

HARPIC WORLD TOILET COLLEGE

2018-2022



Presentation
Flow

● Problem statement	● Social Outcomes	● Covid-19 Emergency Relief Fund
● SDG Alignment	● Input – Finance, Mobilization and Trends	● Recruiters Testimonials
● Vision and Mission of World Toilet College	● Goodera Monitoring Evaluation Dashboard	● Social Return On Investment Evaluation '20
● Strategy and Training Pathways	● Self Help Group	● Advocacy
● Timeline of WTC	● Training Modules	● Recognition
● Partners of Year3	● Digital Training Modules	● Vision 2021-2022
● Training Update and Outcomes	● 2-D Animation Videos	
● Placement Update and Outcomes	● Digital Training Mobile Application	
● Major Recruiters	● Success Story	



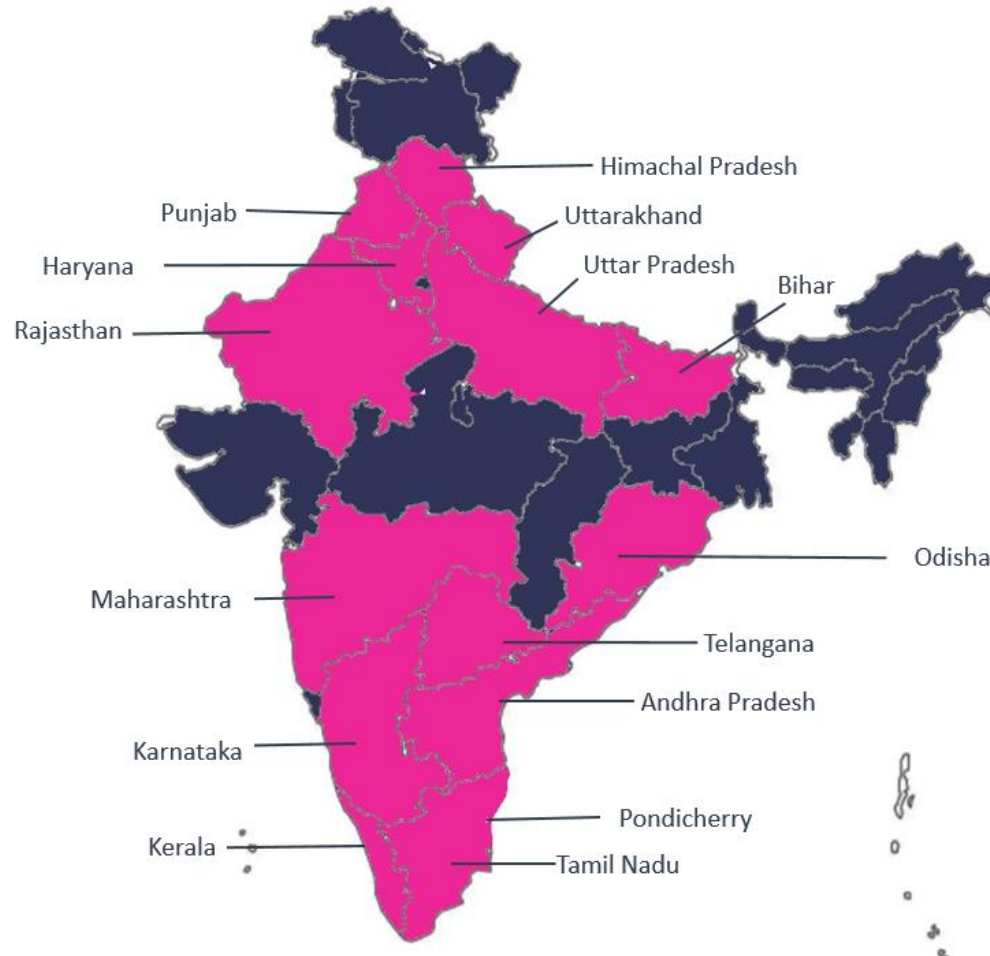
Sanitation workers continues to persist in multiple forms in India in spite of it being banned in 1993

The term 'Sanitation workers' is mainly used in the Indian context for people manually cleaning, carrying, disposing or handling human excreta from dry latrines and sewers.

- State of sanitation workers remains a **blind spot**
- Workers face significant **challenges** on multiple fronts – **financial, health and social**
- **Social barriers** and lack of **technological substitutes** continue to be key drivers of the problem
- **Existing measures have failed** to address the entire system



The inhuman, unsafe and demeaning practice of manual scavenging is still prevalent in many parts of India and undermines development narrative of India. It is a historical legacy bound by the traditional obligations. Since manual scavenging as an occupation is a by-product of hierarchical caste system, it renders the communities of low castes (Scheduled Castes or Dalits) invisible and powerless. The community, particularly women, face multiple deprivations, violence and denial of their basic rights and justice in almost all spheres of their life



In Phase-5, focus is upon expanding project outreach via digital platform in other states training 16000 sanitation workers. The focus is not only to sustain the momentum achieved so far in existing project geography, but also to evolve and upscale the initiative at higher level in respective states with strategic & holistic approach.

The Harpic World Toilet College was set up to upskill sanitation workers, promote entrepreneurship and access to better jobs in sanitation sector



SDG ALIGNMENT

The persistent scourge of manual scavenging in India impedes the achievement of multiple Sustainable Development Goals:

 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	 <p>1 NO POVERTY</p>	 <p>10 REDUCED INEQUALITIES</p>	 <p>3 GOOD HEALTH AND WELL-BEING</p>
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	 <p>6 CLEAN WATER AND SANITATION</p>	 <p>17 PARTNERSHIPS FOR THE GOALS</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>

The World Toilet College was conceptualised to uplift the quality of work of sanitation workers, removed from the inhumane hazards of manual scavenging and provide them with dignified livelihoods.



The Harpic World Toilet College was set up to upskill sanitation workers, promote entrepreneurship and access to better jobs in sanitation

VISION

Eliminate the inhuman practice of manual scavenging and improve status of Sanitation Workers by giving dignified living through **Harpic World Toilet College**



STAGE 1
15786 Number of people mobilised



STAGE 2
12891 Number of people registered



STAGE 3
12889 Number of people Trained



STAGE 4
12706 Number of people Placed

*Stage 1

defines stage of mobilization

*Stage 2

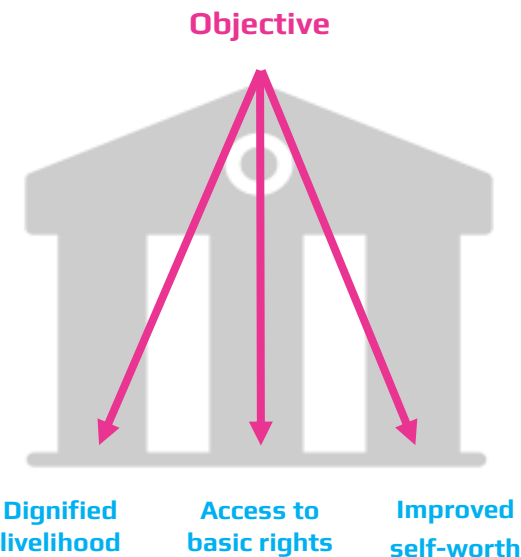
defines registration of sanitation for training

*Stage 3

defines number of people trained

*Stage 4

defines number of people placed

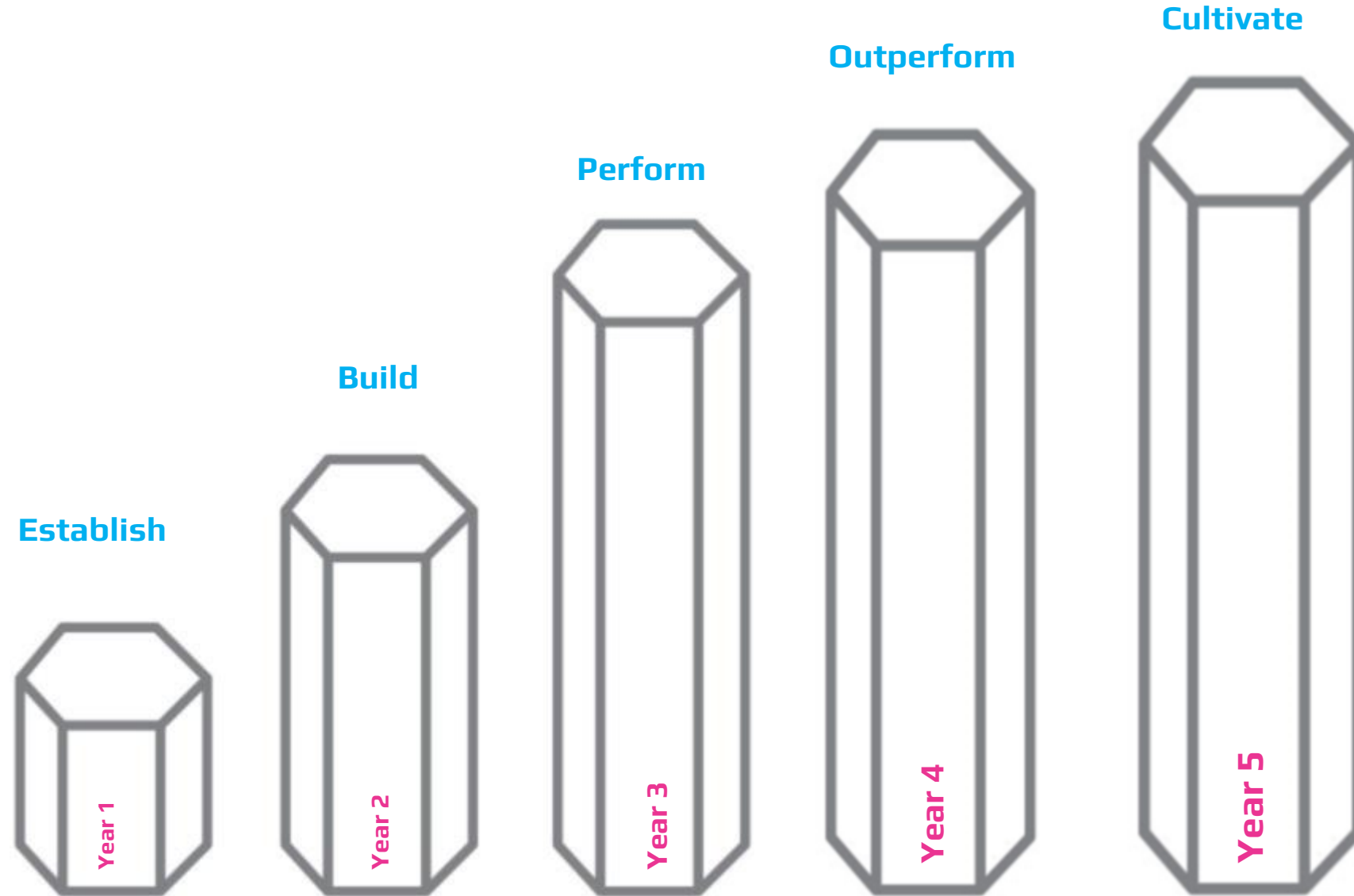


Through...

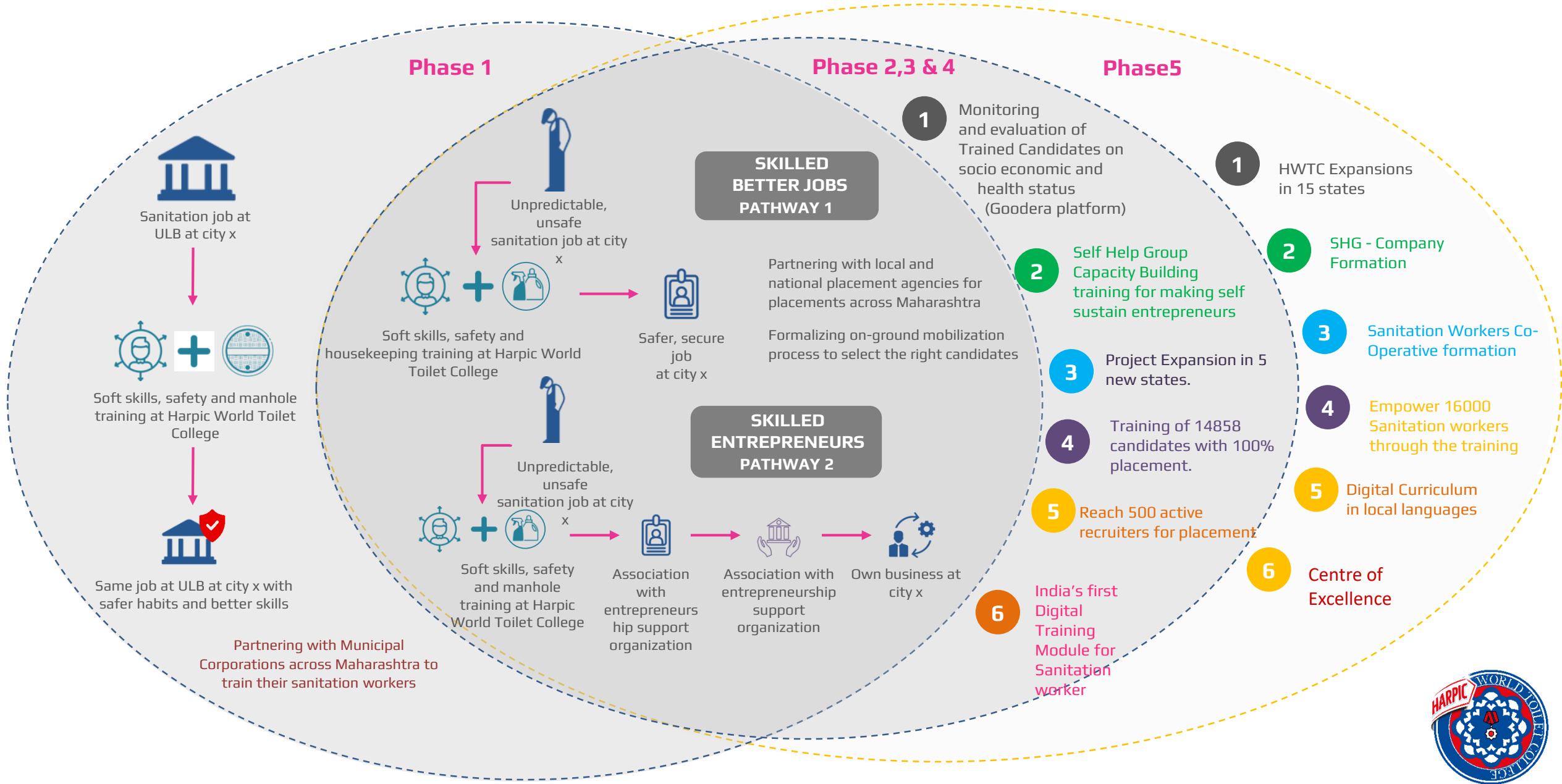
- **Entrepreneurship promotion**
in sanitation value chain through capacity enhancement and market linkages
- **Employment linked vocational training,**
using ICT and in-person tools, ranging from technical training to soft skills to career counselling and partnership development



