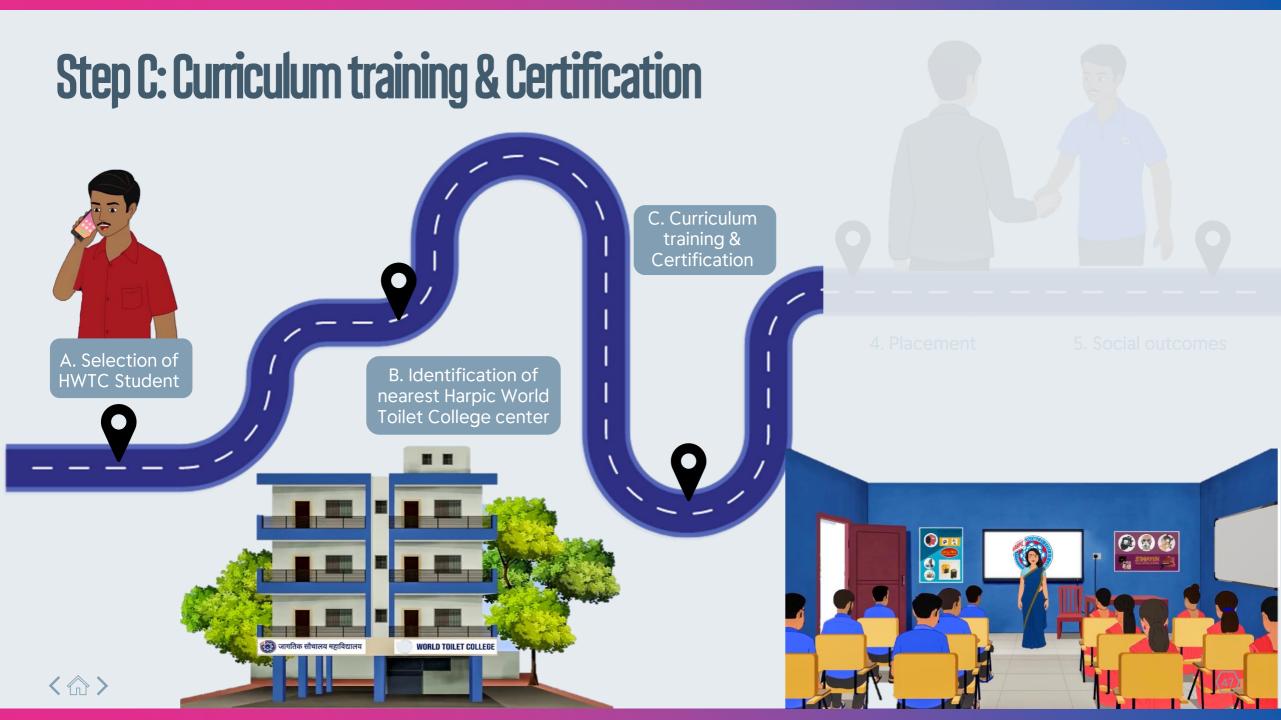






What's ahead?

- Development of Curriculum and Mobile Application
- Orientation at HWTC Centre
- Digital Training via HWTC Mobile Application
- Offline Training at HWTC Centres
- Dignity Kit
- Certification





Selection of a HWTC student



Harpic World Toilet College Centre



Curriculum & certification



Placement



Impact Assessment (M&E)



forward



Curriculum & Certification





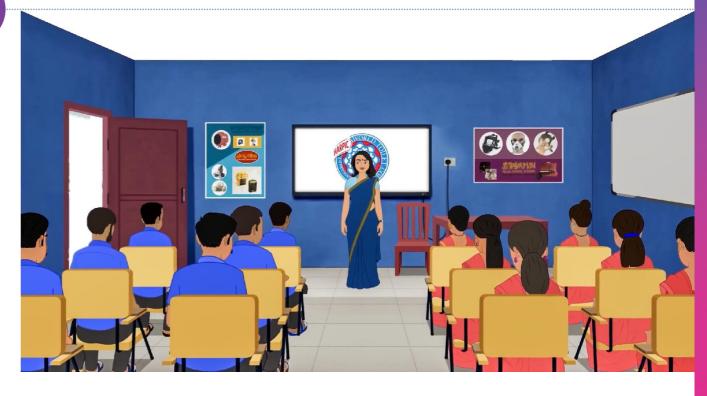
Undergoing the HWTC training

The candidate undergoes a 5-day online training session which includes lectures and tests, orientation & demonstration sessions at the centre and gets the certificate after successful completion of the training.



Curriculum & Certification process at **HWTC**

This chapter elaborates on the design of a curriculum and development of a mobile application to be used for providing classroom and hands-on training to sanitation workers at the HWTC centre. It further explains the development of pre-post assessments for candidates, the provision of orientation programs & distribution of dignity kits- to ensure that HWTC candidates will ensure that sanitation workers are professionally trained and prepared for their future assignments.









Training Curriculum and Mobile Application Development



Designing, Dubbing and Testing of Modules



- The process consists of scriptwriting, professional voice dubbing, animation, story boarding, editing, background music and final mastering.
- For development of curriculum a total 152 different topics related to sanitation and housekeeping were studied.
- Script is prepared in regional languages.
- A PowerPoint presentation with voiceover is prepared based on the script.
- Presentation is given to the Digital Video Associate for creation of 2D animated videos for digital training.



