

# Let's Transform

Formalisation of Informal Waste Workers

## Case Study 1 : Hassan Khan







Heaps of unsegregated waste at Hassan's old facility.

### Hassan Khan

Age : 26 years  
 Years of experience : 10 years  
 Phone number : 8904961463  
 Location : Jigani, Bangalore

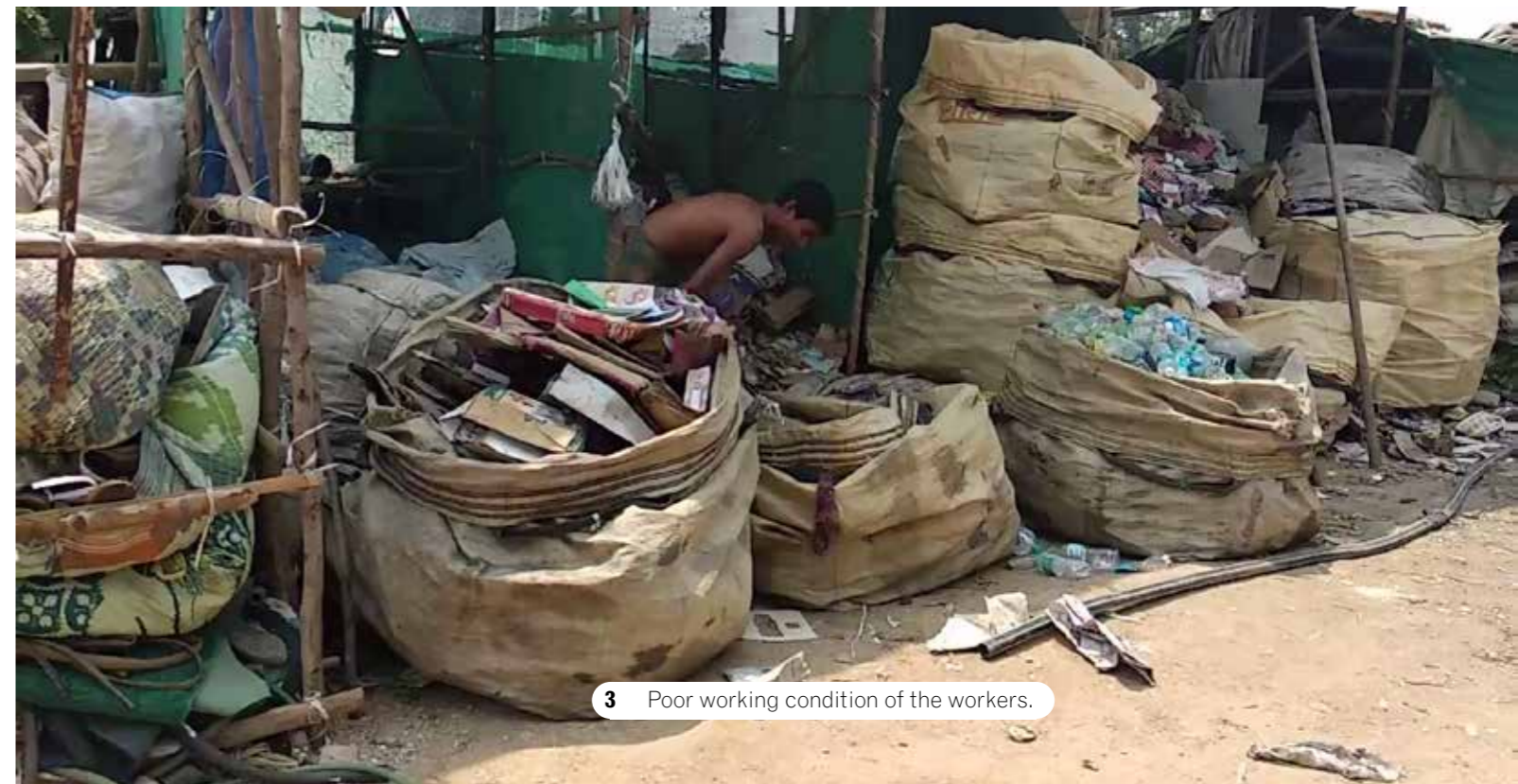
Hassan started working in the waste sector in 2010 as an informal waste worker. He managed 16 MT of dry waste per month on an illegally constructed facility in Begur, Karnataka. He had around 17 temporary workers working in unsafe and unhealthy conditions. Sources of dry waste were mainly the open dumps, streets and purchases from other waste workers.