Evolution of programme



Strategy of Harpic World Toilet College to provide three training pathways to ensure complete inclusion and optimized use of resources





Socio legal
support



Medical
Support



Enterprise
Support



Placement/Livelihood
Support



Skill
Support



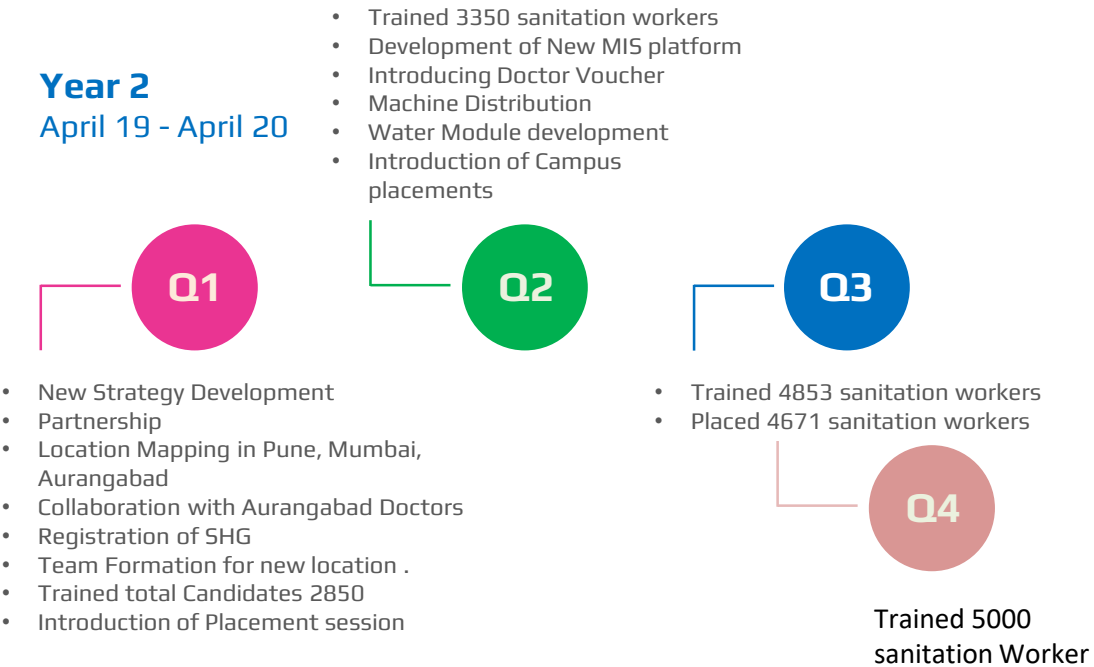
Equipment
Support

Timeline of Harpic World Toilet College

Year 1 March 18 - March 19



Year 2 April 19 - April 20



Timeline of Harpic World Toilet College



Year 3

April 20 - March 21

Q1

- Social return on Investment analysed
- Covid-19 Emergency relief fund Distributed to 1250 Manual scavenger. Total 62,50,000 fund transferred

- Digital Training Module developed
- Digital training platform and App designed
- 2-D animation training videos prepared.

Q2

- Target of training 7500 sanitation workers
- Achieving 100% placements

Q3

- Completed online training of 1500+ candidates
- Introducing online medical consultation

Q4



Programme design and implementation of Harpic World Toilet College is guided by expert agencies and partners

Year
1


M&E
Associate


Founding
and Training
Partner


Training
Associate
(Soft Skills)


Strategy
Associate


Humanity Ahead
Employment
Assurance
Associate


Training Associate
(Manhole Cleaning)


Government
Partner


Lead
Partner

Year
2


M&E
Associate


Founding
and Training
Partner


Building a better
working world
Strategy
Associate


Humanity Ahead
Employment
Assurance
Associate


KAM FOUNDATION
Training Associate
(Manhole Cleaning)


Government
Partner


Lead
Partner

Year
3


M&E
Partner


Founding
and Training
Partner


Building a better
working world
Strategy
Partner


KAM FOUNDATION
Training Partner
(Manhole Cleaning)


Government
Partner


A HealthCare Solutions Group
Digital platform
Associate


RED PANDA
ENTERTAINMENT
Digital Video
Associate


Lead
Partner

Year
4


M&E
Associate


Founding
Partner


A HealthCare Solutions Group
Digital platform
Associate


RED PANDA
ENTERTAINMENT
Digital Video
Associate


Government
Partner


HB
Freedom to live...


Gramalaya®
Water, Sanitation and Hygiene for all


PURPOSE
HOLDING


GLOBAL
INTERFAITH
WASH
ALLIANCE

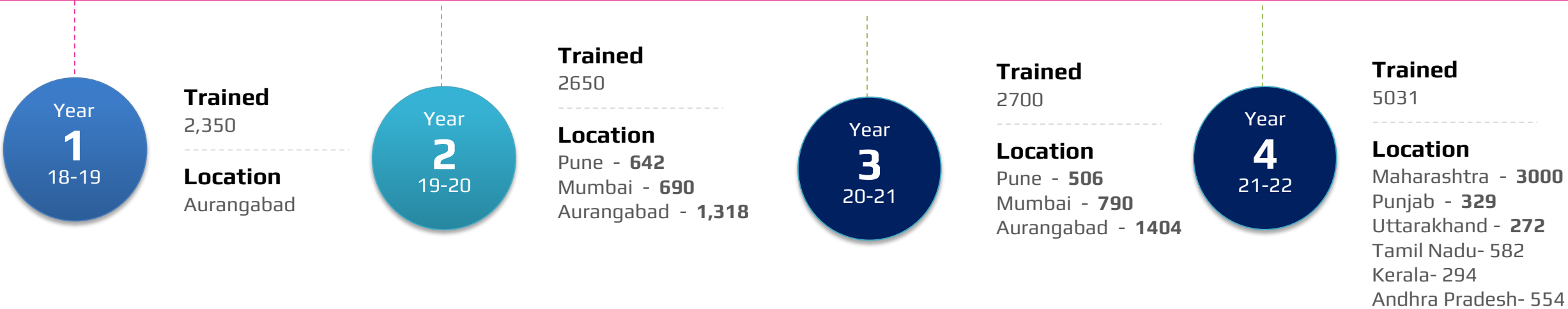
Training Associates


Lead
Partner


reckitt

Founding
Partner

Training Update

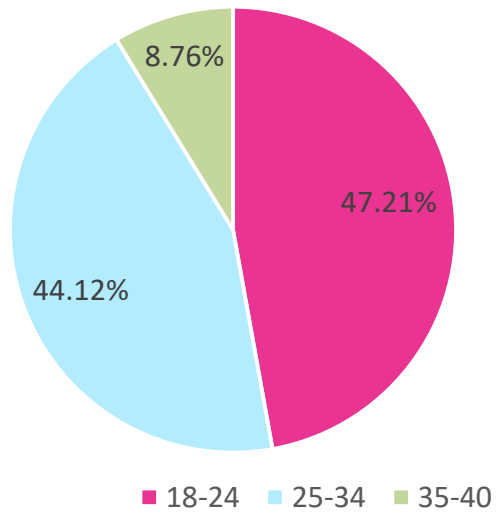


Harpic World Toilet College Aurangabad
Trained 15000 sanitation workers.

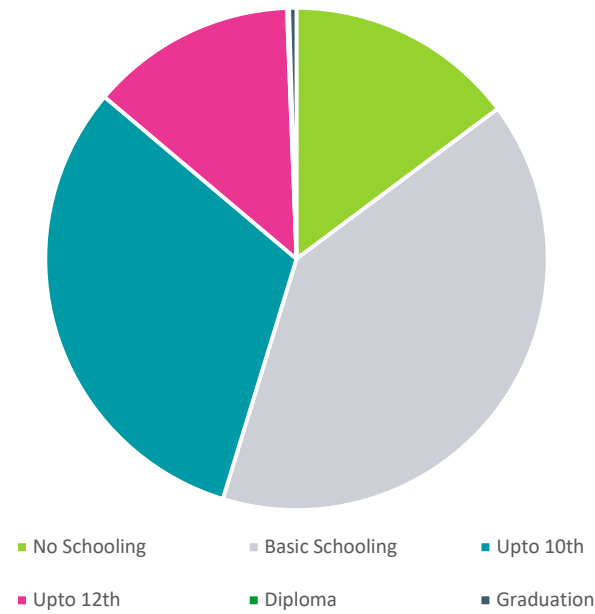
Associated with Aurangabad Municipal Corporation, Brihanmumbai Municipal Corporation and Pune Corporation.



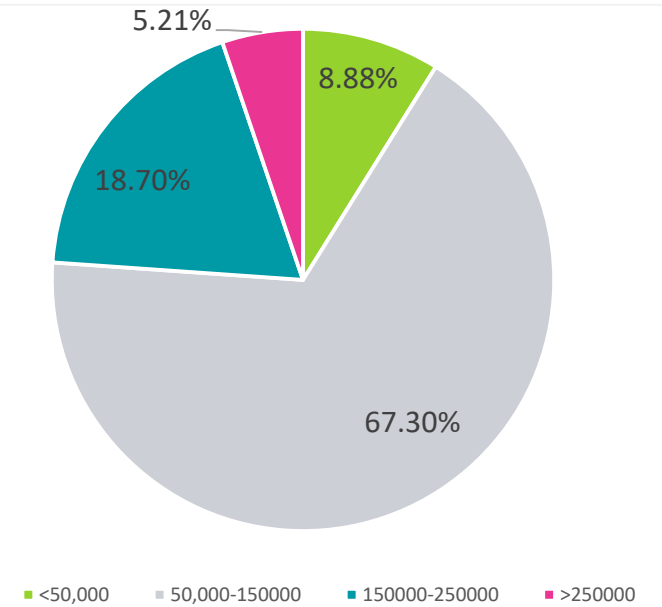
Age Distribution



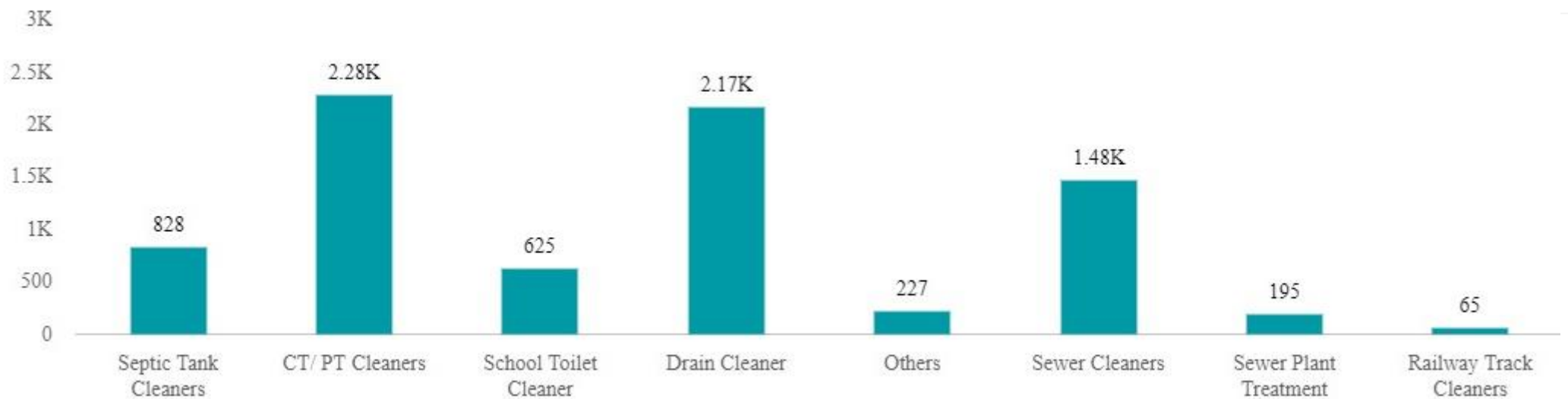
Academic Qualifications



Annual Household Income (in Rs.)



Jobs before Training



Training Outcomes (Till January'22)

Mobilization

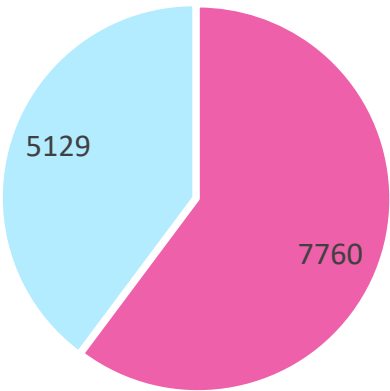


Digital Reference



Peer to peer
information

Gender



Male Female

Training



15786

Mobilized



12891

Registered



12889

Trained



12706

Placed

Total Batches: 270

Placement

12706



16.82 %

Government



81.82 %

Private



1.34%

Own work / Business

Average salary offered: 1.19 l.p.a.

Placement Matrix

12706

No of People Placed

98.58 %

Placement Conversion Rate

517

No of Recruiters

1,19,238/-

Average Salary Offered

229

Placement Cost per Trainee (in Rs.)

