



Scheme Guidelines

National Action for Mechanised Sanitation Ecosystem (NAMASTE)

{Formerly Self Employment Scheme for Rehabilitation of Manual Scavengers (SRMS)} **APPLICABLE FROM THE YEAR 2023-24.**

1 INTRODUCTION:

- (i) Self-Employment Scheme for Rehabilitation of Manual Scavengers (SRMS) is being implemented for the rehabilitation of persons engaged in manual scavenging. The manual scavengers being identified through survey are being provided rehabilitation under the Scheme since 2013.
- (ii) Following the “Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013” (MS Act, 2013), there have been numerous efforts to understand challenges of safe cleaning of sewers and septic tanks and develop approaches, policies, standards and regulations in order to improve the working conditions in the sanitation sector. Since then, benefits like subsidized loans to sanitation workers for procurement of sanitation-related projects, training support for skill building, workshops on hazardous cleaning of sewers and septic tanks etc. are being provided under SRMS.
- (iii) Although great success has been achieved in the elimination of manual scavenging and rehabilitation of the identified manual scavengers, a lot needs to be done for full mechanization of cleaning of sewers and septic tanks and rehabilitation of the sanitation workers engaged therein.
- (iv) The Swachh Bharat Mission 2.0 guidelines, under the Ministry of Housing & Urban Affairs (MoHUA), focus on the welfare of sanitation workers urging Urban Local Bodies (ULBs) to promote their occupational safety through access to protective equipment, training and increased awareness, amongst others. The Deendayal Antyodaya Yojana- National Urban Livelihoods Mission (DAY-NULM) guideline suggests that at least 10% of self-help groups (SHGs) formed should be of persons engaged in vulnerable occupations, including sanitation workers. These SHGs would then be empowered to run their own enterprises.
- (v) The Government of India issued an advisory in July 2019 to all States to establish Emergency Response Sanitation Units (ERSU) in all cities with the objective to systemize human entry into sewer/septic tank through the organisation of a professional, well trained, motivated and appropriately equipped establishment.



- (vi) However, despite the provisions under the MS Act 2013, persons are still being engaged for cleaning of sewers, drains containing sewage and septic tanks without proper safety gear and safety precautions. As per the information received by the National Commission for Safai Karamcharis (NCSK) from 24 States and Union Territories, 1056 sewer and septic tank-related deaths have taken place between 1993 and 30.06.2023.
- (vii) Despite several efforts by various Ministries, the sanitation sector is highly unregulated, and sanitation services get delivered in various forms/modes – formal governmental delivery of services through its own employees or through service providers formally contracted by the government, informal service providers not registered or licensed and finally by individual sanitary workers. Sustainable Development Goal (SDG) 6 of 'clean water and sanitation for all' cannot be achieved in its entirety without ensuring SDG 3 (good health and well-being) and SDG 8 (decent work and economic growth) for sanitation workers.
- (viii) Most tier II and III statutory towns do not have proper underground sewerage/drainage systems. Even the cities which have underground sewerage/drainage systems are not fully equipped for mechanized cleaning. Sanitation workers are still being engaged in the manual cleaning of sewers without prescribed protective gear and devices, thereby exposing them to health hazards. It is, therefore, necessary that a specific action plan is prepared for such workers for their identification, training and rehabilitation and provide machines/equipments for mechanized cleaning of sewers and septic tanks.
- (ix) An external, dedicated and sensitive support structure, from the national level to the city level, is required to inculcate safe occupational practices, strengthen the operationalisation of Sanitation Response Units and promote skilling and entrepreneurship. The Ministry of Social Justice and Empowerment (MoSJE) and MoHUA, formulated the National Action for Mechanized Sanitation Ecosystem (NAMASTE) scheme to make sanitation work safer across urban India in a time-bound mission mode. NAMASTE is a convergent effort amongst different Ministries to ensure the safety and dignity of sanitation workers.
- (x) In the meeting held on 19.2.2020, a Group of Ministers headed by the Hon'ble Defence Minister deliberated on the NAMASTE and the following decisions were taken:
- a. District Magistrate in every district can be designated as the Responsible Sanitation Authority (RSA). His role/responsibility should be clearly defined through Statute.



- b. A well-equipped Sanitation Response Unit (SRU) shall be set up in the Headquarters of the ULB of the district, with a mandate to serve the entire district – both rural and urban. Apart from this, each of the Municipal Corporations shall have a separate SRU.
- c. The proposals to fund the faecal sludge and septage management system shall be considered at the earliest for implementation within three years.