Designing of tests, taking tests on App and results



- Designing Pre-Post Assessments, day wise assessments based on training curriculum
- Translation of assessments into regional languages
- Candidate take these tests on the HWTC app before the start, during the training and at the end of the training



Development of mobile application



- Application developed by digital platform associate using Google's android operating system using UI layouts.
- The training is available in the following languages- Marathi, Hindi. Tamil, Telugu, Malyalam, Punjabi





















Selection of a HWTC student



Toilet Colleg Centre









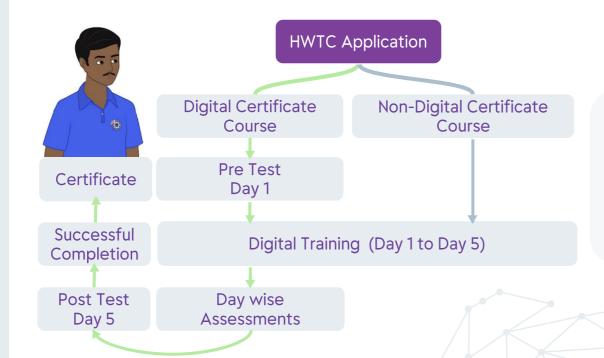


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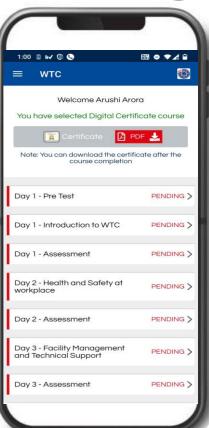
Digital Training via HWTC Mobile Application

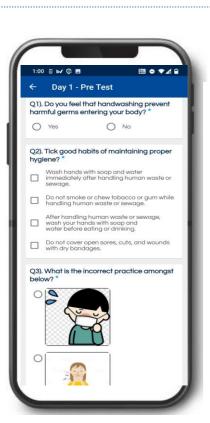


Orientation at HWTC center

Briefing about HWTC, purpose of HWTC, training modules, details about certification and placements, HWTC alumni to share experiences, tour of HWTC premises.







Pre-test

Prior to attending a HWTC training program, a pre-test is administered to assess the candidate's knowledge of sanitation and housekeeping related practices and regulations.



Day 1 | Introduction to HWTC

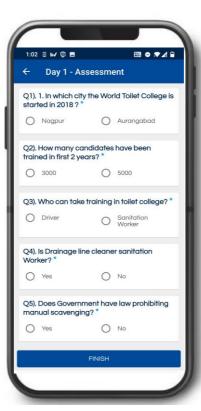


Day 1 Training:



On Day 1, trainees receive a complete introduction to the HWTC programme - including information regarding its vision, mission, objectives, mobilization, training programme, placement, and medical check-up.

In addition, this video provides information about "The Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013".



Assessment



Prior to attending a HWTC training program, a pre-test is administered to assess the candidate's knowledge of sanitation and housekeeping related practices and regulations.























Selection of a HWTC student



Harpic World Toilet College Centre









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Impact Assessment (M&E)





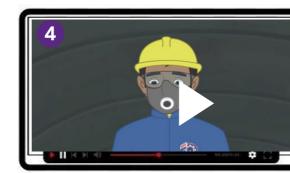




Day 2 | Health & Safety at Workplace





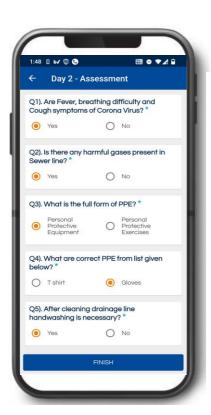




- The first and second videos provide information about the COVID-19 pandemic and precautions.
- Third video elaborates on health hazards faced by sanitation workers and necessary measures to be taken.
- The fourth video focuses on personal protective equipment for sanitation workers.
- Fifth video explains the safety precautions to be taken by sanitation workers at their respective workplaces.



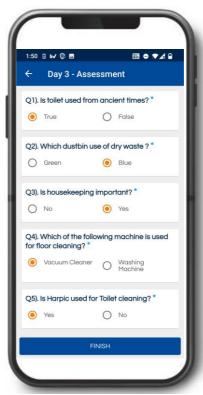






Day 3 | Facility Management & Technical Support





















During the third day of training, trainees receive training on facility management and technical support.



This includes information on types of toilets, an introduction to housekeeping, the importance of housekeeping, types of jobs and workplaces in the housekeeping industry, and standard operating procedures for cleaning different surfaces and facilities.



Moreover, it provides information on different types of cleaning equipment and products used in the housekeeping industry.







Selection of a HWTC student



Harpic World Toilet College Centre



Placement



Impact Assessment (M&E)





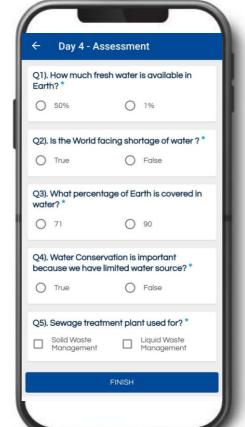


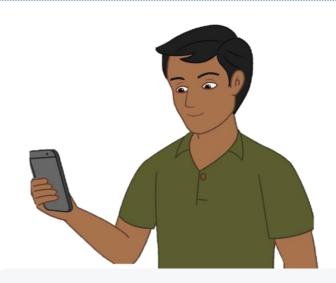


Day 4 | Water and sanitation









- In the fourth day of training, students learn about different sources of water and the importance of conserving them.
- Another video provides a detailed overview of the types of waste generated in an area, including solid and liquid waste.
- Additionally, it provides students with information on the proper handling of liquid wastes and faecal sludge.