4.2/5

Average Company Rating of Student



Major Recruiters

Year 1



Year 2



Major Recruiters

Year 3

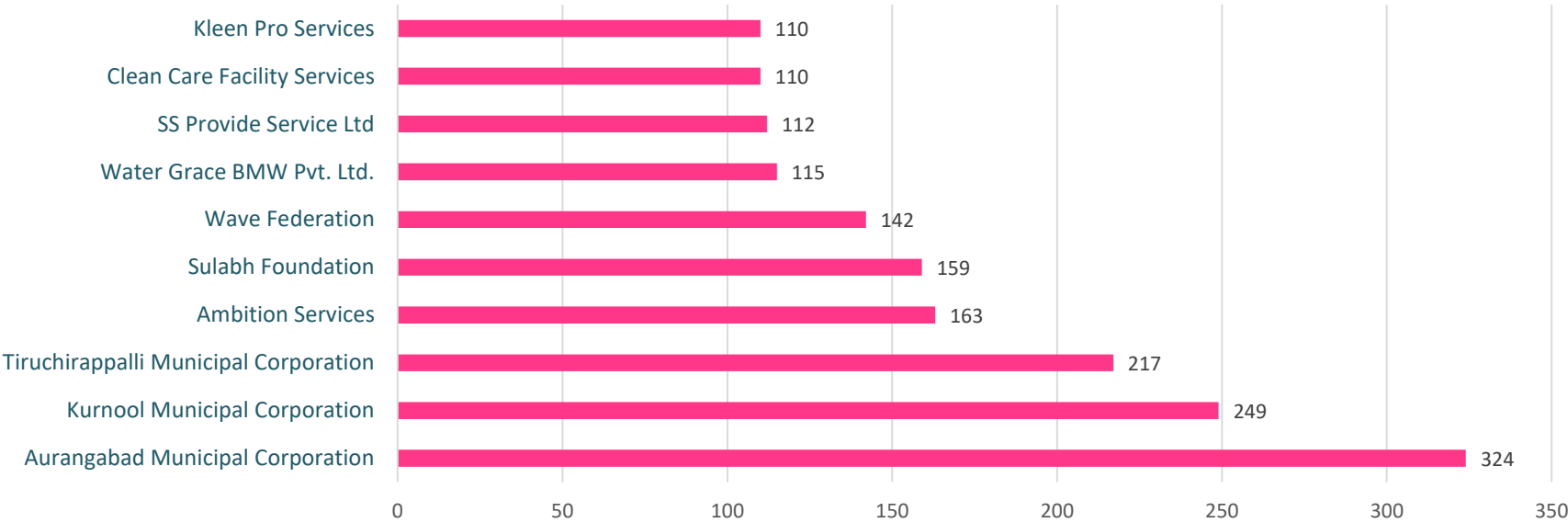


Member ITC's hotel group

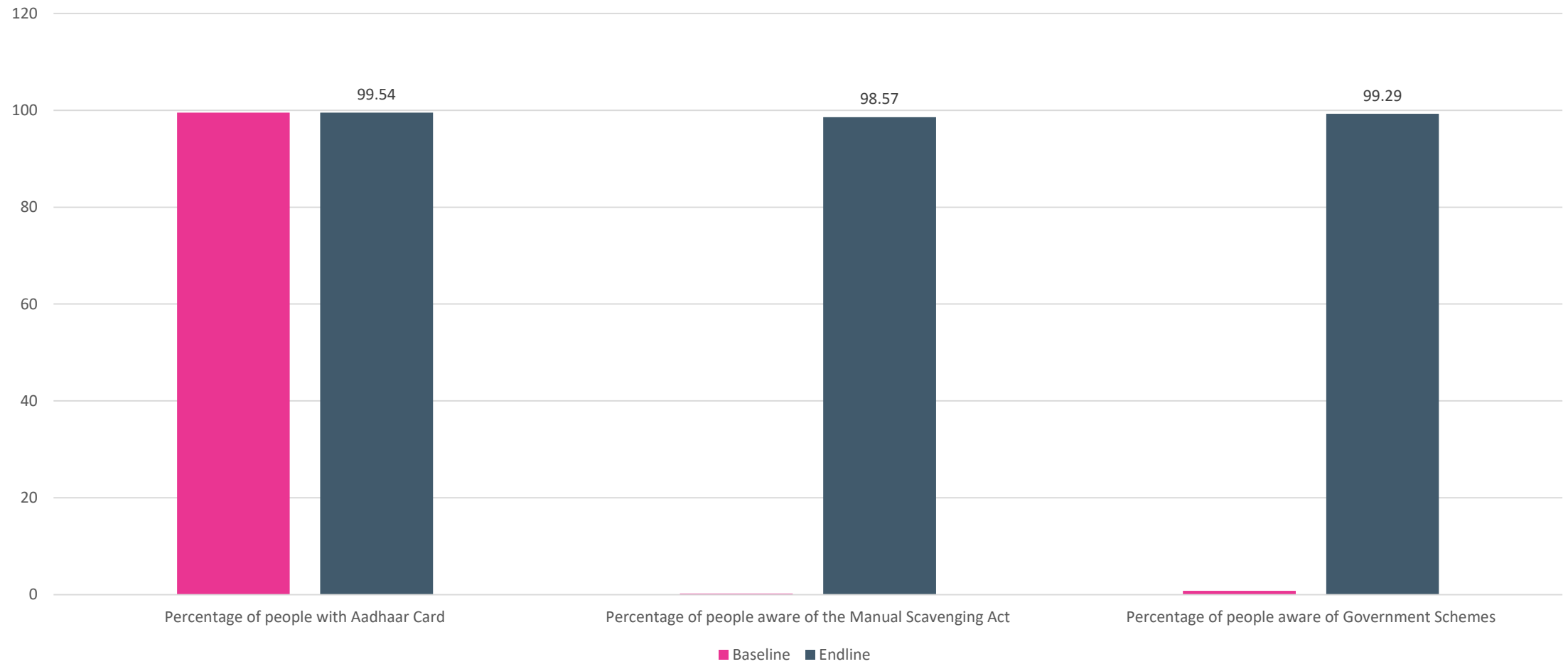


Harpic World Toilet College Top Recruiters – Our trainees get placed with key brands(Year 4- 2021-2022)

Top 10 Recruiters



Social Outcomes



Student Feedback



Soft Skills

4.8 / 5



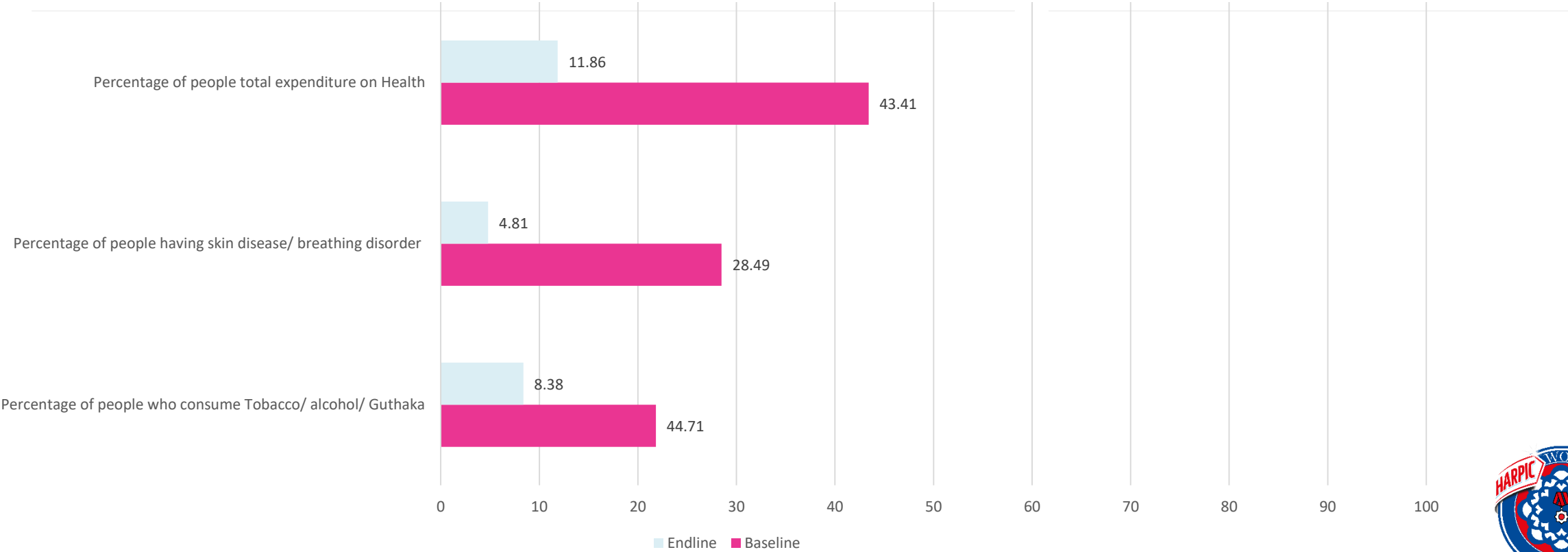
Technical Skills

4.2 / 5

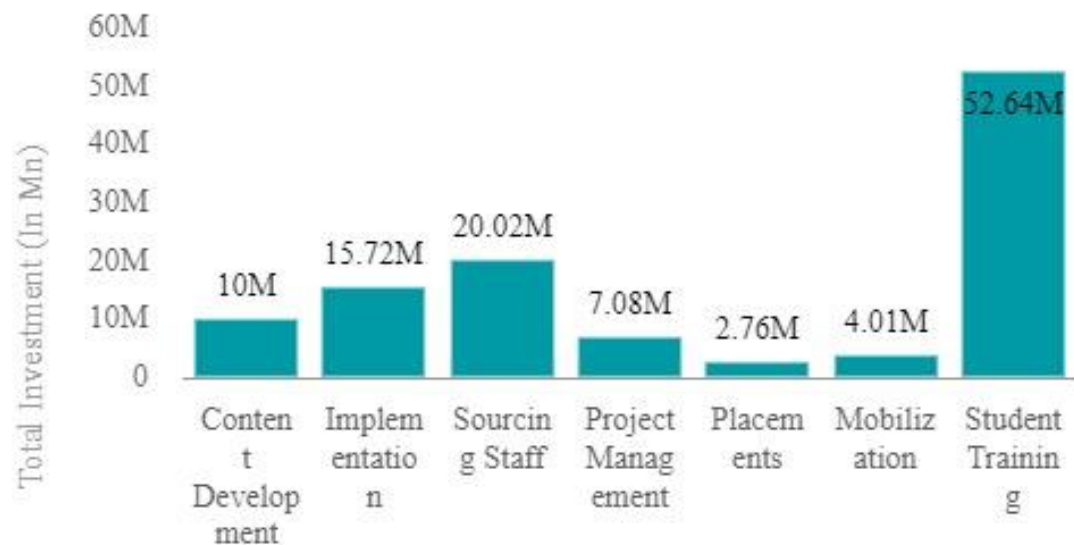


Health & Hygiene Skills

4.7 / 5



Input - Finances



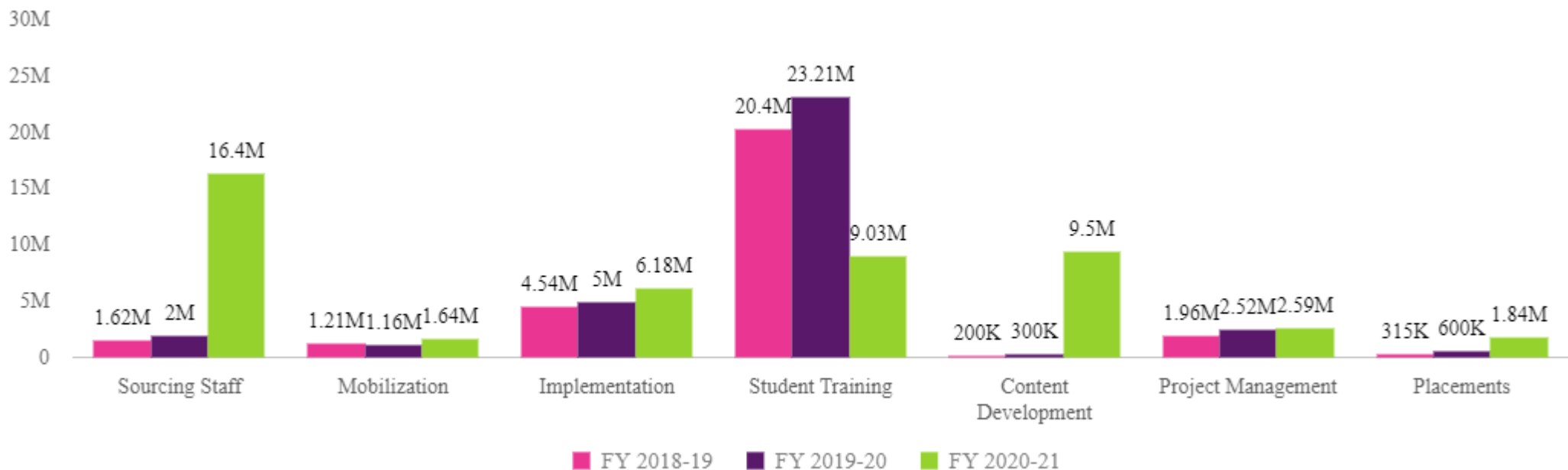
8,704

Cost per Trainee – 2020 (in INR)

11,22,17,966

Total Investment to Date(in INR)