2 DEFINITIONS:

- (i) **Manual Scavenger and Manual Scavenging:** As per Manual Scavengers Act, 2013 “manual scavenger” means a person engaged or employed, at the commencement of this Act or at any time thereafter, by an individual or a local authority or an agency or a contractor, for manually cleaning, carrying, disposing of, or otherwise handling in any manner, human excreta in an insanitary latrine or in an open drain or pit into which the human excreta from the insanitary latrines is disposed of, or on railway track or in such other spaces or premises, as the Central Government or a State Government may notify, before the excreta fully decomposes and the expression “manual scavenging” shall be construed accordingly.
- (ii) **Hazardous Cleaning of Sewer/ Septic Tank:** As per MS Act, 2013 “hazardous cleaning” by an employee, in relation to a sewer or septic tank, means its manual cleaning by such employee without the employer fulfilling his obligations to provide protective gear (as defined in MS Rule, 2013) and other cleaning devices and ensuring observance of safety precautions, as may be prescribed or provided in any other law, for the time being in force or rules made there under;
- (iii) **Family and Dependent are defined for all rehabilitation measures,** as under:
 - a. **Skill Development Training Programme (SDTP)/Loan Scheme:** All identified manual scavengers and their dependents who are willing and are above 18 years of age are eligible for skill training and loan. The guidelines issued by MSDE & SJE, from time to time, will be followed for SDTP for NAMASTE.
 - b. **Health Insurance:** Family for the purpose of health insurance coverage would be same as adopted under PM-JAY for other families.
- (iv) **Dependent:** The dependent of identified manual scavengers and sanitation workers is one who is a member of their family or is dependent on them. Each identified manual scavenger or sanitation worker and his/her spouse or children who are at the age of 18 years and above, who are not employed will be provided admissible benefits.



- (v) **Sanitation Workers/Safai Karamcharis:** “Sanitation Worker” means a person, engaged in or employed for any sanitation work and includes waste pickers and also those persons who were engaged in cleaning of sewers and septic tank, but excludes domestic workers.
- (vi) **Sewer and Septic Tank Workers (SSWs):** Sanitation Workers who were engaged in cleaning of sewers and septic tanks will be identified as sewer and septic tank workers during the profiling conducted under the Scheme.
- (vii) **Sewer Entry Professional (SEPs):** Sanitation Workers who were engaged in cleaning of sewers and septic tank and required to enter into Sewer and Septic tank with permission and well equipped with safety kits and devices will be identified as sewer entry professionals (SEPs). All SRU should identify such SEPs during the profiling of SSWs and only then they will be allowed to enter in Sewer and Septic tanks.

3 **NAMASTE** is a Scheme, effective from 2023-24 upto 31st March, 2026 with the following details:-

3.1 Goal of NAMASTE

- (i) In the spirit of the decisions of the Group of Ministers, the goal of NAMASTE Scheme is to ensure safety and dignity of sanitation workers in India by creating an enabling ecosystem that recognizes sanitation workers as one of the key contributors in operations and maintenance of sanitation infrastructure thereby providing sustainable livelihood and enhancing their occupational safety through capacity building and improved access to safety gear and machines.
- (ii) NAMASTE would aim at providing access to entitlements and livelihoods support to reduce the vulnerabilities of sanitation workers and enable them to access self-employment through providing Capital for Sanitation Related Project to make them “ SANIPRENEUR” and skilled wage employment opportunities after getting occupational Safety Training & PPE Kits.
- (iii) In addition, NAMASTE would bring about a behavior change amongst citizens towards sanitation workers and enhance demand for safe sanitation services, as all service seekers have to approach SRU for cleaning of Sewer Septic Tanks, no informal worker will be allowed to undertake such work.

3.2 Intended Outcomes

The core belief of NAMASTE is that sanitation workers aspire to live a dignified life and work in a safe and better environment. NAMASTE aims to achieve the following outcomes:



- a. Zero fatalities in sanitation work in India
- b. All sanitation work is performed by formalized skilled workers
- c. No sanitation workers come in direct contact with human faecal matter
- d. Strengthening and capacitating SRU to ensure safe delivery of mechanized sanitation services
- e. Sanitation workers are collectivized into SHGs and are empowered to run sanitation enterprises
- f. Sewer and Septic tank sanitation workers (SSWs) and their dependents also have access to livelihoods by providing capital subsidy for purchase of sanitation related equipments.
- g. Increased awareness amongst sanitation services seekers (individuals and institutions) to seek services from registered PSSOs and skilled & certified sanitation workers
- h. Extending Health Insurance Scheme benefits under AB-PMJAY to SSWs & manual scavengers and their family members.
- i. Occupational safety training to SSW would be provided by MSDE through their Sector Skill Councils/approved Training Partners and skill training to manual scavengers would be provided by NSKFDC through PM-DAKSH Portal.