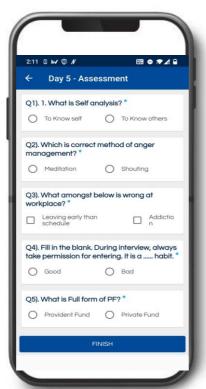


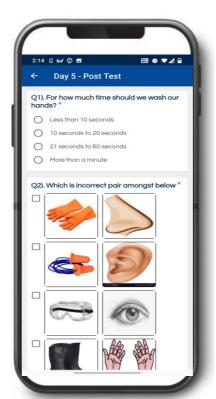
Day 5 | Facility Management & Technical Support

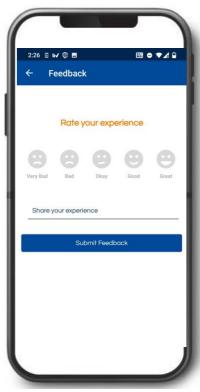
- Process



- Students receive soft skills training on the last day of the training. It includes introduction to soft skills, self-analysis, the importance of positive attitude, body language, motivation, stress and anger management, teamwork, leadership, written and communication skills, and mental health.
- Furthermore, students are taught how to prepare for interviews and how to conduct themselves as employees on the job.







Conclusion & Feedback

The HWTC digital training **concludes with an assessment on Day 5** followed by a post-training test which assesses the trainee's knowledge based on the entire training curriculum. Students who successfully complete this test will receive certification for this course. Through the HWTC mobile application, students may also provide **feedback for the digital training**.



















Selection of a HWTC student



Harpic World Toilet College Centre



Curriculum & certification





8

Impact Assessment (M&E)



Way forward





On-ground Training at HWTC Centres

- On-ground training allows students to gain experience working in situations very similar to those they'll encounter on a daily basis after getting placed in a job.
- The training is provided by Training Officers on housekeeping and sanitation related equipment. Training officers are certified by NSDC with a command on communication and inter-personal skills.
- On- ground training is provided on a particular equipment in a batch of 10-15 students.
- Trainers provide all the necessary information about the usage and maintenance of an equipment.
- Emphasis is given on following all the safety measures while operating an equipment.
- Trainers also advise use of right kind of personal protective equipment while using a machine.
- Students learn about workplace expectations, equipment operation, and any other skill they need to complete their job successfully.





Equipment







Certification

After successful completion of digital HWTC training and all the assessments, a certificate of completion is awarded to the HWTC trained candidates. Students can download the certificate in pdf format from the HWTC mobile application.



Dignity Kit

HWTC trained candidates are also provided with a "Dignity Kit" which is a bag with t-shirts, pen, diary, sanitiser, water bottle and basic PPE like masks, gloves, etc. After getting placed, HWTC trainees carry their own kit to their workplace which helps them in developing a professional attitude and gives them a sense of respect and dignity towards their profession.





















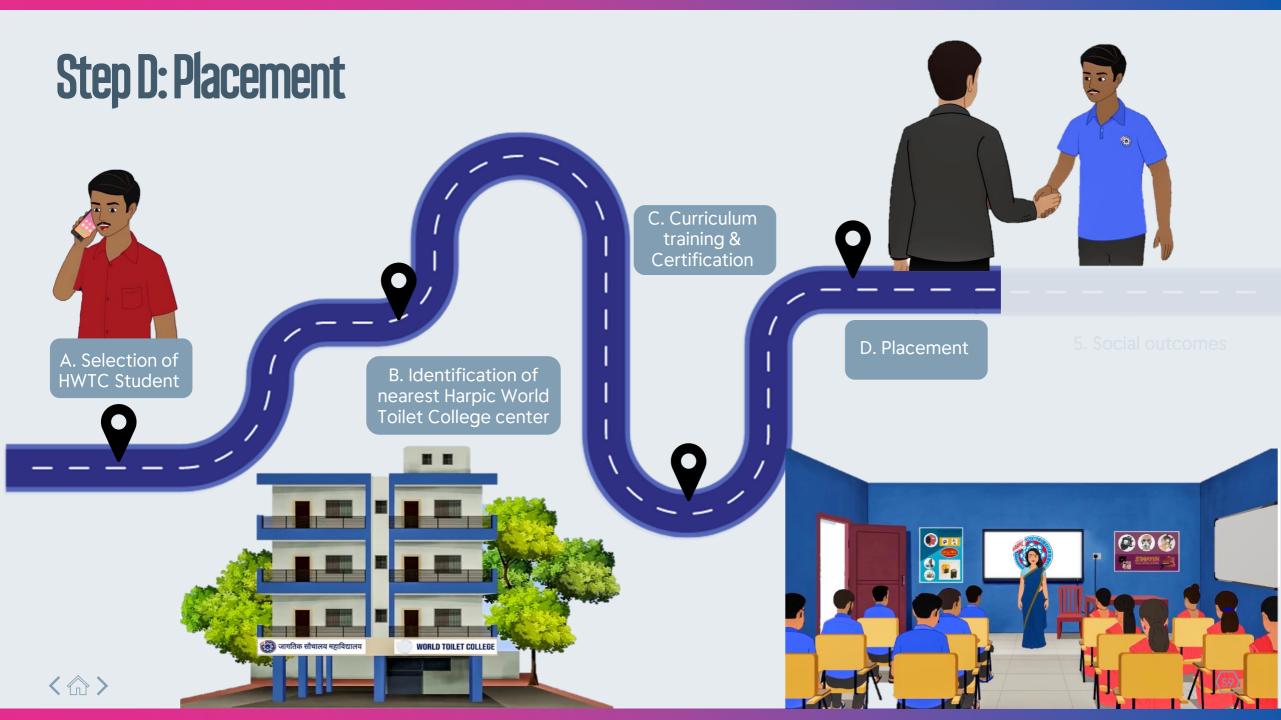






What's ahead?