1 Child labour found in the facility.

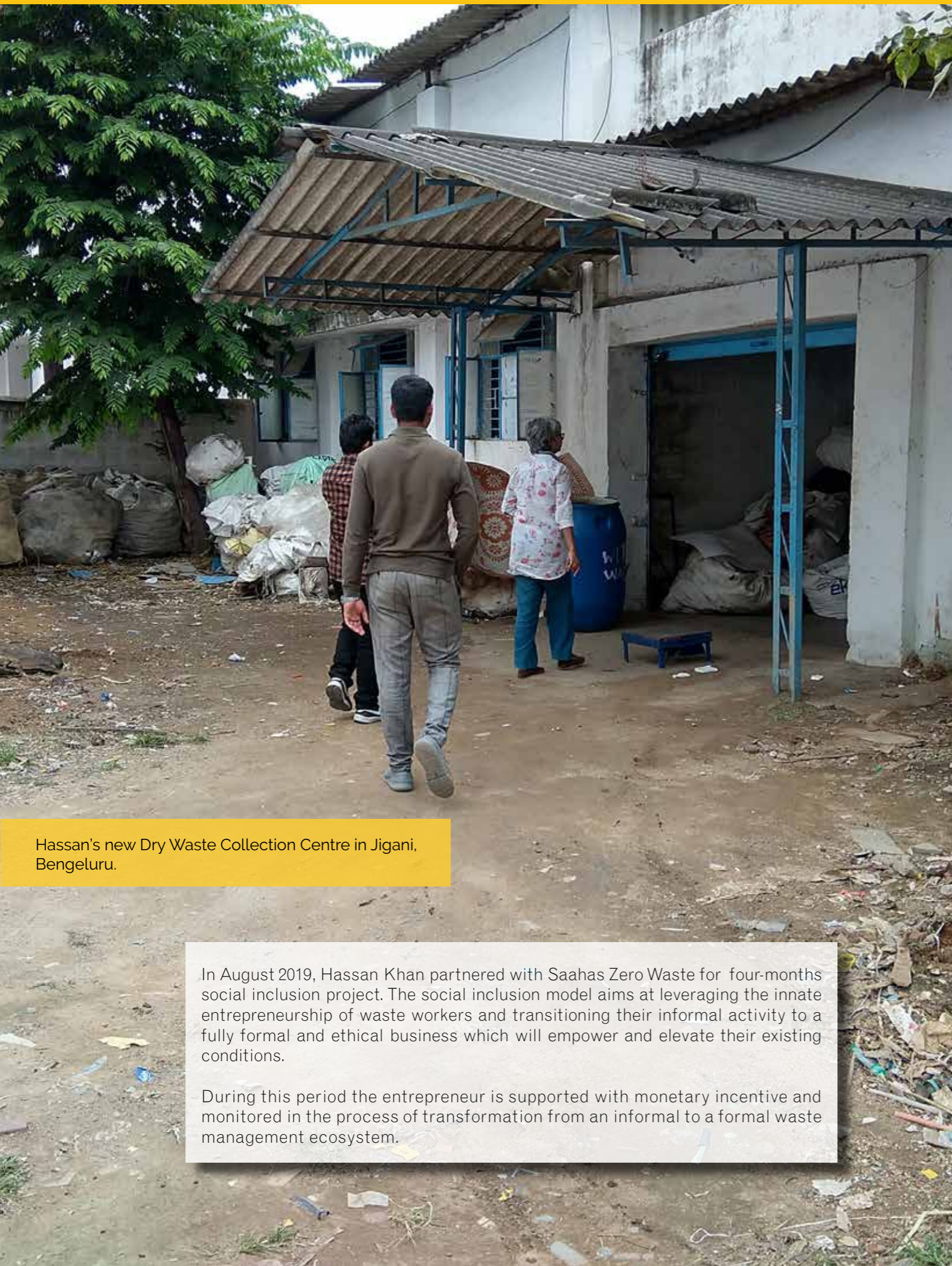


2 Poor housing condition of the waste worker.



3 Poor working condition of the workers.





Hassan's new Dry Waste Collection Centre in Jigani, Bengaluru.

In August 2019, Hassan Khan partnered with Saahas Zero Waste for four-months social inclusion project. The social inclusion model aims at leveraging the innate entrepreneurship of waste workers and transitioning their informal activity to a fully formal and ethical business which will empower and elevate their existing conditions.

During this period the entrepreneur is supported with monetary incentive and monitored in the process of transformation from an informal to a formal waste management ecosystem.

Compliance

Social

- ✔ Minimum wages
- ✔ Minimum working hours
- ✔ No child labour
- ✔ Social security( PF and Health insurance)
- ✔ Job tenure
- ✔ Social identity (Company registrations)
- ✔ Bank accounts
- ✔ Occupational safety, healthy working conditions

Environment

- ✔ No dumping and burning
- ✔ Ensure segregation at source
- ✔ Maximum resource recovery
- ✔ Supply to authorised end destination

Capacity Building

Infrastructure Support and Training

- ✔ Renting facility in an industrial area (Partial funding)
- ✔ Fire extinguisher
- ✔ First aid kit
- ✔ Accounting software
- ✔ Equipment for better material handling
- ✔ Capacity building training
  - Book keeping
  - EHS training
  - Fire safety
  - Material handling

Self Sustaining Business

Service Fee Model

- ✔ Service fee for managing waste
- ✔ EPR support for the low-value waste
- ✔ Ethical sourcing incentives



Safe and healthy working condition for field staffs



Capacity Building session with Wilma, founder of SZW.



Partnership with TMC for waste collection.



The regular capacity building by Saahas Zero Waste has encouraged Hassan to operate the new facility according to identified social and environmental standards which has in return helped to enhance his overall business.

After four months of hand-holding, Hassan Khan is an authorised entrepreneur who runs a dry waste collection facility in an industrial area at Jigani, Karnataka. He has increased the waste handling capacity from 16 MT to 30 MT per month and currently manages all types of dry waste collected from various residential and commercial sources. Hassan has partnered with local town municipal corporation where the dry waste is sourced to the facility. The collected dry waste is further segregated at his facility and channeled to proper recycling and processing destinations. He has employed 10 field staffs and pays all his employees a regular salary which complies with minimum wage regulations. Hassan provided healthy working environment to all the field staff which makes them feel safe and secured at his facility.