3.3 Strategy

NAMASTE will adopt the following strategy:

- (i) Establish strong convergence amongst key stakeholders, including MoSJE, NSKFDC, MoHUA, MoHFW, MSDE, DPIIT and DoDWS to leverage their strengths and specific roles to achieve the intended outcomes.
- (ii) Implement the Scheme in close coordination with the ULBs, including regulation of sanitation work to ensure service delivery by licensed/empanelled and regulated professional individuals/ agencies through Sanitation Response Units (SRUs)
- (iii) Create training ecosystem, institutional strengthening and Information Communication Technology (ICT)-enabled monitoring
- (iv) Focus on awareness generation and behaviour change amongst sanitation workers, service seekers and employers through IEC



- (v) Form and strengthen 'sanitation workers' as community-based institutions/ individuals to run sanitation enterprises

3.4 Coverage: Cities and Target Population and Timeline

- (i) NAMASTE Scheme will be implemented across all ULBs(at present about 4800 plus ULBs) including para-statal bodies (Jal Boards etc.), Cantonment Boards (Civilian areas) of India
- (ii) The primary target of NAMASTE is the sewer and septic tank sanitation workers (SSWs) involved in hazardous cleaning operations and directly dealing with human faecal matter in urban areas of India. This shall include workers on the payroll of ULBs, parastatals and workers engaged through private sanitation service organizations (PSSOs), including private contractors and SHGs, involved in the following sanitation works directly:
 - a. Emptying of septic tank
 - b. Sewerage network maintenance
- (iii) The ULBs shall be required to submit details of SSWs through the NAMASTE portal, including SSW profile, registered and unregistered PSSO details and contracts, payment details, existing city sanitation infrastructure, including status of availability of machines, equipments and safety gears etc.
- (iv) Timeline: NAMASTE will be implemented over a period of three years from 2023-24 to 2025-26.

3.5 Convergence of Programmes of MoSJE & MoHUA: NAMASTE is a joint initiative of MoSJE and MoHUA. The safety of SSWs is a joint responsibility of MoSJE and MoHUA; hence, the intent of NAMASTE is to strengthen convergence amongst both Ministries for governance and implementation of the NAMASTE components. The Scheme leverages the available financial allocations of NAMASTE, SBM, DAY-NULM and NSKFD and brings in a focused approach to provide occupational, social and financial safety nets to the SSWs. Implementation of NAMASTE scheme shall be converged with implementation of the Schemes of MoHUA (SBM and DAY-NULM), particularly for the following interventions/components:

- a. Identification and profiling of SSWs through MIS portal.
- b. Ensure nomination of Responsible Sanitation Authority(RSA) in each district
- c. Setting up of Emergency Response Sanitation Unit (ERSU) in larger ULBs of each district having requisite number of trained sanitation workers and



mechanised cleaning equipments to provide services in urban as well as rural areas of district for mechanised cleaning of sewers and septic tanks

- d. Operationalise Helpline Number in each ERSU preferably 14420 to get service request from service seekers for cleaning of sewer septic tanks
- e. Train ULBs and ERSU staff to implement NAMASTE including Occupational safety training and skilling for Sewer Entry Professionals (SEPs)& Duty Supervisors
- f. Issue model contracts to ULBs for engaging PSSOs and SSWs.
- g. Listing of PSSO's on the MIS portal at local level.
- h. Facilitate SHG formation of identified Sewer and Septic tank workers
- i. Procure and distribute PPE Kits, Safety devices and equipment for deep cleaning (below surface) of sewer/septic tanks for ERSUs
- j. Promote and fund for mechanisation of Urban Local Bodies under Swachh Bharat Mission.
- k. Provide work assurance to sanitation workers or their groups interested in availing Capital Subsidy for Sanitation Related Projects.
- l. Undertake IEC activities in ULBs

For the above interventions, MoHUA shall issue the necessary guidelines. During convergence process, it would be ensured that there is no duplication in efforts and coverage of beneficiaries.