- On-boarding of Placement Partners
- Placement Process
- Placement Declaration
- Conducting Placement Sessions for HWTC Trainees
- Data records for placement
- Follow-up with placed candidates and employers





Selection of a HWTC student



Harpic World Toilet College Centre



Curriculum & certification



Placement



Impact Assessment (M&E)









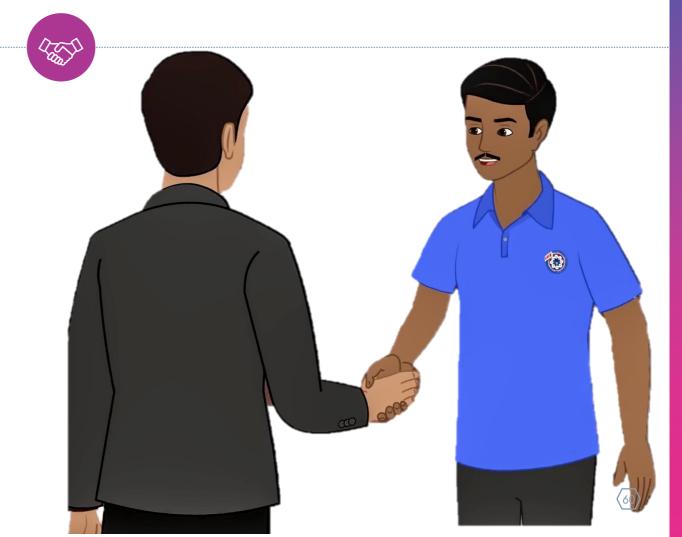
Getting placed with reputed organizations

An HWTC trained candidate is now ready for placement sessions and expects a respectable job with well paying income. HWTC supports all the trained candidates in getting job offers from reputed organizations in housekeeping industry.



Setting up the Placement & Follow up procedure

After imparting training to the sanitation workers, another crucial step is providing them job opportunities in an organised sector. This section provides step-by-step guide on the procedure for placements and data record management.









On-boarding of Placement Partners

The lead partner, in association with the placement associate appointed by the state training partner reach out to the local leading placement agencies including government departments, hotels, housekeeping agencies, hospitals etc.

Mapping Potential Recruiters - Identify type of potential recruiters and collate a category wise comprehensive list of recruiters for placement of HWTC candidates.

Employer Details - Source details about potential placement partners through websites, physical visits, alumni, HR forums and agencies.



Placement Process

Collate Trained Students data: Name, Placement Declaration, Location, Age, Gender, Work Experience

One to one connect with trained candidates and placement calls to every candidate with a follow up period of 30 days after training.





School







Shopping Malls



Hospitals

Rapport Establishment - Connect with prospective partners through emails, individual meetings, alumni references and participation in events.

Agreement - Finalise agreement with shortlisted placement partners for recruitment of HWTC trained candidates in a particular financial year.

Provide individual career counselling and help in resume preparation for job applications (if required).

Analyse employers' human resource requirements for each category of placement partners

Match suitable HWTC trained candidates for a job profile and plan for interviews























Selection of a HWTC student



Harpic World Toilet College Centre



Curriculum & certification





Impact Assessment (M&E)





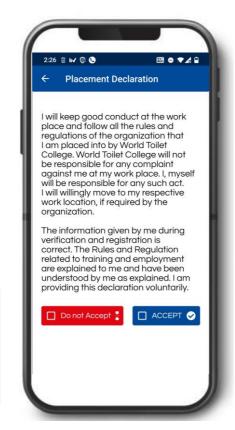




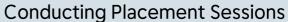
Placement declaration



- Upon completion of digital training, HWTC trainees submit placement declarations through the HWTC mobile application.
- A trained candidate will be considered for placement once a placement declaration has been received.







- Process

- Placement sessions conducted at the centre once a week
- Before placement, every candidate must sign a placement consent letter
- Placement acceptance is the total choice of the student, WTC can't force any candidate for the same
- HWTC has successfully placed all the students willing to take up a job
- Data needs to be maintained for unplaced candidates with the reasons of why they did not opt for one







✓ Checklist/SOP/Guidelines

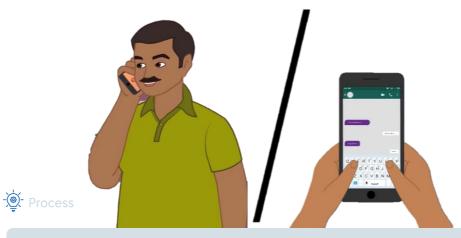
Data records for placement

HWTC Trained Candidates

S.N	Data Description
1	Name
2	Placement Status (Placed/Unplaced)
3	Sector where the candidate got placed
4	Employer Name
5	Monthly individual income after placement
6	Monthly household income
7	Reason for not getting placed (in case a candidate is unplaced)

Placement Agencies

S.N	Data Description
1	Name
2	Location
3	State
4	Sector
5	Brief description of the company
6	Logo of the company



Follow up with placed candidates and employer

- A follow up needs to be done in 90 -110 days after placement to seek feedback and check on the well-being of the alumni.
- During follow up collect candidate feedback regarding new job and changes in lifestyle after recruitment.
- Obtain feedback from employers regarding the skills of HWTC trained candidates.
- Enquire about new job openings and job profiles from the employer.













