



Administrative Staff College of India

Leadership through Learning

2022



Fellowships on Sanitation Workers' Safety, Well-being, and Dignity

This Fellowship will provide opportunities to talented professionals passionate about high-risk sanitation workers' safety and well-being, a chance to promote appropriate policies, strategies, innovations and mechanization to eliminate hazardous waste handling.

Apply by March 15, 2022 @ asciceugid@gmail.com



About Administrative Staff College of India (ASCI)

ASCI is a leading policy think tank and a premier institution providing training, research, and consultancy services since 1956. It has established a strong presence in urban governance, environment, and infrastructure development, with sanitation, faecal sludge and septage management, solid waste management, behaviour change communication as critical focus areas. ASCI has been a key participant in developing the National Urban Sanitation Policy, National Policy on Faecal Sludge and Septage Management, National Urban Water Supply and Management Policy (draft), among other initiatives. It also provides technical knowledge and implementation support to several cities and state governments in advancing a safely managed sanitation agenda. ASCI is also promoting citywide inclusive sanitation (CWIS) programs in Indian cities.

ASCI has been instrumental in supporting the governments of Andhra Pradesh and Telangana in implementing programs related to the safety, wellbeing and dignity of sanitation workers. Some key initiatives include FSSM policies for mechanization of the sanitation services; establishing the Responsible Sanitation Authority to eliminate hazardous cleaning of the septic tanks and pit latrines; guidelines on the usage of personal protective equipment (PPE); training of sanitation workers; promoting scheduled desludging in select cities; gender integration in sanitation; behaviour change program for safety; enabling entrepreneurship; sanitation workers acknowledgement; and pro-worker contract design.

About the Fellowship



The Constitution of India assures the right to life and the right to live with dignity as implicit in the fundamental rights. The Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013 (M.S. Act, 2013) prohibits any forms of manual handling of excreta and hazardous cleaning of sewers and septic tanks. Despite the M.S. Act, 2013 accidents continue to occur among the sanitation workers associated with desludging septic tanks and pit latrines, resulting in high mortality and morbidity. Different state governments have introduced various programs to address the issues. Some cities have initiated mechanization and innovations, behaviour change communication programs, effective contract design, better wages and entrepreneurship, design thinking in PPE, and gender mainstreaming. However, systematic documentation of the programs, policies, state-level strategies, and best practices is required to provide a strategic direction for future interventions.

ASCI is pleased to offer Fellowships in the area of sanitation workers' safety, wellbeing, and dignity. Fellowships provide opportunities to talented professionals passionate about the safety and well-being of high-risk sanitation workers a chance to promote appropriate policies and strategies, mechanization & innovations to eliminate hazardous waste handling, and enabling entrepreneurship, to ensure the wellbeing and dignity of the sanitation workers and their families. The Fellowship aims to develop practical knowledge, based on desk and action research. Fellows will get an opportunity to pilot new ideas and support States/cities in the implementation efforts.

The Fellowship is a one-year, full-time, multi-disciplinary program based in Hyderabad. The job involves extensive travel in A.P and Telangana.

Indicative Areas of work in the Fellowship

1. Critically analyse the national and state policies and guidelines for the safety, well-being, and dignity of sanitation workers.
2. Prepare tools for the identification of the formal and informal high-risk sanitation workers.
3. Identify innovations and mechanized solutions and support in piloting.
4. Evaluate PPE usage, gaps, and potential solutions
5. Analyse gender concerns among sanitation workers
6. Prepare advocacy and educational materials to promote safety and wellbeing.
7. Develop capacity-building modules
8. Capture the best practices in implementation.

9. Implement pilots and support cities in the implementation of good practices
10. Writing articles and op-eds on issues confronting sanitation workers.
11. Curating and content writing for websites and social media
12. Organize webinars and discussions for diffusion and amplification of knowledge, new ideas, and learnings.

Eligibility



The Fellowship provides an excellent opportunity for professionals and scholars eager to learn and contribute to social impact. It is open to outstanding professionals with an entrepreneurial mindset, strong critical thinking, research, and communication (written and oral) skills.

The applicants must have completed a master's level degree or higher and have a minimum of two to four years of work experience in the development field. The remuneration is negotiable based on the experience of professionals.

Candidates should meet the following criteria:

- ◆ Master's degree or higher in Sociology/Urban Studies/Development Studies / or any related discipline.
- ◆ 2-4 years of experience working on sanitation workers' issues or any other social inclusion/exclusion issues.
- ◆ Keen interest in the safety and welfare of sanitation workers
- ◆ Analytical mindset and research abilities
- ◆ Willingness to travel and engage in the field study
- ◆ Effective verbal and written communication skills
- ◆ Knowledge of Telugu is desirable
- ◆ Social media and MS office skills

Application Process

Submit the most recent resume and cover letter to asciceugid@gmail.com. Only complete applications sent to the provided email address will be considered. The cover letter should answer the following questions:

- ◆ Why do you want to work with ASCI?

- ◆ What is your motivation to work for the safety and welfare of sanitation workers?
- ◆ How does this Fellowship align with your career goals?
- ◆ What makes you an ideal candidate for this Fellowship?

Selection Process

- ◆ Shortlisting of the applications
- ◆ Written test for shortlisted applicants
- ◆ Two rounds of interviews (one online and in-person)

Important Dates

Application Deadline – March 15, 2022

Written test – Last week of March 2022

Interviews –First week of April 2022

Date for the Final List of Candidates – 20, April 2022

For further queries please reach out to prathibhag@asci.org.in