3.6 Convergence with other Ministries/ Departments:

- (i) Ministry of Health and Family Welfare: For health insurance coverage of SSWs and Manual Scavengers and their families under Ayushman Bharat, Pradhan Mantri Jan Arogya Yojana (PM-JAY). Manual scavengers and sanitation workers are among 11 categories whose data is to be used by National Health Authority for their health insurance coverage under PM-JAY. Left over Manual Scavengers and newly identified SSWs will be provided Health Insurance under AB-PMJAY and funded by MoSJE under NAMASTE scheme.
- (ii) Department for Promotion of Industry and Internal Trade: For promotion of innovation in development of equipments/machines for mechanised cleaning and identification of start-up for the same.
- (iii) Department of Drinking Water & Sanitation: ERSU established in the largest Urban Local Bodies of each district shall service emergency cleaning operation in the peripheral sector of the urban areas, albeit in rural jurisdiction. DoDWS

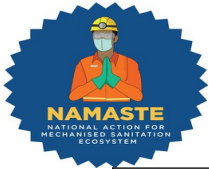


shall collaborate with these ERSUs for sensitization of its Rural Bodies for availing services of ERSU. DoDWS will do mapping of PSSOs in rural areas and their corresponding tagging with STPs/FSTPs. They will undertake IEC activities in rural and urban periphery areas about safe cleaning of sewer and septic tanks to promote mechanisation of cleaning operation in rural areas targeting Gram Panchayats and semi urban peripheral areas.

- (iv) Ministry of Skill Development and Entrepreneurship will provide occupational training of the SSWs in convergence with PMKVY. The stipend of such candidates would be paid from the funds under NAMASTE.

3.6.1 NAMASTE would adopt an integrated approach of convergence of the programmes for safety and dignity of sanitation workers involved in cleaning of sewers and septic tanks. Therefore, various required interventions, whether being dealt with by MoSJE or MoHUA or any other Ministry/Deptt., have been specifically identified and proposed to be consolidated in the integrated approach to achieve the objective of NAMASTE. Broad details of the required interventions and the Ministry/Deptt. to be responsible for delivery of the intervention for achieving objective of NAMASTE are as follows:-

Part	Components	Responsible Ministry/ Deptt.
Part-A	ERSU formation and functionalisation	
	-Helpline	MoHUA
	-Profiling of SSWs	MoSJE (with the help of ULBs)
	-Capacity Building of ERSU staff and SEP	MoHUA
	-Safety devices	MoSJE
	-PPE Kits	
	-- For surface cleaning SSWs	MoSJE
	--For deep cleaning sewer workers	MoHUA
	-Machines/Equipments	MoHUA
	Listing of Private Sanitation Service Organizations (PSSOs)	MoHUA
Part-B	Provision of Mechanised cleaning equipments/machines	



	-ULBs	MoHUA
	-Sanitation Workers (with Aadhar linked bank accounts) under SUY	MoSJE
Part-C	Health Insurance under AB-PMJAY	NHA with funding by NAMASTE for beneficiaries not in the list of NHA.
Part-D	Capacity Building	
	-Occupational Training of Surface SSWs	MSDE/MoSJE
	-Occupational Training of Sewer Entry Professional (SEPs)	MoHUA
	-Workshops	MoSJE
	-Studies and evaluation & peer learning about formation of ERSU	MoSJE
Part-E	IEC Campaign	
	-PSSO Centric	MoHUA
	-Citizen Centric	MoSJE
	-Safai Mitra Centric	MoSJE
Part-F	MIS	
	Development and maintenance of NAMASTE Portal	MoSJE in consultation with MoHUA
Part-G	Administrative and Overhead Expenses	MoSJE

3.6.2 In addition, the following existing components under SRMS would focus on SSWs:-

- (i) **Assistance for Sanitation Related Projects:** At present, the identified manual scavengers, sanitation workers and their dependents are eligible for capital subsidy for sanitation related projects. SSWs would, therefore, be eligible for Credit linked up-front capital subsidy in a scaled manner which is as under:-

Project cost upto Rs. 5.00 lakh	50% of the project cost
Project cost above Rs. 5.00 lakh	Rs. 2.50 lakh + 25% of the remaining project



and upto Rs. 15.00 lakh	cost above Rs. 5.00 lakh
For Group projects costing upto Rs. 50.00 lakh with each beneficiary project share maximum upto Rs. 10.00 lakh.	Same as above with maximum per member capital subsidy of Rs. 3.75 lakh and maximum group project subsidy of Rs. 18.75 lakh.