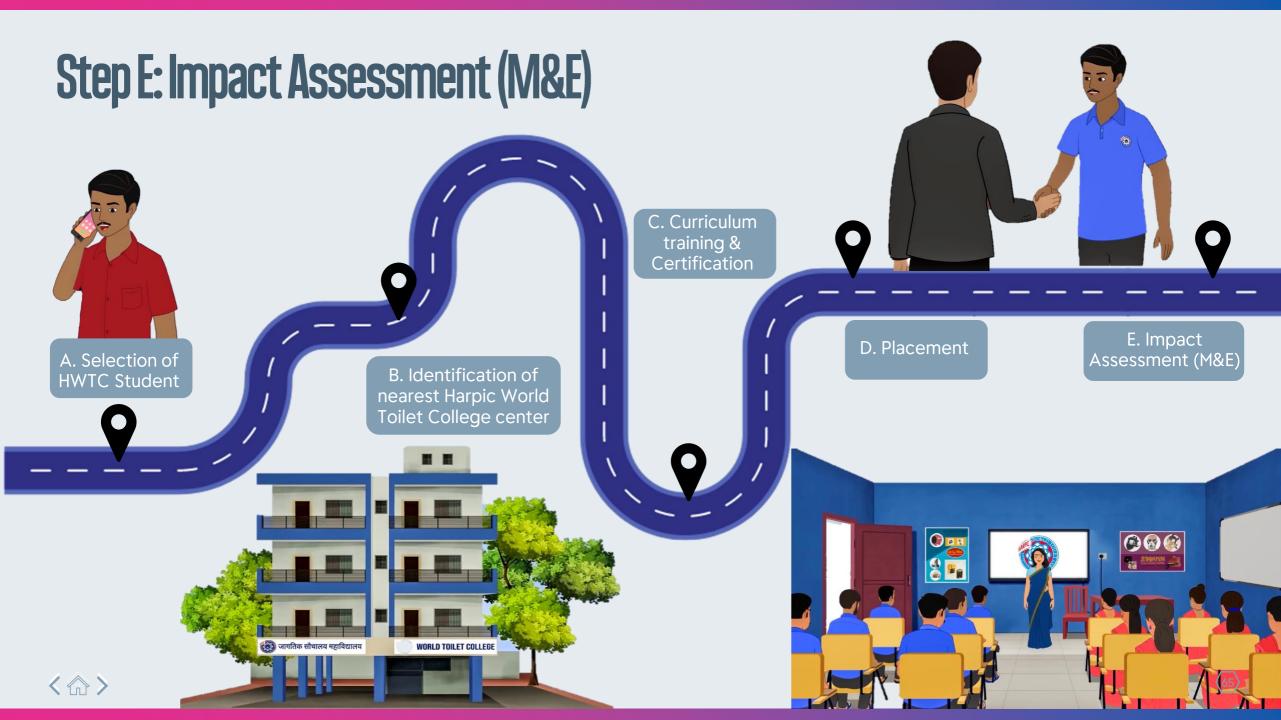






What's ahead?

- Programme Indicators
- Data Collection Method & Timeline
- M&E Roles & Responsibilities
- E-Tech Platform
- Goodera Platform





Selection of a HWTC student



Harpic World Toilet College Centre



Curriculum & certification



Placement



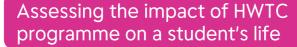
Impact Assessment (M&E)





Impact Assessment (M&E)



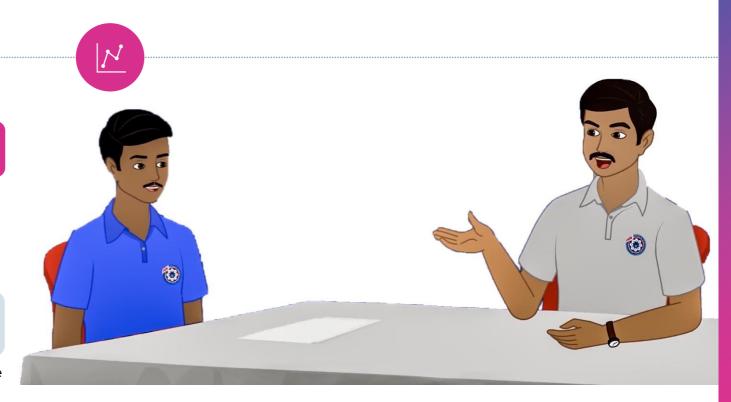


After a student is placed, the impact of HWTC programme on a sanitation worker's life is assessed to understand the effectiveness of the programme.



Procedures for Impact Assessment, Monitoring & Evaluation

The purpose of monitoring and evaluation is to measure the progress of the programme. It keeps track of the progress of the project and identify potential problems at an early stage. It also enables improved internal learning and decision-making regarding project design and implementation such as success factors, barriers, or which approach is most successful.









Programme Indicators

A. Process Indicators

B. Outcome Indicators

A. Process Indicators track the progress of the program. They help to answer the question, "Are activities being implemented as planned?"



Mobilisation

- Number of beneficiaries reached through various mobilisation activities
 - Door to door campaign
 - Movie Screening
 - Print Ads
 - Radio
 - · Alumni Reference
- 2. Number of successful registration of beneficiaries for HWTC training



Training

- Average score obtained by the trainees in pre and post training assessments
- 2. Pass or fail rate in post training assessment
- 3. Training completion percentage rate
- 4. Average completion time for digital training
- Class attendance rate (in case of classes being conducted in person at HWTC centres)
- 6. Number of physical trainings imparted to the HWTC trainees



Counselling & Medical Check-up

- Number of medical checkups conducted at the HWTC centres
- 2. Number of counselling sessions conducted for HWTC trainees



Placement

- Number of placement sessions conducted for candidates who have signed up for placements
- 2. Number of jobs offers issued by placement agencies
- 3. Frequency of follow up to obtain feedback from placed candidates























Harpic World Toilet College Centre



Curriculum & certification



Placement

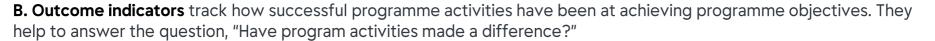


Impact Assessment (M&E)





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S.N.	Programme Objective	Relevant Outcome Indicators
1.	To assist sanitation workers in achieving a dignified alternative livelihood by providing them with upskilling and employment/placement opportunities	 Number of HWTC trainees placed after training Number of working days in a month Number of HWTC trained candidates provided with PPE kits or other relevant safety equipment at their job Skill rating provided by employer for HWTC trained sanitation workers
2	Providing financial stability and ensuring financial sustainability for sanitation workers	 Average monthly income of HWTC trained candidates Number of HWTC trainees with provident fund and ESIC Insurance Average monthly expenditure of HWTC trained candidates on health
3	To develop training tools aimed at promoting entrepreneurship and various employment profiles in the sanitation value chain.	 Number of candidates trained through digital training provided by HWTC Number of candidates provided with physical training at HWTC centres Categories of jobs offered to the HWTC trained sanitation workers