Overall Cost Distribution – Across Training



Input - Mobilization

15786

Total Individuals Reached

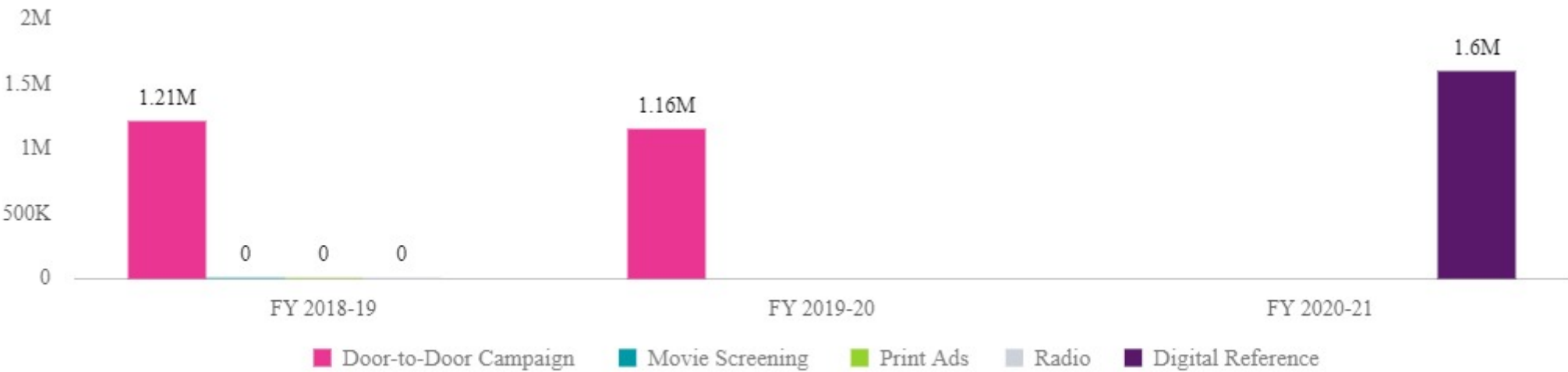
40.13 lakhs

Total Funds Spent (in INR)

81.66%

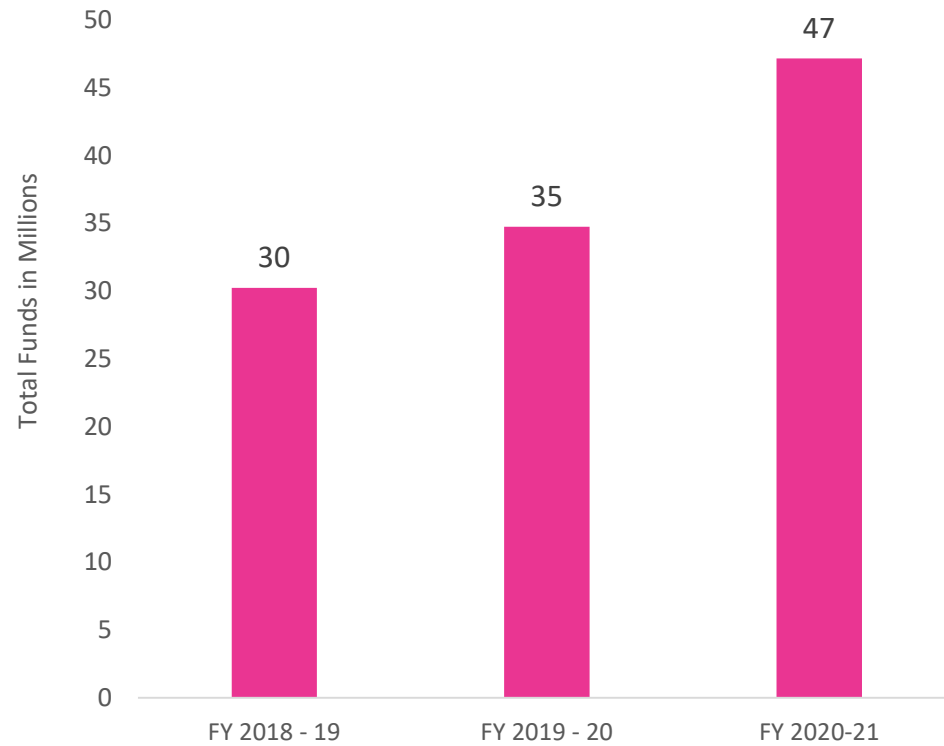
Rate of Conversion

Mobilization Cost Breakup – Financial Year Trend

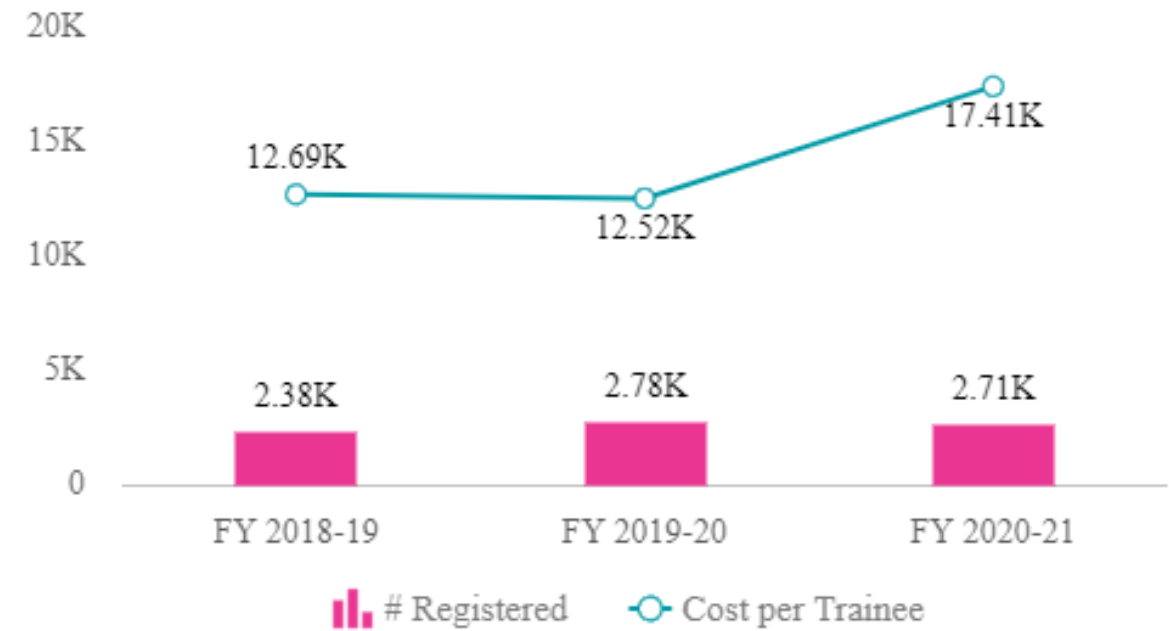


Input - Trends

Trend – Total Investment



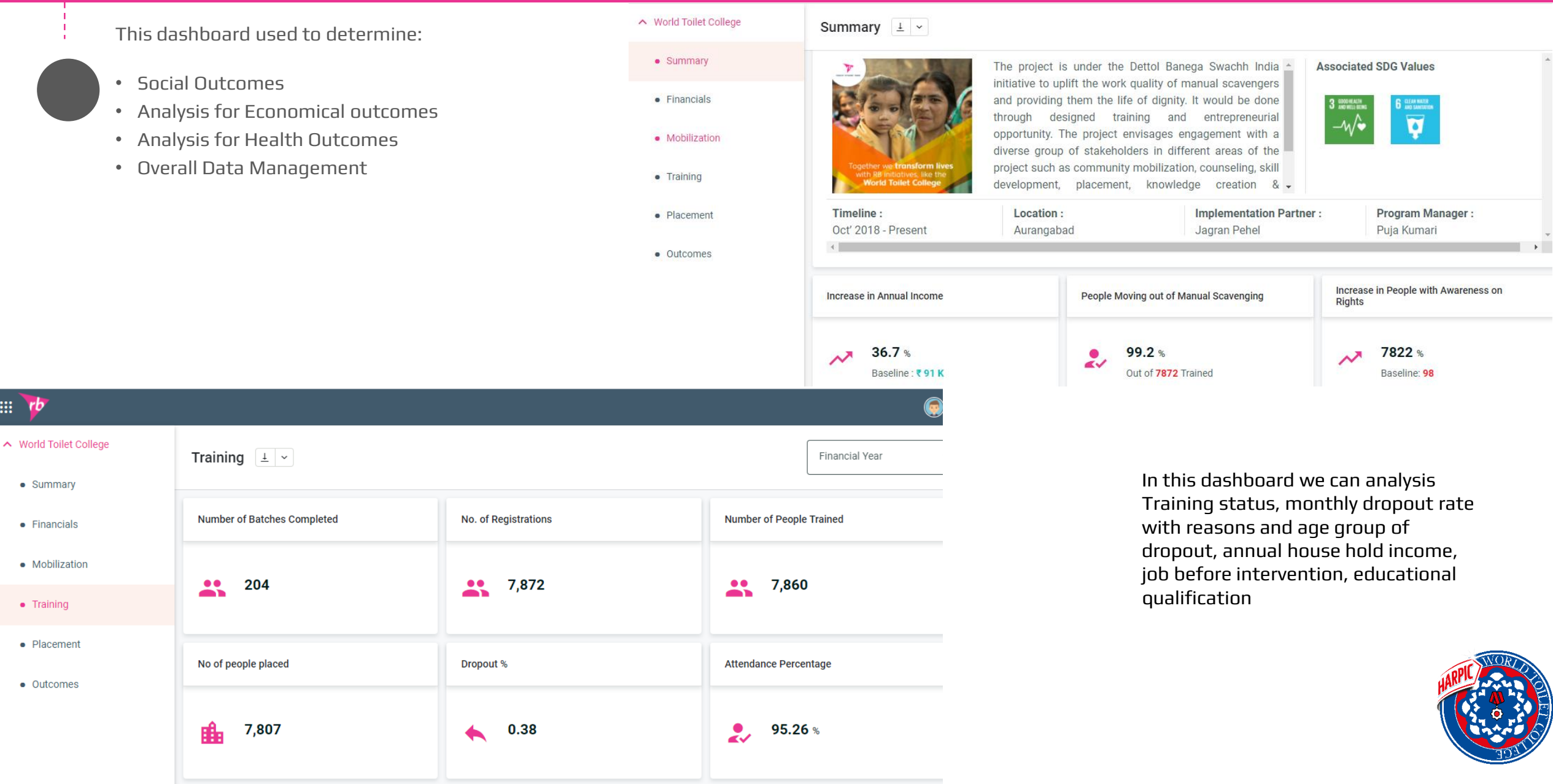
Per Capita Training Cost



Goodera MIS platform for Digital Training- Monitoring and evaluation of Trained Candidates on socio economic and health status

This dashboard used to determine:

- Social Outcomes
- Analysis for Economical outcomes
- Analysis for Health Outcomes
- Overall Data Management

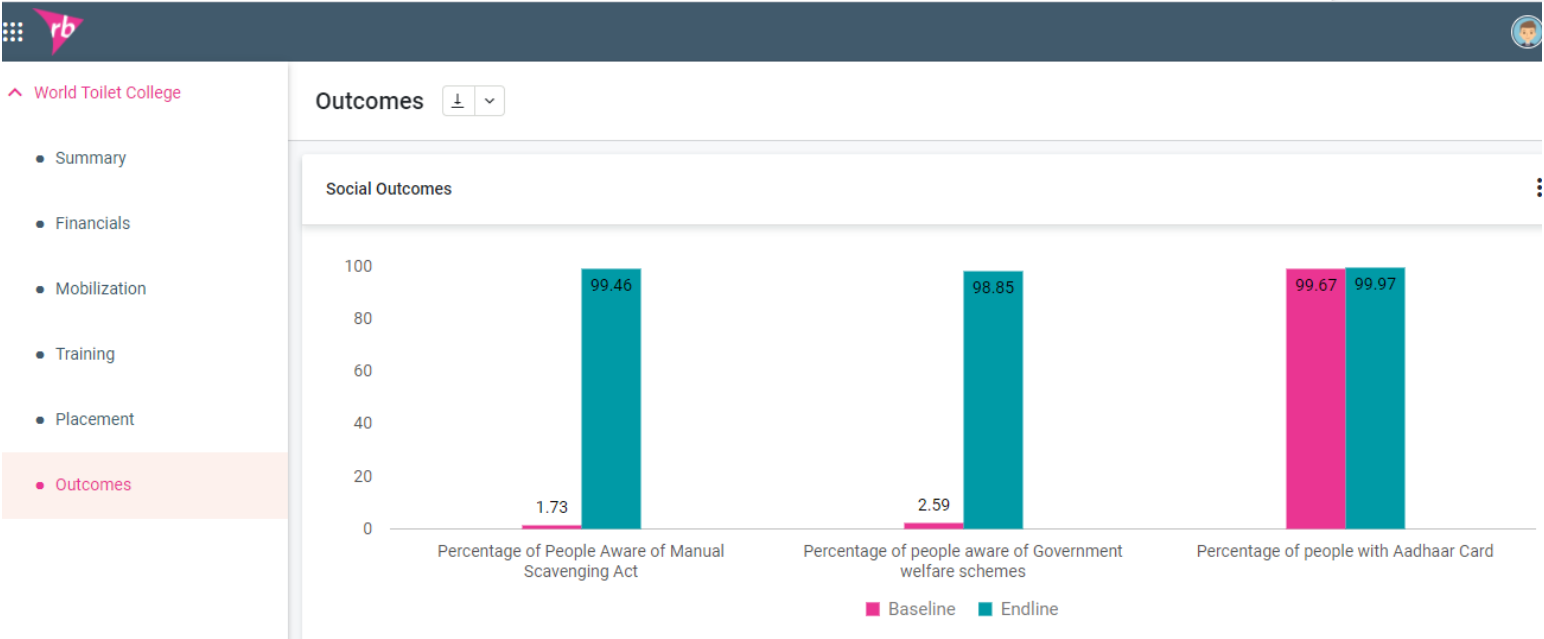
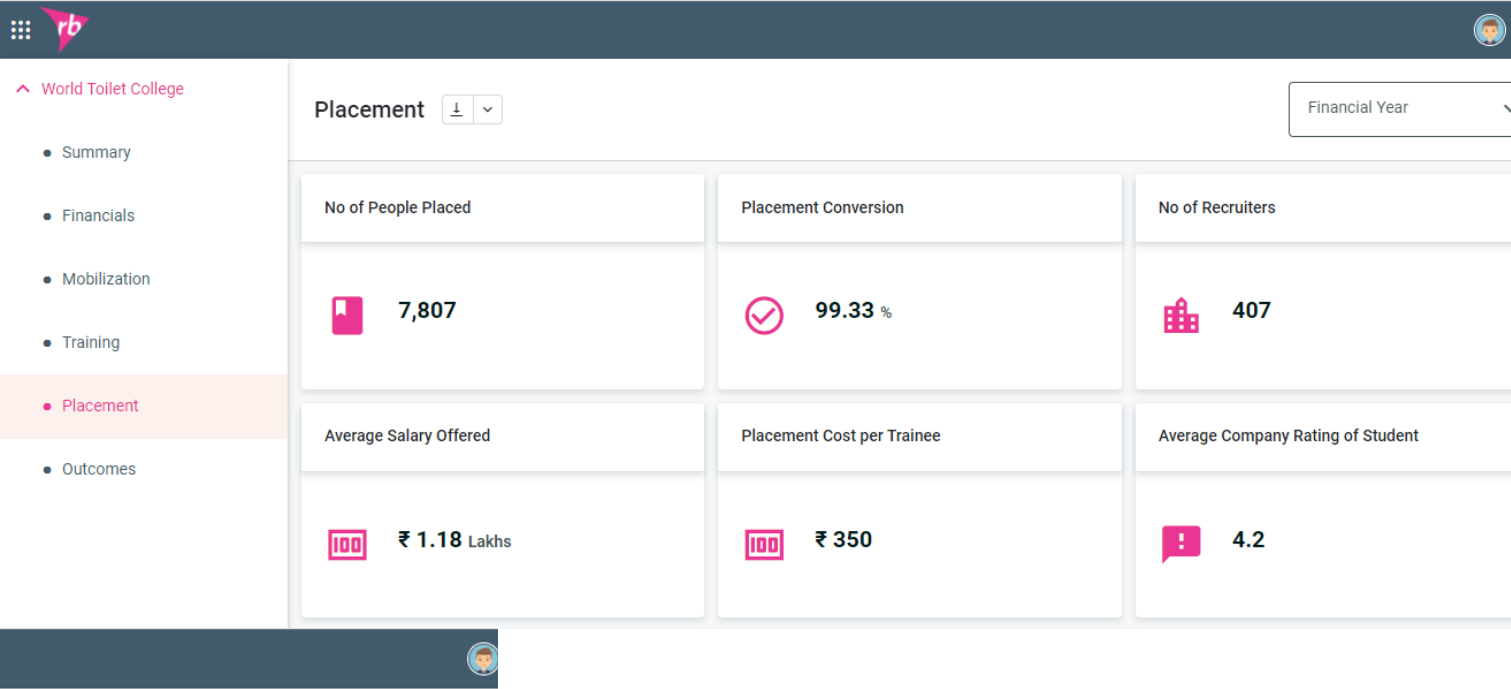