- a. The period of repayment of loan, including moratorium period will be five years for projects upto Rs. 5,00,000 and 7 years for projects above Rs. 5,00,000 with a moratorium period to start repayment of loan will be upto 6 months.
- b. No liability can be carried forward after 31.03.2026.
- c. Beneficiaries of loans who have successfully repaid earlier loans are eligible for loans subsequently.
- d. Lending agencies would issue loan pass books to beneficiaries. These pass books should, inter alia, contain details such as the date of sanction of loan, amount of loan sanctioned, amount of capital subsidy, rate of interest, amount due under each instalment, due dates of instalments, etc. and details such as address, Aadhar Card and PAN Card details of the beneficiaries.
- e. Handholding agencies will be empanelled and would be provided 1% of the project cost for their efforts in providing loan to the target group of NAMASTE.

(ii) Workshops on Hazardous Cleaning of Sewers and Septic Tanks:

Under SRMS, workshops are organized in municipalities on prevention of hazardous cleaning of sewers and septic tanks. During these workshops, the officers, sanitation engineers/inspectors, contractors and workers are made aware about the provisions of the “Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013” and the Rules framed thereunder, particularly about the safety gears and safety precautions to be adhered to for cleaning of sewers and septic tanks. The workshops would continue to be organized with SSWs including representation from public representatives, malls, hotels, hospitals, RWAs etc. and other public places having septic tanks in their establishments. NSKFDC will organize these workshops through its empanelled agencies.



3.6.3 The following existing components of SRMS would continue to be implemented for the rehabilitation of identified manual scavengers and their dependents:-

- (i) Subject to the eligibility criteria of the training Programmes, identified manual scavengers and their dependents who are willing and are above 18 years of age shall be provided, free of cost, skill training of their choice from the list of such trainings organized by the National Safai Karamcharis Finance and Development Corporation (NSKFDC) from time to time. A monthly stipend of Rs. 3000/- (Rupees three thousand only) or any such amount as may be decided from time to time, shall be remitted by NSKFDC directly into the trainee's bank account as per training programme for the entire training period subject to fulfilling the minimum attendance criteria and other terms and conditions as prescribed in the training programme.
- (ii) Capital subsidy of Rs. 5.00 lakh for a maximum project cost of Rs. 15 lakhs will be admissible to identified manual scavengers and sanitation workers and their dependents under the scheme. However, for projects of Self Help Groups/groups, the capital subsidy of Rs. 18.75 lakh for maximum project cost of Rs. 50 lakh. The project would include general projects as well as sanitation related projects. For sanitation related projects, apart from manual scavengers, SSWs, sanitation workers and their dependents would also be eligible for assistance under the Scheme whereas manual scavengers and their dependents would be eligible for Self Employment Projects (General projects).
- (iii) The manual scavengers/dependents beneficiaries have option to select any viable income generating self employment project. Projects would not be imposed on the beneficiaries, rather their interest, experience and choice would be given due weightage in selection of project. An indicative list of projects, which may be selected by the beneficiaries is given at **Annexure-I**.
- (iv) The period of repayment of loan, including moratorium period will be five years for projects upto Rs. 5,00,000 and 7 years for projects above Rs. 5,00,000 with a moratorium period to start there payment of loan will be upto 6 months.
- (v) Beneficiaries shall be provided assistance in the preparation and submission of self employment project proposals for obtaining loans from the financial institutions by the handholding agencies, who will be provided 1% of the project cost of the projects against which beneficiaries have been actually disbursed
- (vi) Credit linked up front capital subsidy will be provided to the beneficiaries in a scaled manner, as follows:

Range of Project Cost (Rs.)	Rate of Subsidy
For individuals	
Upto Rs. 5,00,000	50% of project cost
5,00,000 to 15,00,000	Rs.2.5lakh+25% of remaining project cost
For Group Projects:	



Upto Rs.10,00,000 per beneficiary, maximum Project cost upto Rs.50,00,000	Same as admissible to individuals subject to maximum Rs.3.75 lakh per beneficiary
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(vii) Beneficiaries who have successfully repaid earlier loans are eligible for loans subsequently.

3.7 Empanelment of PSSOs: MoHUA will do profiling of new or listing of existing PSSOs providing services of cleaning of sewers and septic tanks which are empanelled with the local government agency, ULB, or parastatal agencies (viz. Local Development Authority, Cantonment Board, Jal Boards, PWD etc.) Only empanelled service providers will be authorized to provide services for cleaning of septic tanks, machine holes and sewer lines. The details of these service providers will also be available on the NAMASTE portal for the general public.