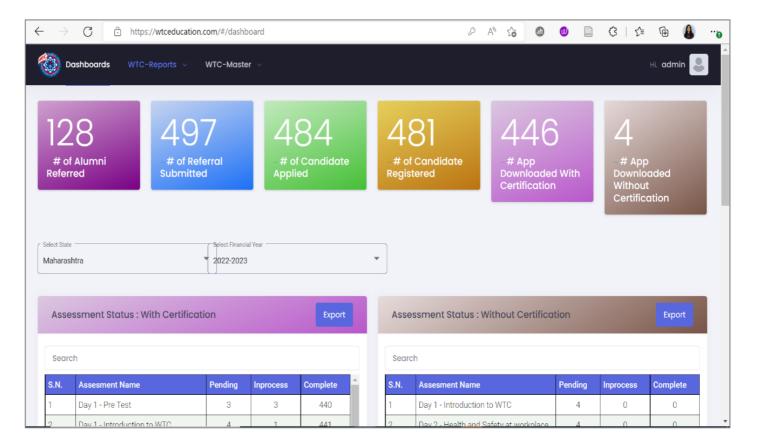






E-Tech Platform

- This web platform is developed by Etech Services Pvt. Ltd. and is linked to the HWTC mobile application which provides digital training to registered sanitation workers.
- Data captured from the mobile application is reflected in the dashboard displayed below.
- All the relevant data related to alumni, referrals, and registered candidates is stored in this web platform.
- Using this platform communication via emails can be done with registered placement agencies for recruitment of HWTC trained candidates.
- Moreover, text messages are sent to alumni and registered candidates for HWTC digital training.























Selection of a HWTC student



Harpic World Toilet College Centre



certification



Impact Assessment (M&E)



Way forward



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✓ Checklist/SOP/Guidelines

Data available on E-Tech Platform

Alumni Referral Details

S.N	Data Description
1	Name
2	Mobile
3	Alumni Referral Details
3.1	Referral Code
3.2	Number of candidates referred
3.3	Number of candidates registered
3.4	Bank Details (Name, Account No., IFSC
	Code)
3.5	Total amount transferred to the Alumni
3.6	Pending Transferable Amount
3.7	Maximum Referral Limit

Assessment status of candidates signed up for **HWTC** course without certification

S.N.	Data Description	Pending/ In process/ Complete
1	Day 1 - Introduction to WTC	
2	Day 2 - Health & Safety at Workplace	
3	Day 3 - Facility Management & Technical Support	
4	Day 4 - Water & Sanitation	
5	Day 5 - Soft Skills	

Assessment status of candidates signed up for HWTC course with certification

S.N.	Data Description	Pending/In process/ Complete
1	Day 1 - Pre-Test	
2	Day 1 - Introduction to WTC	
3	Day 1 - Assessment	
4	Day 2 - Health & Safety at Workplace	
5	Day 2 - Assessment	
6	Day 3 - Facility Management & Technical	
	Support	
7	Day 3 - Assessment	
8	Day 4 - Water & Sanitation	
9	Day 4 - Assessment	
10	Day 5 - Soft Skills	
11	Day 5 - Assessment	
12	Day 5 - Post-Test	

Placement Agencies

S.N	Data Description
1	Name
2	Location
3	State
4	Sector
5	Brief description of the company
6	Logo of the company

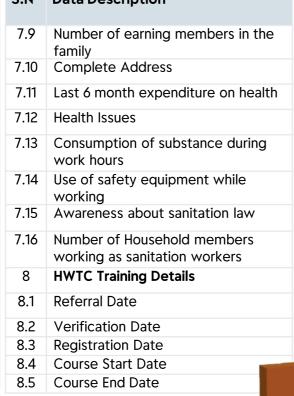
Health Check-up

S.N	Data Description
1	Name
2	Roll Number
3	Mobile
4	Location
5	Applied for Consultation (Yes/No)
6	Issuance of health voucher (Yes/No)
7	Prescription



HWTC Student Details (Refree)

S.N Data Description S.N Data Description	th a
	+ h a
1 Student Code 7.9 Number of earning members in	me
2 Name family	
3 Mobile 7.10 Complete Address	
4 Are you a Sanitation Worker? 7.11 Last 6 month expenditure on he	alth
5 Type of Sanitation Worker 7.12 Health Issues	
6 Referral Details 7.13 Consumption of substance duri work hours	ng
6.1 Referred By (Name & Mobile Number) 7.14 Use of safety equipment while working	
6.2 Referral Code 7.15 Awareness about sanitation law	
7 Basic Details 7.16 Number of Household members	
7.1 Date of Birth & Age working as sanitation workers	
7.2 Gender 8 HWTC Training Details	
7.3 Education Status 8.1 Referral Date	
7.4 Monthly Income	
7.5 No. of working days in a month 8.2 Verification Date	
7.6 Aadhaar Number 8.3 Registration Date	
7.7 Relationship Status 8.4 Course Start Date	
7.8 Number of family members 8.5 Course End Date	

























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Selection of a HWTC student



Harpic World Toilet College Centre



Curriculum & certification



Impact Assessment (M&E)