1 Hassan monitoring the operation at his new Facility.



3 SZW conducted HSE training to Hassan and his team.



2 Visit to MRF for Material Handling Training.



4 Review of the operation records with SZW Founder.



5 Trade license obtained from Jigani, municipality.

Milestones achieved by Hassan





Key Indicators	Social Inclusion Indicators	Existing	Achieved	
Compliance	Social	Minimum wage	The workers were not provided with minimum wages. They were paid Rs 400/- per day.	The employees are paid minimum wages of CTC-16065/- according to the Karnataka Minimum Wages Rules, 1958  Maintains payment records/ statements.
		Minimum working hours	There is no fixed working time and workers work more than 12 hours a day.	The employees work for 8hrs which is adhered to the labour laws and rules.  Maintains attendance register and login and logout timings.
		No child labour	There was no child Labour used in the work, but the worker's children lacked good education and facilities.	The employees children are now provided with a stipend for their schooling/ education.
		Social security (PF and Health insurance)	The workers had no social security provided to them as the workers were all for a short job time period.	PPF and Health insurance benefits provided to the employees.
		Job tenure	There were only temporary workers who used to work upto 4 months.	The entrepreneur now has 12 permanent employees.  Maintains employee details and record of contracts.
		Social identity	Workers often hide their occupational identity and feel less accepted in society. Also, there was a high risk of the facility being demolished by the Municipality.	Company is registered and got enrolled for an empanelment with the municipality.
		Bank accounts	Few workers had their bank accounts but they didn't receive their payments to their accounts as they never used it.	All the employees have a saving bank account and they receive their payment directly to their bank accounts.
		Occupational safety, health and working conditions	<ul style="list-style-type: none"> <li>The workers used to work in an open dry ground which was rented.</li> <li>There was no basic infrastructure of the facility as it was an open ground.</li> <li>There was no fire safety equipment ,signages available at the facility in case of any disaster.</li> <li>PPE was not provided to the workers and the workers worked in unhygienic working conditions.</li> <li>There is no material Handling equipment to load,unload it to transfer the material.</li> </ul>	<ul style="list-style-type: none"> <li>The employees work in a facility with good working conditions.</li> <li>The facility is well constructed with good sanitation and water facilities.</li> <li>It has fire safety equipment,CCTV in case of any disaster.</li> <li>The employees are provided with PPE and with refreshment and lunch breaks.</li> </ul>
		Housing condition	<ul style="list-style-type: none"> <li>The workers lived in poor housing facilities which were just covered by Tarpaulin and without flooring and facilities. There was lack of water and sanitation with very poor toilet conditions.</li> <li>The workers faced lot of problems by the Local people and police.</li> </ul>	The entrepreneur has helped the employees to procure a good house for stay near the facility.

Key Indicators	Social Inclusion Indicators	Existing	Achieved	
Compliance	Environment	No dumping	<ul style="list-style-type: none"> <li>There is no awareness and regulations set to follow environmental rules with regards to waste management.</li> </ul>	<ul style="list-style-type: none"> <li>Maintains register to enter inward/outwards material.</li> <li>The facility now functions with the best practice of waste management techniques and safe material handling.</li> <li>There is no practice of material dumping.</li> <li>All the Low value material and Rejects are disposed to authorised end destinations.</li> <li>Ensure maximum resource recovery.</li> <li>The entrepreneur is aware of the authorised end destination and the material is supplied with delivery challan and invoice copy during the time of dispatch.</li> </ul>
		Segregation at source	<ul style="list-style-type: none"> <li>Low value plastic and rejects after the segregation are open dumped and burnt.</li> <li>There was no awareness for proper segregation at source.</li> </ul>	
		Resource recovery	<ul style="list-style-type: none"> <li>Due to lack of material handling equipment there was minimum resource recovery.</li> <li>The was lack of knowledge and information on supplying to authorised end destinations.</li> </ul>	
		Supply to authorised end destination		
Self Sustaining Business		Service fee clients	<ul style="list-style-type: none"> <li>Hassan used do his own waste collection, purchases different waste from informal waste worker and sells to traders.</li> </ul>	<ul style="list-style-type: none"> <li>The entrepreneur is providing end to end waste management solutions with service fee collection.</li> <li>Approached service fee contracts with Private entities, such as Apartments, Layouts and ,Commercial establishments.</li> <li>Partnered with ULB through SZW for collection of dry waste.</li> <li>EPR support for low value waste.</li> <li>Ethical sourcing incentive for maintaining all the compliances</li> </ul>
		Revenue from low waste		
		Value addition through compliance		







Aftauddin,  
49 yrs



Durga,  
30 yrs



Gautam,  
31 yrs



Jumonji,  
24 yrs



Kavitha,  
35 yrs



Mahesh,  
32 yrs



Patrach,  
29 yrs



Raj,  
27 yrs



Sulaiman,  
26 yrs



Hiran,  
31 yrs



Sunitha,  
22 yrs

Increase in job creation and employees job retention rate.



This is Hassan's new beginning, and his journey has just begun...



To Create Zero Waste World Through Circular Economy