- (i) **Profiling of SSWs:** The ULBs and parastatal agencies will list the SSWs employed by them or PSSOs. The listed SSWs will be verified during profiling camps organized by ULBs with additional information including the details of their dependents and access to various entitlements. The creation of this database of SSW profiles is critical for developing a strong base for the implementation of the NAMASTE plan. Complete profile of SSWs would be available on NAMASTE portal. As per MoHUA, there are 100 core sanitation workers for 5 lakh population. Urban population (estimated) is approx 50 Cr as of 2021 (calculated using census 2011 population and decadal growth rate). Thus, it is estimated that total 1,00,000 SSWs would be identified in this process. The database will enable MoSJE, NSKFDC, MoHUA (including DAY-NULM and SBM 2.0), NHA and MSDE to reach out to the SSWs and their dependents and provide them with the necessary support for collectivization, skill building and linking with social and financial benefits. Assistance of Rs. 2000/- per 25 profiled SSWs would be provided to the ULBs for organizing the profiling camps.
- (ii) **Extending Health Insurance Scheme Benefits:** SSWs, owing to the hazardous nature of their work, have a higher burden of disease. Additionally, they belong to the lowest socio-economic strata of society with scant resources to deal with an unexpected health crisis that may emerge from working in the hazardous work environment. To provide safety nets to workers and their families in case they fall sick or meet with an accident, SSWs and their family members, in addition to identified manual scavengers and their family members, will be covered by National Health Authority, under the Ayushman Bharat- Pradhan Mantri Jan Arogya Yojana (AB-PM-JAY). Once the data of SSWs is made available by ULBs/MoHUA,



the process of providing assistance to them will be started. NHA will do de-duplication exercise and only left over Manual Scavengers and SSWs will be provided this benefits under NAMASTE Scheme. Extension of Health Insurance benefit to beneficiaries of NAMASTE would be subject to Department of Expenditure's instructions on their coverage under PM-JAY component.

- (iii) **Livelihood Counselling and Support:** The Scheme will promote mechanization and enterprise development. NSKFDC will provide funding support and capital subsidy to the Manual Scavengers and sanitation workers including their dependents as individual or as a group, to procure sanitation equipment and vehicles under SUY for the total mechanization of cleaning operations. Details about subsidy has already been indicated at para 3.6.2(i) above. The beneficiaries under the scheme would also be provided handholding support through empanelled agencies for availing loan with capital subsidy. It will be ensured that all loanees have Aadhar seeded bank accounts.
- (iv) **Trainings for strengthening ERSUs:** NAMASTE will adopt a competency-based approach for training of all ERSU staff and SSWs, creating an ecosystem for delivering simulation/video-based training, practical assessments and certification, matching global standards. The cost of such training would not be met out of NAMASTE funds but the training programmes would be conducted by MSDE under PMKVY.4.0.As prescribed in the ERSU advisory by MoHUA, only skilled and certified SSWs designated as SEPs will undertake manual cleaning of septic tanks, machine holes, and sewer lines in exceptional cases. Whereas the occupational training of SSWs would be undertaken by MSDE under NAMASTE, MoHUA will, alongwith requisite safety devices, provide specific training to the SEPs and staff of SRUs for cleaning of sewers and septic tanks in emergency conditions as per the provisions of the MS Act, 2013 and MS Rules, 2013 and SOP prescribed by them for mechanized cleaning. Trainees covered under occupational training programme of MDSE under NAMASE would be provided the stipend @ Rs. 500/- per candidate, directly by NSKFDC, on Aadhar authenticated payment system, through DBT on PFMS. The data base of candidates trained available on MSDE portal, would be used for payment of stipend.
- (v) **Provision of PPE for SSWs:** NAMASTE aims at ensuring occupational safety of SSWs by providing them with PPE kit comprising of gloves, body suits, safety shoes, mask, safety goggles etc. as per specification of MoHUA. Most SSWs suffer from respiratory and skin diseases owing to constant exposure to various risks and hazards. The access to PPE Kit



throughout the year will save them from respiratory and skin diseases and would have a direct effect on their well being. It would be ensured that there is no duplication of efforts and coverage. The PPE kits as per specifications of MoHUA would be procured through GeM as per the procurement procedure of Govt. of India. Once the data of SSWs is made available by ULBs/MoHUA and after completion of occupational training, the process of providing assistance to them will be started. PPE Kits for surface cleaning sanitation workers, undertaking mechanised cleaning operations would be provided by MoSJE through ULBs on reimbursement basis @ Rs. 4000/- per beneficiary. Whereas, the deep cleaning sanitation workers, undertaking cleaning manually in emergency conditions, would be provided by MoHUA.