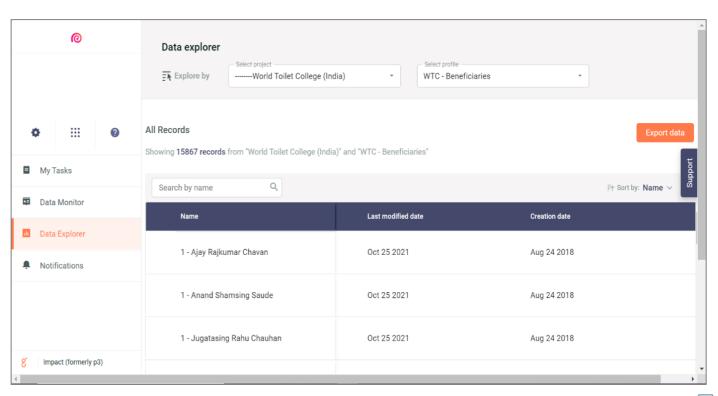






Goodera Platform

- This web platform is used by Reckitt for monitoring and evaluation of HWTC programme.
- It contains details regarding HWTC beneficiaries, placements agencies, mobilisation activities, and component wise investment on HWTC programme.
- Annual reports and images related to HWTC programme are also available on the platform.
- MIS officer appointed by Lead Partner managed the Goodera platform and combines the data from Etech platform and local records before uploading it to the Goodera platform.







✓ Checklist/SOP/Guidelines

Data available on Goodera

Details of HWTC Beneficiaries

S.N	Data Description
1	Basic Details
2	Training Details
2.1	Have you completed your training?
2.2	Reason for dropout
3	Placement Details
3.1	Are you placed?
3.2	Select the Sector where you got placed
3.3	Employer Name
3.4	Monthly individual income of the beneficiary
3.5	Monthly household income
3.6	Reason for not getting placed
4	Endline
4.1	Do you have any skin disease?
4.2	Do you consume alcohol during work hours?
4.3	Do you have any breathing disorder?
4.4	Do you consume Tobacco/Beedi/Cigarette/Ghutka during your work hours?

S.N	Data Description
4.5	Do you consume any drugs during your work hours?
4.6	What is the total expenditure on health in last 6 months?
4.7	Have you stopped the work of manual scavenging?
4.8	Do you have Aadhaar card?
4.9	Are you aware of Manual Scavengers Act?
4.10	Are you aware of Government Welfare Schemes?
4.11	Does the society treats you with respect?
4.12	Does the new work bring any change in your living condition?
4.13	Rating of the Student given by the company (Out of 5)
5	Student Feedback
5.1	Rating on the Soft Skills (out of 5)
5.2	Rating on the Technical Skills (out of 5)
5.3	Rating on the Health & Hygiene Skills (out of 5)

Batch Details

S.N	Data Description
	Pre-Training
1	Batch Number
2	Financial Year
3	State
4	Start Date of Batch
	Post-Training
5	Number of exposure visits made
6	Average attendance (%) of batch
7	End Date of Batch

Mobilisation Activities

S.N	Data Description
1	Name
2	Year & Month
3	State
4	Date of Activity
5	Type of Mobilisation Activity
6	Number of people reached

Placement Agencies

S.N	Data Description
1	Name
2	Location
3	State
4	Sector
5	Brief description of the company
6	Logo of the company

Investment Details

S.N	Data Description
1	Name
2	Year of utilisation (FY)
3	Budget Head (Implementation, Placement, Project Management, Sourcing Staff, Student Training, Mobilisation, Content Development)
4	Mobilisation Activity
5	Amount Invested



















Introduction



Selection of a HWTC student



Harpic World Toilet College Centre



Curriculum & certification



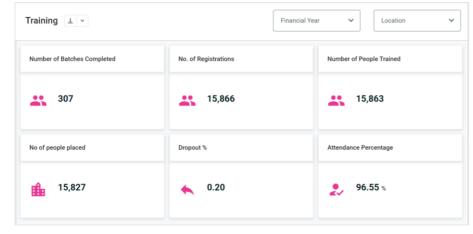


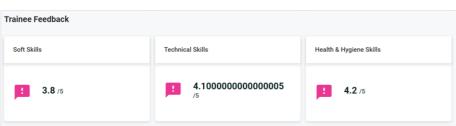
Impact Assessment (M&E)

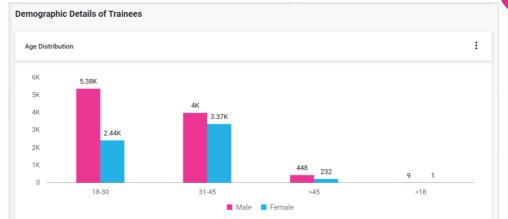




Training



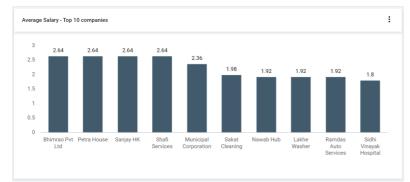


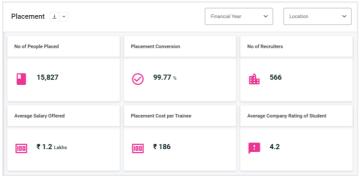


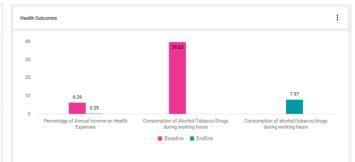




Placement

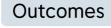




































WAY FORWARD

- Programme Expansion
- Highlights of 2022-23

Programme Expansion in 2022-23



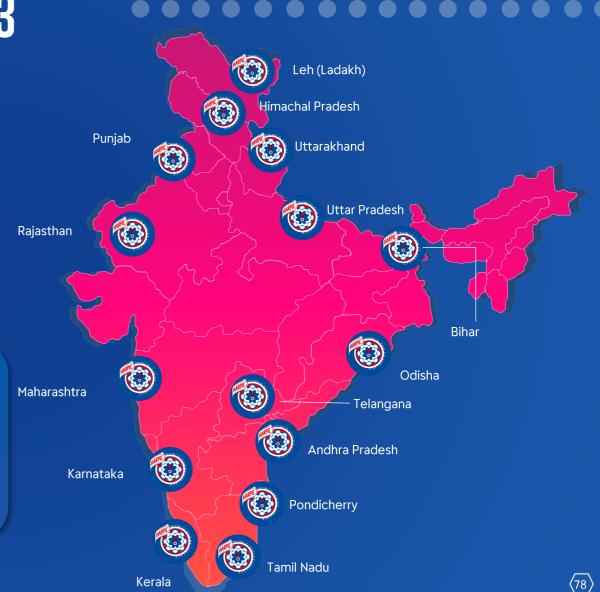


Impact Assessment (M&E)