Goodera MIS platform for Digital Training- Monitoring and evaluation of Trained Candidates on socio economic and health status



In this dashboard we can analysis

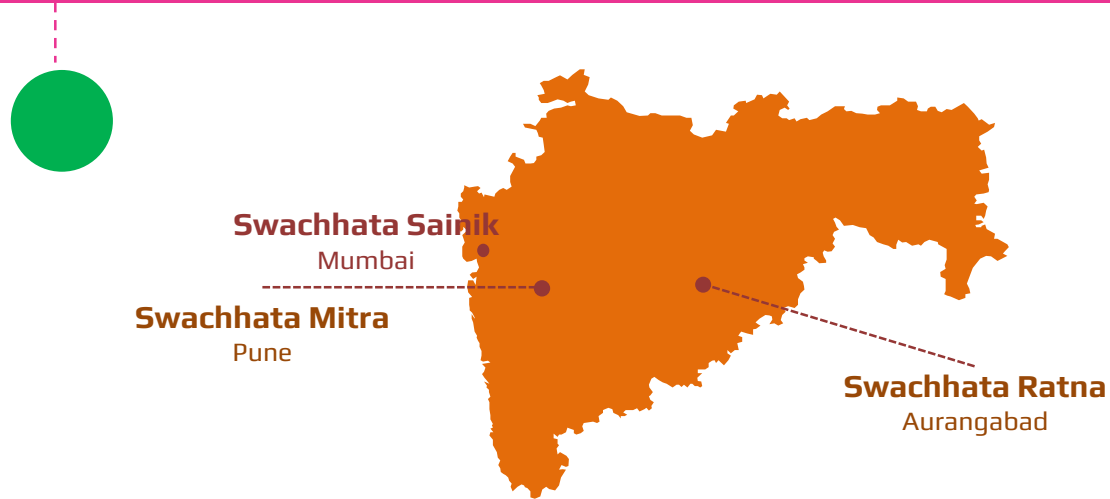
- Placement status
- Number candidates placed
- Average salary offered
- Top 10 recruiters
- Recruiters rating for Students



In this dashboard we can analysis

- Socio Outcomes-Where we can get percentage of people get Aadhar card, aware about government schemes and aware of manual scavenging act.
- Health Outcomes-Total expenditure on health treatment, people who consume alcohol ,having skin disorder and breathing disorder

Self Help Group Details



Rational for making SHG

On 2-Oct-2018 at the NDTV Cleanathona season 5 , Shri. Amitabh Bachchan said “The ‘manual scavenger’ was most disheartening and hurtful to hear. They are given the most unbearable workstations of cleaning up the sewers of the city, sending them down the drains containing the sewage and the filth of the city without as much as a basic equipment to execute their job.” On understanding the availability of machines for such work he contributed 24 such machines to be given to these scavengers so that lives and the indignity of these workers can be saved.

To establish self help groups of sanitation workers to inculcate a habit of savings and be a vehicle of change in the way the work is performed to bring about dignity in work performed and increase level of safety

Objective of Self Help Group

- To become a self-sustained entrepreneur in sanitation value chain and be a vehicle of change in the way the work is performed with dignity.
- Increase level of safety along with providing them with better livelihood and ensure correct and safe usage of machines.



SHG Activities Roadmap

On November 24, Amitabh Bachchan contributed to prevent the dehumanising work of these scavengers and to give them the respect and dignity in society by gifting 24 small individuals machines and large truck to Brihan Mumbai Municipal Corporation.



October 18

On 2nd October in Cleanathona Announced Contribution of Machine

November 18

Disseminated 2 machines

January

Mobilisation of sanitation workers for self Help Group formation

February 19

Selection of Self Help Group based on selection criteria

March 19

Formation of Self Help Group in Pune, Mumbai and Aurangabad

April 19

Training of Self Help Group on machines

July 19

SHG registered in Municipal Corporation and Nationalised Bank

March 20

Machine Handover to SHG group

Feb 2021

3 KAMGR-Grabbing machines purchased for SHG

Proposed activities in Phase 4:

Initiate Income Generation activities, Company formation of 3 SHG, Self sustained entrepreneurship

May 21

Capacity Building sessions and training calendar design

June 21

Meetings with consultant for planning of Company formation.

July 21

Documentation and Company registration process

September 19

SHG promotions and income generation activities

November 21

SHG Annual meeting and convocations

February 21

Annual report and annual turnover up to 2 lakh



Machine Handover to Self Help Group:



KAMGR-Grabbing Machine

The machine is ideal for cleaning of sewer lines depth (upto 20ft) and man holes in narrow lanes. Also the machine is capable of mechanically desilting man holes through grab systems.

The machine is a special purpose machine built on a chassis, with adequate power to enable the SHG, travel to work sites with their Rodding machine & also use the power from the chassis to run their machine for de choking & in addition to the above they will now be able to carry out de- silting using the new Grab bucket of manholes without Man entry.

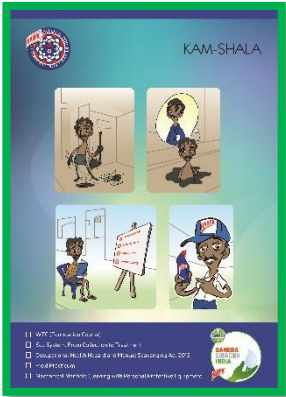


We have already given 24 Cambore machines to Pune, Mumbai and Aurangabad's SHG and now we are going to give these three 3 KAMGR-Grabbing machines along with BS-IV.

The training course covers content on technical and safety aspects as well as associated soft skills

TRAINING MANUAL

Technical and Safety Module



Facility Management Module



Soft Skills Training & Placement Module



Water Module



- ✓ WTC foundation course
- ✓ Eco-system: from collection to treatment
- ✓ Occupational Health Hazard and Manual Scavenging Act 2013
- ✓ Field practicum
- ✓ Mechanical manhole cleaning with personal protective equipment

- ✓ Restroom service quality
- ✓ Daily cleaning of restrooms
- ✓ Periodic cleaning of restrooms
- ✓ Specialized cleaning of restrooms
- ✓ Minor repairs in restrooms

- ✓ Dress to impress
- ✓ Positive and strong attitude
- ✓ Anger and stress management
- ✓ Healthy habits
- ✓ Safety rules

- ✓ Water Conservation
- ✓ Water Financing Credit

They are also shown videos, developed with our consulting doctor, on various diseases they are exposed to and the associated health care



Skin Infection

<https://youtu.be/bicEpl1LLhU>



Substance Abuse

https://youtu.be/6A_gzgwsIUU



Tuberculosis

<https://youtu.be/yvexVikZPuM>



Personal hygiene

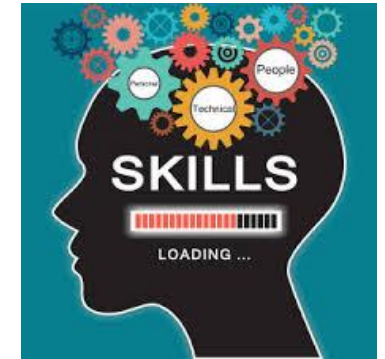
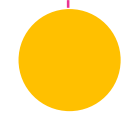
<https://youtu.be/zXtGKgRmo1A>



General Infection

<https://youtu.be/m1h7MnVWzkw>

Digital Training Modules



Day 1-

- Introduction to World Toilet College.
- Vision and Highlights of WTC.
- Definition of Manual Scavenging
- The Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013
- Changes in life of sanitation workers due to COVID-19

Day 2-

- COVID-19
- Symptoms and Preventions
- Arogya Setu App
- Ensuring nutrition
- Occupational Health Hazards-Physical, Biological, Chemical and Psychological Health Hazards.
- Biomedical Waste Management
- Machines and Equipment.
- Safety at Workplace- Use of PPEs.

Day 3-

- Introduction to Toilet.
- Sanitation and Waste Management.
- Opportunity in Sanitation sector.
- Introduction of Housekeeping.
- Importance of Housekeeping.
- Types of Cleaning
- Standard Operating Procedure
- Importance of Surface Disinfectant
- Fumigation Protocols
- Cleaning products and its uses.

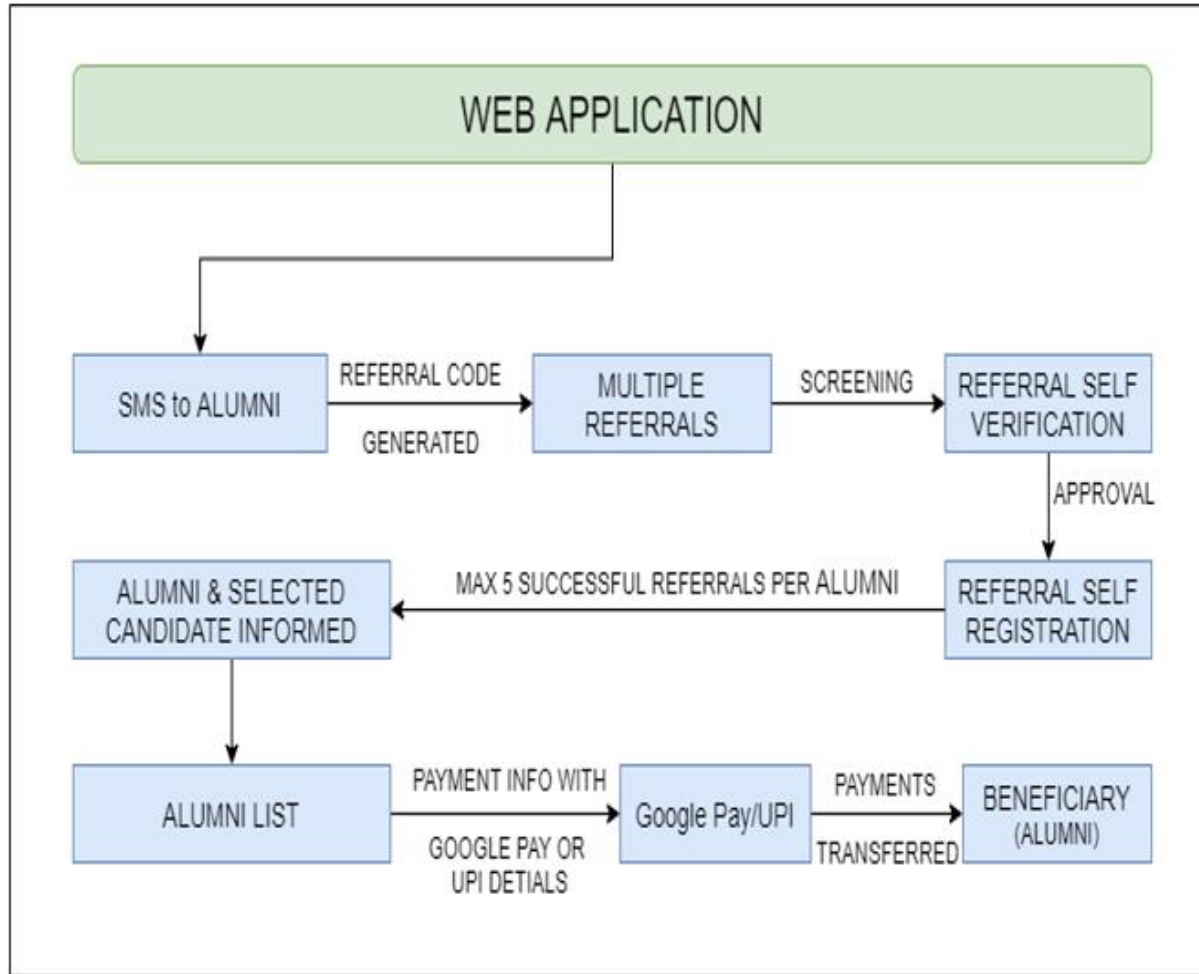
Day 4-

- Water, Sanitation and Health
- Sources of Water
- Use of Water
- Water Crisis
- Water Conservation
- Liquid Waste Management
- Faecal Sledge Management