(vi) Provision of Safety Devices to ULBs: The MS Rules, 2013 provide for manual cleaning of sewers and septic tanks only in exceptional cases with the permission of the CEO of the ULB. Keeping this in view, Emergency Sanitation Response Units are being set up in major ULBs, the ERSUs need to have required safety devices for manual cleaning of sewers. Therefore, the scheme would provide Safety Devices like Air compressor for blower, Air purified gas mask, breath mask, breathing apparatus, emergency medical oxygen kit, gas motor, full body wader suit, fishing wader suit attached with boots, head lamp, helmet, safety belt, safety body clothing, safety body harness, safety goggles, Tripod with safety belt etc. upto the cost of Rs. 2,00,000/-to ERSU on reimbursement basis (after appointment of RSA, having functional helpline number, completion of profiling of SSWs and their occupational training) for stopping deaths while cleaning sewers and septic tanks. About 1000 SRU are likely to be set up in the country for emergency cleaning of sewers.

(vii) IEC Campaign: Campaigns would be undertaken jointly by the ULBs & NSKFDC to spread awareness about the importance of the health and safety of SSWs and availing services through empanelled PSSOs only. Electronic, print media and hoardings at prominent locations shall be used for the campaign in the local language and in English/Hindi. Outreach programs will also be undertaken to educate households/citizens/RWAs/Malls owners/Hospitals/Hotels/Contractors to utilize the services of ERSU/empanelled PSSOs for getting the blockage of sewers/septic tanks cleared and not to engage any unauthorized agencies or untrained personnel for this purpose. Awareness campaigns would also educate the people about the penal provisions under the MS Act 2013 for engaging persons in hazardous manual cleaning of sewers and septic tanks. Workshops on hazardous cleaning of sewers and septic tanks being



organized at present would continue to be organized. Upto 5% of total cost of the Scheme can be utilized for IEC Campaign.

IEC Campaign in ULBs would be undertaken by MoHUA and in rural/periphery areas by DoDWS.

(viii) IT infrastructure: A NAMASTE portal will be executed nationally to display data of empanelled service providers and SSWs at ULB level and monitor the implementation of NAMASTE for tracking targets and achievements by the ULBs. The expenditure will be incurred in compliance of provisions of GFR and other Govt. of India instructions under the budget head of NAMASTE scheme.



(ix) The physical and financial targets during 2023-24 to 2025-26 as approved by Standing Finance Committee:-

S . No.	Components	Physical				Requirement of Funds (Rs. in crore)				Cost per unit (Rs.)	Unit	Assumption
		2023-24	2024-25	2025-26	Total	2023-24	2024-25	2025-26	Total			
<u>NAMASTE Components</u>												
1	Profiling of SSWs	4000	300	200	4500	0.8	0.06	0.04	0.9	2000	Profiling camps	Average 25 sanitation workers per camp.
2	Safety devices	500	521	0	1021	10	10.42	0	20.42	200000	Assistance for safety devices	1021 SRUs likely to be setup
3	<u>PPE Kits surface cleaning SSWs</u>	20000	30000	40000	90000	8	12	16	36.00	4,000	Cost per set of PPE kit	
4	Provision of Mechanised cleaning equipments/machines to - Sanitation Workers (with Aadhar linked bank accounts)	675	1000	1500	3175	25.31	37.50	56	119.06	375000	Average capital subsidy Rs. per project	Average project cost Rs. 10,00,000/-
5	Handholding Assistance to beneficiaries for availing loan with capital subsidy	675	1000	1500	3175	0.68	1.00	1.50	3.18	100000	1% of project cost	Average project cost Rs. 10,00,000/-
6	Health Insurance coverage of SSWs and family	60000	60000	60000	180000	20.40	18.90	18.90	58.20	3400/3150	* As per NHA estimates 3% of insured persons require to avail hospitalisation services and average claim per persons is Rs. 20,000/-	Families of 60000 SSWs likely to be covered out of estimated 1,00,000 SSWs to be identified. (60000 x 5(family members)*3% (hospitalisation