Way forward



In 2022-23, Harpic World Toilet College Programme shall expand its footprint to 15 states across the country, rehabilitating >30,500 sanitation workers.





Highlights of 2022-23

HWTC 1.0

HWTC 2.0

HWTC 3.0

Aurangabad (Maharashtra)

Maharashtra, Uttarakhand, Punjab, Tamil Nadu, Andhra Pradesh, Kerala Maharashtra, Uttarakhand, Punjab, Tamil Nadu, Andhra Pradesh, Kerala, Karnataka, Telangana, Pondicherry, Odisha, Himachal Pradesh, Rajasthan, Bihar, Uttar Pradesh and Ladakh (Leh)

Scaling up to

15 states

Across India

Rehabilitating

30,500+

Sanitation workers

Reaching

1.75 million women

across India by creating a cadre of 10,000 women volunteers

Expanding our reach to

Ladakh (Leh)

In 2022-23

Women exclusive HWTC

In Rajasthan, in association with Diya Kumari Foundation

ASSOCHAM ACCREDITATION

ASSOCHAM has agreed to endorse all HWTCs and shall provide support for successful execution of the curriculum

ISO 9001 certification

For HWTC centres (across the country) to promote quality, safety and efficiency of services and systems

Reaching 14.5 million school kids

through Harpic clean school curriculum

Establishing

Centre of Excellence and

Launch Sanity Hackathon 1.0



















RECOGNITION

- Recognition of the programme
- **?** The Sanitation Preamble
- **3** 101 Stories of inspiration

Recognition of the programme



Recognition by the Prime Minister

"NDTV" has started a campaign Banega Swachh India (Dettol Banega Swachh India), Dainik Jagran too is continuously running a campaign for this cause" – Mann ki Baat I appreciate @NDTV & @SrBachhan for the 'Banega Swachh India' campaign, to address aspects related to hygiene and sanitation.

-@SwachhIndia,"Tweet by PM



Awarded by the Hon'ble President of India

Hon'ble President of India Shri. Ramnath Kovind awarded Dettol Banega Swachh India (DBSI) for its contribution towards Swachh Maharashtra 2nd Nov 2017.



Testimonial by Mr. Ram Das Athawale

Union Minister of state, Ministry of Social Justice & Empowerment





Mr. S Damodran awarded with Padma Shree

Mr. S Damodran, founder of Gramalaya was awarded with Padma Shree, for his distinguished service in the field of social work.

The Sanitation Preamble



Paani Anthem:



On the occasion of World Toilet Day, on November 19, 2021, Mission Paani launched India's first-ever 'Sanitation for All Pledge and Preamble: Clean Water, Sustainable Sanitation' with Minister of Jal Shakti - Mr. Gajendra Singh Shekhawat, Lok Sabha Speaker Mr. Om Birla and Mr. Bindeshwar Pathak.

The event also witnessed the presence of five prominent women leaders – Kausar Munir (Lyricist), Savita Punia (Indian Hockey Player), Smriti Mandhana (Indian Cricketer), Bhavina Patel (Indian par athlete and table tennis player) and Lovlina Borgohain (Indian Boxer, Olympian).









WORLD | NOVEMBER TOILET DAY | 19, 2021

We, the people of India, stand together in the relentless pursuit of a cleaner and healthier world.





We To protect our



sanitation.



to safe toilets and water is a right,



no one behind



We pledge to make every effort to make the 'Swachh Bharat Mission' and the 'Jal Jeevan Mission' successful.



To CREATE a 'Jan Andolan' to educate each other on the use of water, and to move towards sustainable and safe sanitation



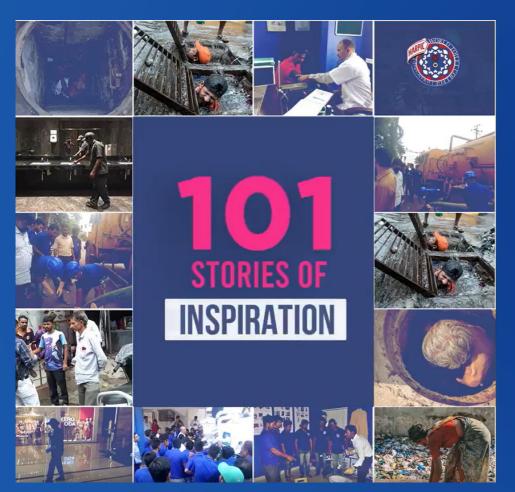
To STRIVE for the dignity of a billion plus Indians and to leave



We pledge to DELIVER our promise of keeping India Samagra Swachh with greater responsibility in Covid times, and forever more



101 stories of inspiration



The event- World Toilet Day also witnessed the unveiling of a first-of-its-kind Coffee Table Book '101 Stories of Inspiration' endorsed by Vice President M Venkaiah Naidu.

The book is a showcase of hope and inspiration stories of sanitation workers in India. Compiled by IHW and Jagran Pehel, the book is a tribute to these workers who have risked their lives to create a cleaner and more hygienic environment by taking care of our cleanliness and sanitation needs.











Notes