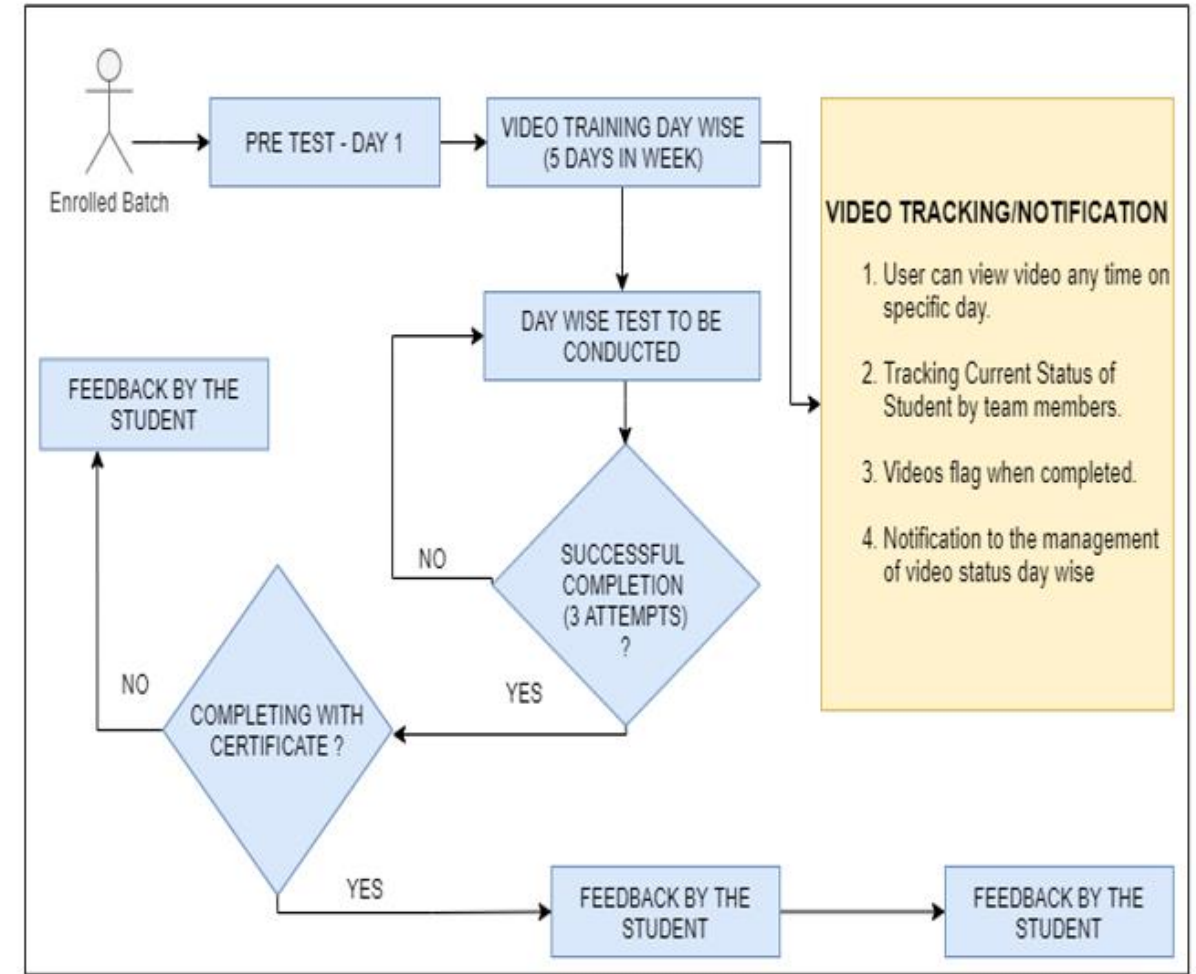
DAY 5-

- Introduction to Soft skills-Self-analysis, Positive Attitude, Body language, Motivation, Stress and Anger Management, Teamwork, Leadership, Written and Communication skill, Mental Health
- Interview Preparation
- Employee disciplines and Benefits

WTC- Mobile Application: Digital Training Process Flow Chart



Phase 1



PHASE 2

Activate Windows

Go to Settings to activate Windows.

WTC- Mobile Application: Digital Training Process

Step- 1



Alumni Reference

WTC alumni will refer community sanitation workers

- **Target 1000 sanitation workers**

Target of 5000 trained sanitation workers from reference.

- Reference should be from same community
- Web based application designed for reference.
- Rs. 50/- per referral to be credited to alumni , maximum upto 5 referrals.

Step- 2



Verification

Self verification by the registered student based on 7 parameters.

- Family Background
- Work experience
- Current employer
- Community Information
- Knowledge about manual scavenging work.
- Age group(18-35)
- Monthly salary(Should be less than 4k-5k)

Step-3



Registration

Self registration by the student for online training.

- Alumni to be credited with Rs. 50/- upon successful registration of student.
- Student to fill mandatory information.
- Student can download the application to start the digital training.

Step-4



Training

Online training platform on mobile phone-
Certified As Hygiene Workers

- Orientation to use platform for training before online classes.
- Training on mobile Application with assessment for each day.
- Pre test and post test
- Monitoring during training by WTC team.

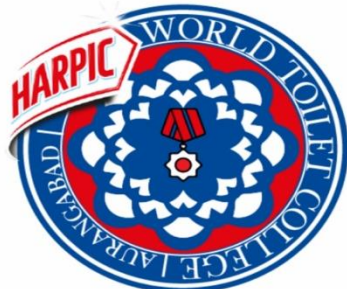
2-D Animation Video's Snapshots:



Total 10 videos prepared in both Male and Female voice which are covered all Major Topics.



WTC- Mobile Application:



Mobile Number

Generate OTP

Enter OTP

SIGN IN

Dashboards

WTC-Reports

WTC-Master

Hi, admin

900

of Alumni Referred

4188

of Referral Submitted

2873

of Candidate Applied

2793

of Candidate Registered

2725

App Downloaded With Yes

9

App Downloaded With No

Assessment Status : With Certificate Yes

Export

Search

4	Day 2 - Health and Safety at workplace	23	2	2700
5	Day 2 - Assessment	25	0	2700
6	Day 3 - Facility Management and Technical Support	25	0	2700
7	Day 3 - Assessment	25	0	2700
8	Day 4 - Water and Sanitation	25	1	2699
9	Day 4 - Assessment	25	0	2700
10	Day 5 - Soft Skills	25	0	2700
11	Day 5 - Assessment	25	0	2700

Assessment Status : With Certificate No

Export

Search

S.N.	Assesment Name	Pending	Inprocess	Complete
1	Day 1 - Introduction to WTC	0	0	9
2	Day 2 - Health and Safety at workplace	0	0	9
3	Day 3 - Facility Management and Technical Support	0	0	9
4	Day 4 - Water and Sanitation	0	0	9
5	Day 5 - Soft Skills	0	0	9





Mr. Akshay Ramlu Kalyan
Age 22

**Placed -GDS manufacturing SA
company Romania**

Akshay Ramlu Kalyan age 22. He is from slum Misarwadi galli in Aurangabad. His father was also sanitation workers. He died at early age. He started doing chokeup, drainage cleaning and septic cleaning from last 2 years.

There are 4 family members in family, his mother, sister & brother. His brother & sister was not able to continue education because of low earning of family. He is only working hand in his home. He did his education till 12th. He was earning INR 9000 depend upon demand of work.

After completion training at World Toilet College. He got job in **ROMANIA ARAB** in GDS **manufacturing SA company** With help of certification of World Toilet College, he got qualified to get this job. **Now he is earning INR 55000 (3450 leu) at GDS Manufacturing SA company**. He got job in housekeeping with technical operations. Now his brother and sister get admitted in school for education and her mother left toilet cleaning job.

**My family got a new life with the help of Harpic World Toilet College.
I am thankful to Harpic World Toilet College- By Akshay R Kalyan**





Mr. Sayyad Irfan
Age 23

Placed –TAJ Hotel ,Aurangabad

Sayyad is a Sanitation Worker Age 23. His father and mother both were also a sanitation worker. Mother is a house wife.

Since last 10 years he was working in chock up, drainage cleaning, and other sanitation related work with his father. Every day they both used to stand at labour stand for work. Sometimes they used to get work and sometimes they came back without any work. There are 7 members in the family. He used to earn INR 3500 amount depend upon demand of work. Its very challenging to manage two children need with this salary.

He left is education to support his father. He is able to complete his education till 12th std.

In WTC he learned method of housekeeping cleaning. And about machines After training in WTC he got placed in Hotel Taj in Aurangabad as a Housekeeping operator on salary of INR 3200/- as probation period.

After 3 months on his work performance he become as a Senior Operator. Now he is getting INR 8800/- per month salary. On the basis of WTC certificate and his work experience he got offered from AIIMS hospital as a Supervisor. But he wants to become Manger in Hotel Taj.

Everyone in his society see him with respect and father feel proud because his work in TAJ.

I want to grow in this career and want to set examples for young sanitation workers in my society to bring change –By Sayyad Irfan





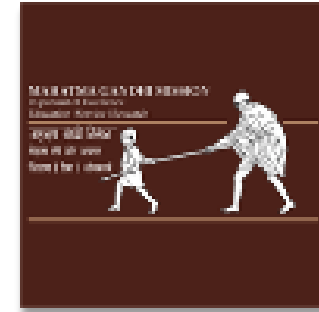
Mrs. Jyoti Ravi Chavariya
Placed at –Mahatma Gandhi
Hospital,Aurangabad

Jyoti is sanitation workers. She started manual scavenging for 7 years with her grandmother. Her grandmother was doing manual scavenging when she was at age of 6. She left her husband house because of domestic violence, he used to beat her daily after drinking alcohol. She started manual scavenging to fulfill basic needs of 2 children.

She was earning INR3000-INR 4000 monthly from cleaning work and she often fall ill because lack of safety and hygiene but unable to see doctor because of low earning.

She has a firm belief that now she is competent after training in sanitation and hygiene through Harpic World Toilet College, aware about health, hygiene & safety. Doctors at World Toilet College also examined her where she was diagnosed with multiple infections and immediately her treatment was initiated and she is on her way to a happier and healthier life now .

She got placed in Mahatma Gandhi Hospital through Harpic World Toilet College currently earning 7500.After training she is feeling confident and wants to give good life and education to her children





Mr. Akash Randive
Age 27

**Placed –Supervisor at National
Services**

Family Background

His father continuously sick because of his unsafe, unprofessional working habits his father stop working because of major illness. His Mother also doing same job of cleaning. Akash haven't any option and at age of 26, he continues work as a Manual scavenger work.

After fails 12th exam he leaves education and full time join scavenging in Market Yard area, side by side as waste picker also. After loss his daily income source in Covid-19 pandemic one of our alumni Akash referred him for training and now he is in professional cleaning with sustainable carrier.

Job Profile:

After Completing his Digital training, Akash direct placed at National Securities and Services and his working area at Market Yard's Bhusari Department.

He Joined as Housekeeper because of his professional and sincere working he have promoted as Mokdam in Bhusari Department with Salary 14,100 (PF and ESIC Facilities included)

Before the join WTC/ Covid-19 Scenario :

Akash is the person whose family involve in Sanitation field from last 3 generation, but no one knows about proper, safe and professional methods of cleaning.

He not follow any precaution even in Covid-19 situation. Even though he don't wish to join 8 Hrs. job. His mind set to continue scavenging job.

Addicted with Tobacco. Never wish to involve his any family member in sanitation field

After Training in WTC

He teaches his family members also about professional cleaning.

After joining 8 Hrs. job he thinks that he have some savings for his future and thinks that he have some future in sanitation field.

He leaves Tobacco and he well sensitize about health and hygiene



Covid-19: Emergency Relief Fund

WTC provided emergency fund to sanitation workers
Rs.5000/ Candidate

Selection Criteria:

Should be Unemployed/Irregular
single earning member

Number of family members



Case Study

Vishal Ashok Chandaliya

• Before Corona

His both parents are involved in manual scavenging and father continuously sick because of his unsafe, unprofessional working habits. When he was 22, his father died during drainage cleaning. After all whole family responsibility comes towards Vishal. His mother also suffer serious stomach problem.

Total 7 members in his family Mother, Wife, 4 children and Vishal.

Before complete WTC training Vishal work 11 year as Manual scavenger. During manhole cleaning he accidentally meet our mobilizer and mobilizer encourage him to complete training and Vishal become part of WTC family.

After completion of training he placed in MGM Hospital as a Housekeeper with 9000 salary (Additional benefits PF and ESIC).

After crises of Corona,

After the Covid-19, Vishal loss his job at that time he need jobs a lot because he is the only earning member in his family.

Vishal have another big question in his mind that how I nourish this 4 children and sick mother without any income source.

He complete his jobs 1 year only and within 1 year he save nothing.

So he started search for income source- job but due to lockdown no one able to give him job, during the job searching worst thing happen with him and his life became a hell - He was riding his bicycle and suddenly bike came and hit her leg and run away, Neighbours admit him in Government Ghati Hospital after checking Dr. found that his left leg fractured and If he not take proper rest then injuries of his legs may increase so they suggest him strictly 40 Days complete rest. Final amount of discharge 2700 Rs. paid by neighbours, Vishal promise them will pay amount within 2-3 months.

All the tragedy happens lose his job, 4 little children, sick mother, fractured leg and this crucial situation how can we survive that time he check his bank SMS and surprisingly find Rs. 5000 deposited by WTC Relief fund.

Immediately he pay all neighbours pending bill amount. His mother's check-up and Sonography done and he started his mother's treatment. Take medicines for his leg's fracture recovery and Repair his bicycle for search another job for continue struggle with his life.



TO WHOMSOEVER IT MAY CONCERN

Sub: COVID-19Emergency Relief Fund forStudents ofWORLD TOILET COLLEGE, Aurangabad, Maharashtra

Jagran Pehel is a trust registered under the name of Shri Puranchandra Gupta Smarak Trustwith corporate office situated at 9 & 11, Okhla Phase 3, Delhi-110020.

RECKITT BENCKISER (INDIA) PRIVATE LIMITED (RB) is a company incorporated under the Companies Act 1913 and having its Corporate Office at Plot no. 48, Sector 32 Institutional Area Gurgaon- 122001.

RB as funding partner and Jagran Pehel as implementation partner, are contributing INR 5000 per person as COVID-19 Emergency Relief Fund to 1250 (Person) sanitation workers, based on selectioncriteria. The intervention is planned to support students of World Toilet College during COVID-19 Pandemic under the project World Toilet College, Aurangabad, Maharashtra, program of Dettol Banega Swasth India.

For transferring above mentioned fund we require following documents:

1. Name
2. Address
3. Location
4. Aadhar no.
5. Mobile no.
6. Bank name
7. IFSC Code
8. Bank A/C no.

NOTE: Jagran Pehel shall, in its sole and absolute discretion, determine whether or not to proceed with all or part of the Relief Fund, determine the Relief Fund Date and determine whether to modify or change the terms of the Relief Fund, including, without limitation, the form, structure and terms of any transaction(s) to effect the Relief Fund (including the Separation Transactions, the Capital Allocation Transactions and any other transactions provided for releasing fund) or the timing of and conditions to the consummation of the Relief Fund. Sanitation Worker shall cooperate with Jagran Pehel in all respects to accomplish the Relief Fund and shall, at Jagran Pehel direction, promptly take any and all actions reasonably necessary or desirable in Jagran Pehel sole and absolute discretion to effect the Relief Fund.



Warm's Regards,
Sahil Talwar
(Jagran Pehel)

Delhi Office

A division of Shri Puranchandra Gupta Smarak Trust
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New Delhi - 110020
T + 91-11-30651100, F + 011-30651199

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F + 91 512 229 3040, www.jagranpehel.in

Life's Turning Point: Covid-19 Emergency Relief Fund



Pinky Jadhav
Age 37

Address: Ashok Nagar,
Vashinaka, Mumbai

*Started own shop because
of Covid-19 emergency fund*

Family Background

Her Husband is sanitation worker, due to some issues her husband leave Pinky. She have two children and they are in educational phase.

Working Journey

After the received WTC training in 2018-2019 pinkyji was working as housekeeping work at ISS Company, Mumbai. But due to Covid-19 pandemic she lost her job.

Before Covid-19 Pandemic:

Ms. Pinky had working as cleaner of CT/PT in Mumbai slums on the 4000-5000 monthly basis. Due to separation with her husband difficult to spent life under low income with children. After the received WTC training in 2018-2019 Pinkyji was working as housekeeping work at ISS company, Mumbai. But due to corona she had lost the job. Even she don't have savings to fulfil her families daily's needs.

(She want main stream sustainable future for her children. Before the join WTC training she earn 3000 per month, after placement she earn 9000 and now she earn 12000/month in Grocery shop)

After Covid-19 Emergency Fund:

During the Covid-19 lockdown WTC provide 5000/- as Covid-19 emergency support. Due to this support Ms. Pinky started own grocery shop from the house for earn livelihood. Pinky has no idea about business. But WTC's Covid-19 support give confidence to her for start employment with dignity and honour. Due to good communication skill and hard work Ms. pinky's grocery shop has settled and become a popular in areas. Now she earn 12000/- per month.

Society look her as an Ideal mother after open her income sources which is possible because of WTC training and emergency fund.

Her Future plantings:

He doesn't want to his any family member involve in such Sanitation field. She want her Children become government officer.





Mangesh Baburao Pakhare

**Address-
Mukund Nagar,
Aurangabad.**

Key points-
Illiterate
Family Members
Son suffered from
Pneumonia

Before joining the World Toilet College, Mangesh used to do only drainage sewer cleaning in Aurangabad. He was 11 years old when his father died.

He is the elder son and 2 younger brothers and a sister in the house, were all responsible comes to him.

Mangesh's studies were not done, so he adopted the same work that his father did and from then on he started his drainage cleaning work

Mangesh started assaulting his wife, he went to work for 1 time in a week and started getting Alcohol throughout the week when his wife came to know about World Toilet College and due to her insistence, Mangesh completed his training and his placement was done in Aurangabad Municipal Corporation. Everything he learned he used for the last 1.5 years. ... He quite his all addictions ... got a job for 9000 ... also stopped domestic violence.

After crises of Corona,

After crises of Corona, he is getting in big trouble the Municipal Corporation gave him a break on work, there were 9 people in the house and only 1 earner, now he realized that running the house would be difficult for him.

19 people of the colony were he lived tested COVID positive and his total slum sealed.

He took out the whole family 1-2 months from the remaining money, but the real test was revealed, His 9 years son suddenly detected with Pneumonia.

He asked everyone for some help but all the peoples also in the same situation so everyone refuses to help him.

He takes a personal loan from a moneylender and pays hospital bills.

At the time of discharge amount 59000 and still, he lacks 35000. So he sold out his bike too but again he shorts 4000.

Almost he loses his all hopes and the private hospital also told that after 100% bill payment we will relieve your patient that time he saw a message of WTC relief fund amount deposited in his account. Mangesh told the hospital that I was bringing the money within an hour, please ready discharge papers and Mangesh's son got discharged because of WTC's small amount.

He also used the remaining 1000 rupees, for his son's further medicines. He says our Mobilizer that my sons get discharged because of only WTC's help.



Testimonials of Recruiters



Mr. Pravin Thakre
COO of Dr. Hedgewar Rugnalaya

In our Hospital setup housekeeping is an essential part of cleaning. In a day this Covid-19's scenario not just a one time job. In every minute we need to take care of cleanliness. To do this job first attitude is very important then knowledge and skills.

World Toilet College is doing the same thing what is required they are incorporating latest concept of autonomous maintenance in their training programme. The candidates trained by Harpic World Toilet College are model for housekeeping work. They have right attitude, knowledge and skills. For hospital set up this kind and satisfied on day to day cleanliness.

The Harpic World Toilet College is doing great work in sanitation and in the life of sanitation workers.

My best wishes for this great work



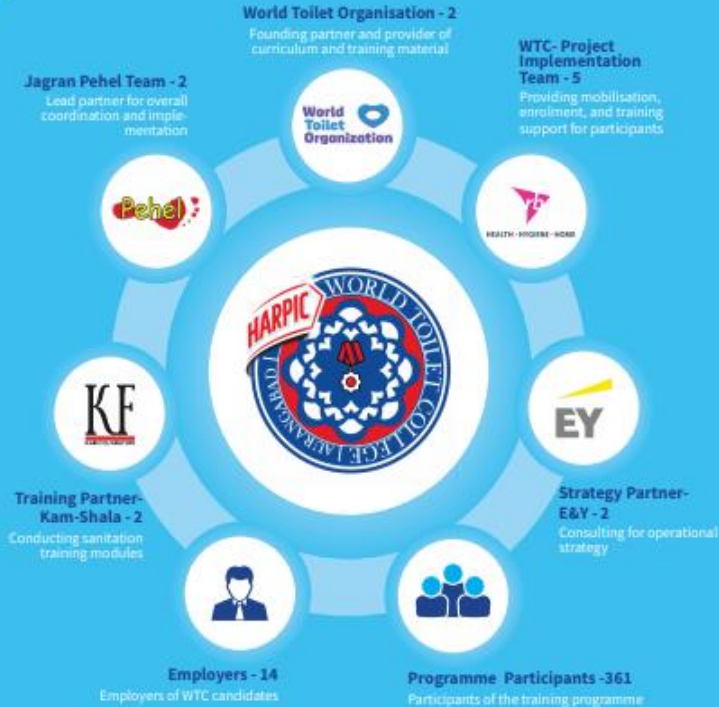
Mr. Nivrutti Ambildhage
Director of Vikas Executive Services

World Toilet College Digital training doing a real change in the life of sanitation workers. Before this I don't think so there was any such online platform who was doing such type of training. Through WTC this is a good opportunity to the sanitation workers for both training and placements. Online training programme is very well designed to focus the gap and the need. Housekeeping industry trained manpower. Harpic World Toilet College is doing same as per need of industry. We have recruited many candidates in various malls & offices. All candidates are satisfied and happy on their work. Time Punctuality and behaviour are the plus points. Before that drop out numbers were very high but these online trained candidates from WTC drop out rate is less.

We are thankful to associate with Harpic World Toilet College



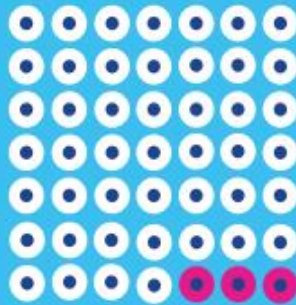
Stakeholder Mapping



*Numbers represent the no. of stakeholders engaged

Sampling Methodology

The World Toilet College has trained about 5000 candidates since its inception in Aurangabad, and expanded throughout the state of Maharashtra. To conduct qualitative and quantitative research, a total of 361 Candidates were reached through remote, telephonic interviews.



Methods of Stakeholder Engagement:

All constituent engagements of partners and participants for qualitative, quantitative and valuations were done remotely via phone or video call due to COVID-19 Lockdown.

The purpose of the engagements is to capture the change created for the constituent by participating in the programme. The following sections present the changes indicated by the interviewees.

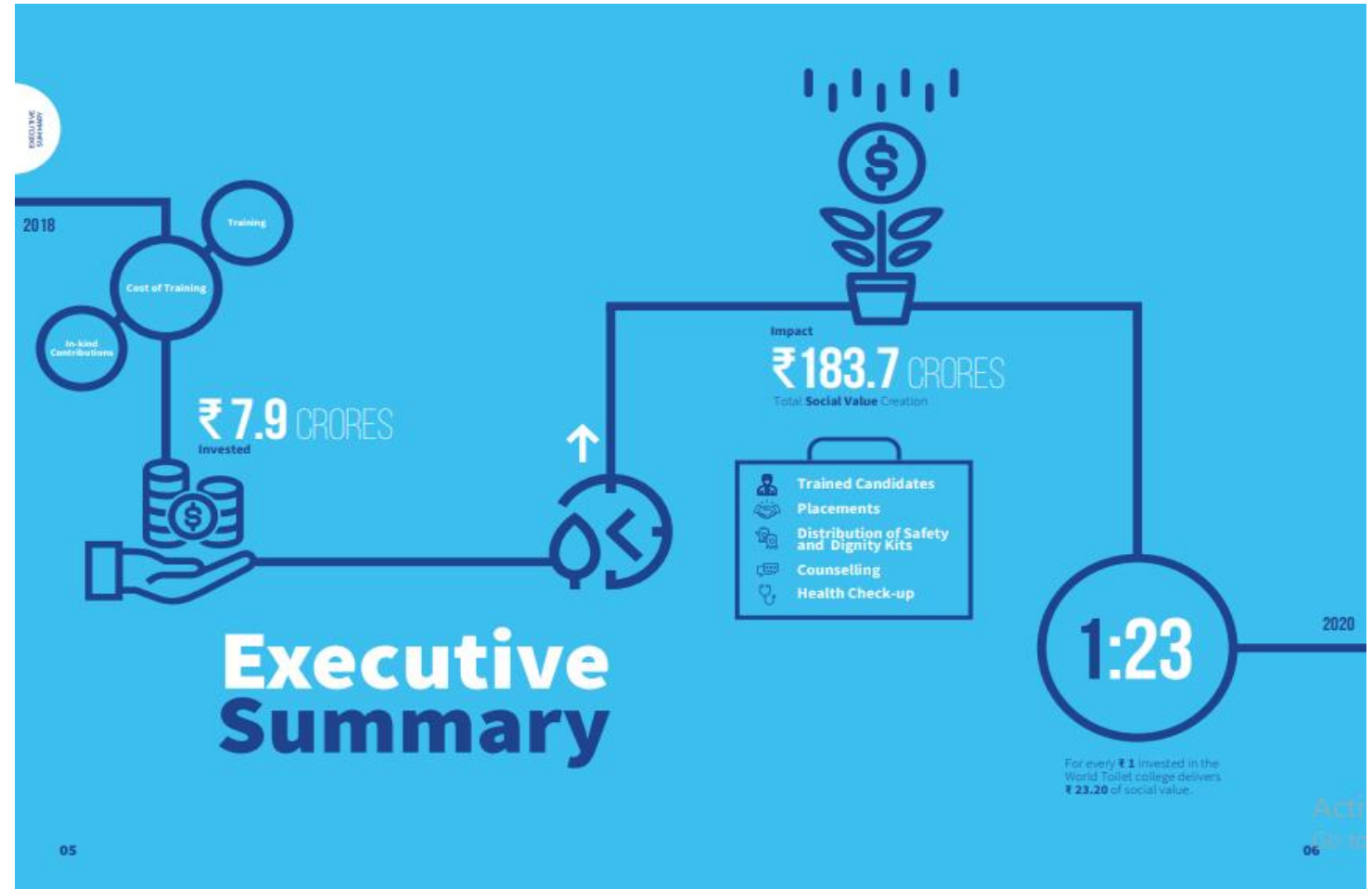
SROI Findings:

Most participants in the WTC training and job placements have seen a change in their lives and careers. The amount of this change, the number of people who have disclosed each change taking place in their lives varies from individual to individual. Moreover, the response rates used as targets and benchmarks for upscaling or expanding this programme beyond its current scope. This section combines their cases into a quantity of change, which is calculated in the SROI process with following Indicators.

- Increased Skill – 83%
- Decreased Health Issues- 22.20%
- Reduced Spending On Health- 51.20%
- Increased Dignity – 98%
- Increased Application Of Work- 91%
- Reduced Stigma- 75%
- Increased Income – 44%
- Increased Income- 36.80%
- Increased safety at Workplace- 35.70%
- Formal Employment – 47%

For every ₹ 1 invested in the World Toilet College delivers ₹ 23.20 of social value.

Invested 37.9 crores Impact 3183.7 crores Total Social Value Creation



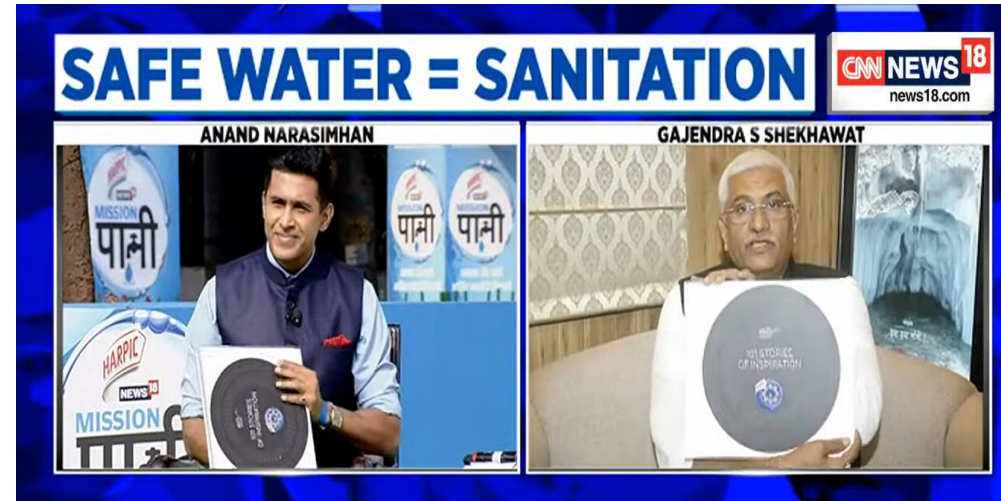
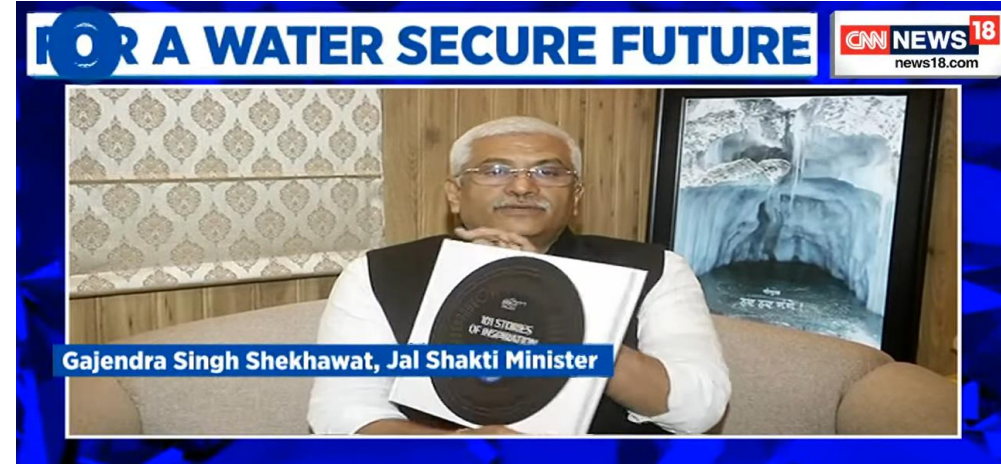
These unique factors have led to appreciation from government authorities as well as programme participants, who have experienced improved lifestyles, health and a better outlook for the future as a result of training. With further iterations, the World Toilet College can transform.
(Team Sustainable Square)

Celebrating Festival of Sanitation: 19 November, World Toilet Day



On the occasion of **World Toilet Day**, Mr. Gaurav Jain- Senior VP, Reckitt

- Appreciated Harpic world college's achievements and announced 15 More World Toilet College's in 15 states within the couple of the year and at least train-rehabilitate 2,00,000 sanitation workers.



On the occasion of **World Toilet Day**, Mr. Gajendra singh Shekhawat- Jal Shakti Minister, Launched 101 Success stories Coffee Table Book



We represented World Toilet College, Aurangabad on various platforms

World Toilet Summit 2018



Red FM



FICCI India Sanitation Coalition 2019



the Occasion of World Toilet Day, WTC represents topic " Sanitation Workers Right to Dignity" on CNN News.'20



Baramati Municipal Corporation, Swachha Bharat Mission 2021





Mahatma Awards 2019 under category Social Good Harpic World Toilet College demonstrated excellence and the highest standards of ethical conduct, integrity, civic and social responsibility



Appreciation by the Aurangabad Municipal Corporation.



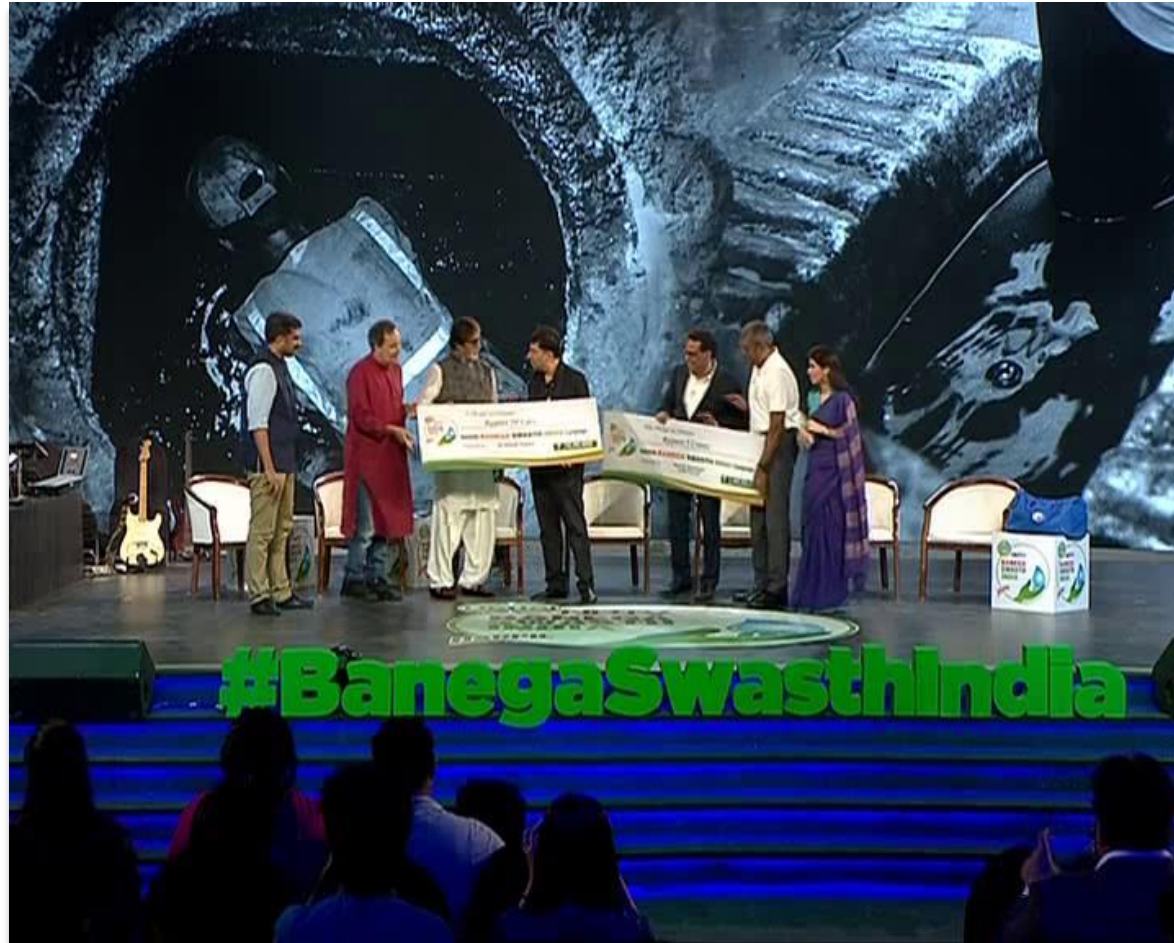


World Toilet College, Aurangabad Recognize as Best Social Mobility program
by Future Fluent Global Summit 2019



India Sanitation Coalition Awards and Swachh
Bharat mission 2019

On 2nd of October 2019 at Banega Swasth India Mr. Rakesh Kapoor contributes Rs. 50 lakhs in personal capacity and Laxmi Narasimhan contributes Rs. 5 crores on behalf of RB



Way Forward.....Next Quarter Targets

To address the persistence of manual scavenging in India, we introduced a novel and global initiative in India i.e. the Harpic World Toilet College in 2018. Since previous year due to Covid-19 scenario, HWTC changed training strategy from Physical to Online training and it has given us immense gratitude and conviction towards our ongoing efforts. In upcoming quarter i.e. by March'21, we would put our efforts to complete following tasks

Training: Complete 100% online training targets of each state with 100% placement

Networking with 500+ placement organizations and Placement support to the Partner Organizations for identification of new placement agencies.

HWTC Expansions_HWTC 3.0 :Rehabilitating 17000+ sanitation workers by up-skilling and linking them with dignified alternative livelihood options.

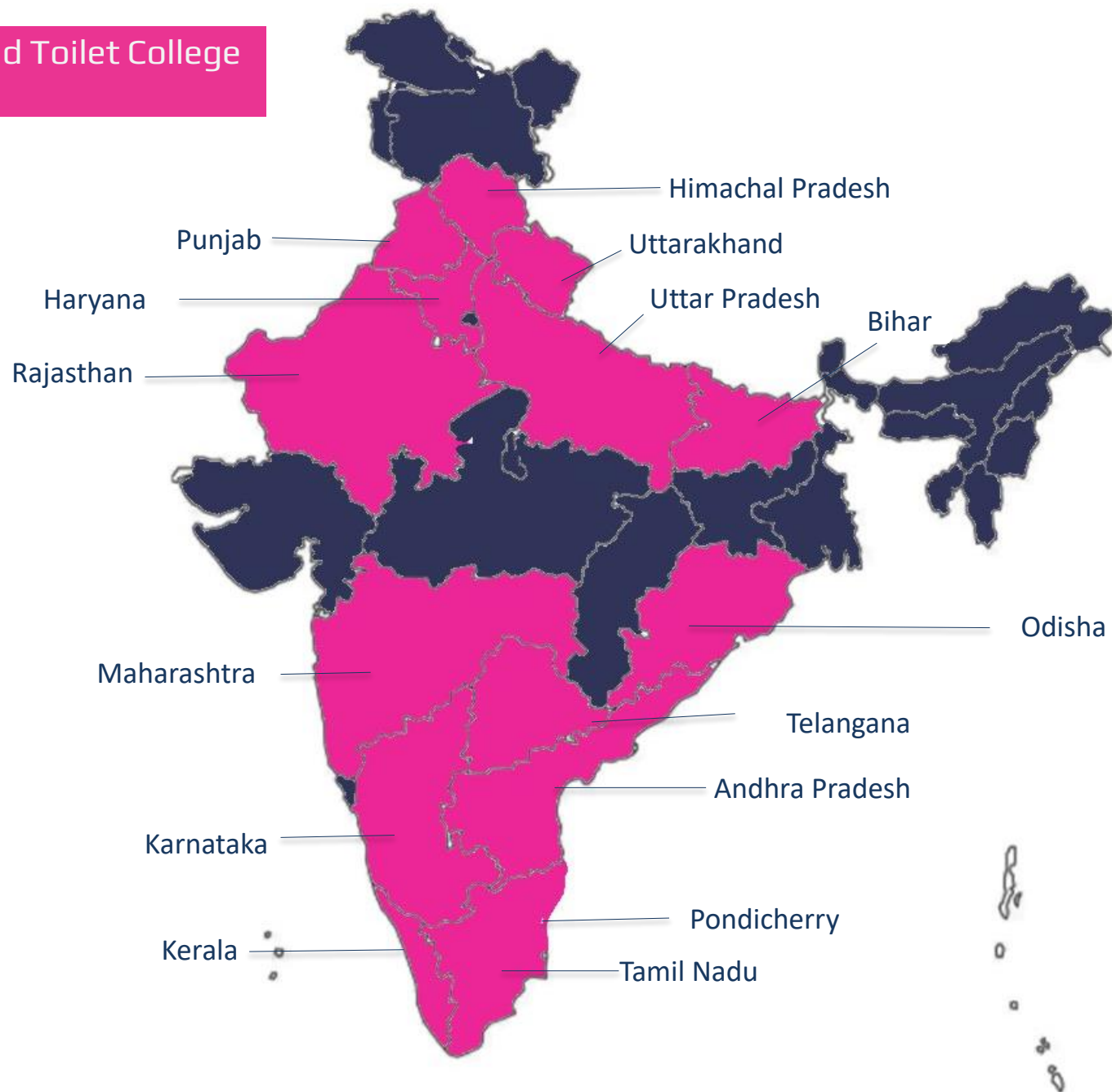
Collect 10 Success stories of the year 2021-2022

Prepare 101 Days content calendar for HWTC promotion.

Self Help Group: SHG group members regular follow up. Achieve turnover of Rs.1,00,000/- through self Help Group.

Prepare Harpic World Toilet College's annual report preparation





2022-2023

Aim:

- 16000 Manual Scavengers to be trained
- 100% placement Promised

In the fifth year of the Programme we aim to expand our footprint to an overall 15 states nationally by establishing various partnerships modelled on our leanings from the past years with focus on:

- Rehabilitating 17000+ sanitation workers by up-skilling and linking them with dignified alternative livelihood options both through enterprise formation or employment/placement;
- Demonstrating community owned entrepreneurship models that provide access to quality, affordable and sustainable sanitation solutions for up-scaling.
- Bringing financial stability and creating financial sustainability among sanitation workers.
- To develop training tools focused on entrepreneurship development and different job profiles in sanitation the value chain.





THANK YOU