S. No.	Components	Physical				Requirement of Funds (Rs. in crore)				Cost per unit (Rs.)	Unit	Assumption
		2023-24	2024-25	2025-26	Total	2023-24	2024-25	2025-26	Total			
												rate)*Rs.20000 (average claim amount)
7	Capacity Building Occupational Training of Surface SSWs	20000	30000	40000	90000	1.00	1.50	2.00	4.50	500	Amount of stipend per candidate. Training cost to be met by MSDE.	All identified surface cleaning SSW to be provided Occupational training
8	Workshops	500	500	500	1500	1.00	1.00	1.00	3.00	20000	Cost per Workshop	
9	MIS : Development and maintenance of NAMASTE Portal					1.00	0.25	0.25	1.50			
SRMS Continuing components												
10	Health Insurance coverage of Manual Scavengers under PM-JAY	50000	50000	50000	150000	17.00	15.75	15.75	48.50	3400/3150		Families of 50,000 MS likely to be covered.
11	Skill Development Training of identified manual scavengers and their dependants	2000	2000	2000	6000	5.00	5.00	5.00	15.00	25000	Average training cost per candidate	
12	Capital Subsidy for Self Employment Projects to MS and their dependants	200	200	200	600	2.00	2.00	2.00	6.00	100000	Average capital subsidy Rs. per project	Average project cost Rs. 2,00,000/-
13	Handholding Assistance to beneficiaries for availing loan with capital subsidy	200	200	200	600	0.04	0.04	0.04	0.12	200000	1% of project cost	Average project cost Rs. 2,00,000/-
Other administrative Expenses												



S. No.	Components	Physical				Requirement of Funds (Rs. in crore)				Cost per unit (Rs.)	Unit	Assumption
		2023-24	2024-25	2025-26	Total	2023-24	2024-25	2025-26	Total			
14	IEC Campaign					4.85	5.55	6.25	16.65			5% of other cost
15	Engagement of PMUs (2.5% approx.)	55	55	55	55	2.42	3.63	3.63	9.68	55000	55 PMUs (with provision of more than one PMU in bigger States and common PMU for smaller States/UTs) including 5 zonal PMUs	For entire duration of implementation of NAMASTE
16	Administrative and Overhead Expenses including studies and evaluation					2.03	2.34	2.62	6.99			2% of other cost
	Total: NAMASTE					101.53	116.94	131.23	349.70			



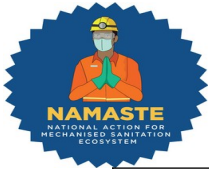
(x) **Monitoring & Evaluation of Scheme:** There will be a Coordination Committee under the chairmanship of the Secretary, MoSJE, with the following representatives:

- a. Sr. Economic Adviser / Bureau Head of Scheme, MoSJE
- b. JS & FA, MoSJE
- c. Advisor, NITI Aayog
- d. JS(SBM), MoHUA
- e. JS, Deptt, of Financial Services
- f. JS level officer from National Health Authority, Ministry of Health & Family Welfare
- g. JS Level officer of DPIIT
- h. JS level officer of DoDWS
- i. JS level officer of MSDE
- j. MD, NSKFDC (Convener)

The Coordination Committee will oversee the implementation of NAMASTE, and liaise with other Missions/ Ministries/Departments/Industry associations to explore areas for convergent action at the national, State and city levels. The Coordination Committee will also give advises and suggestion on time to time with respect to safety and security of Manual Scavengers and Sewer Septic Tank Workers.

In addition to this, there will be three tier working group at Centre, State and District level to monitor quarterly the activities undertaken for its implementation. These working groups will be as under:

S.No.	Central	State	District
1	Sr. Economic Adviser/Bureau Head of Scheme (SJE) Chairman	Mission Director, NAMASTE	Director, Social Welfare
2	JS(SBM), MoHUA	Secretary, Urban Development	CEO of Largest ULB of District
3	JS level officer of	Secretary, Drinking	Director, Rural



	DoDWS	Water and Sanitation(in charge of rural sanitation)	Development
4	Director, NIC of MoSJE	NAMASTE Nodal Officer	Nodal Officer ULB for NAMASTE
5	Director, IFD MoSJE	Convener, State Level Bankers Committee	Manager, Lead Bank of district
6	Director, Urban Management Centre	State PMU	Representative of Police Department , not below the rank of Dy. Superintendant of Police
7	JS level officer from National Health Authority,	Secretary, Health	Civil Surgeon of District
8	JS level officer of MSDE	Secretary, Skill Development	Director, Skill Development
9	MD, NSKFDC Convener	MD, SKFDC or other state corporation assigned the work of Safai Karamcharis Convener	District Nodal Officer of State Corporation Convener

The evaluation of the Scheme will be undertaken during the course of its implementation to effect mid-term corrections and align the Scheme on the achievement of its key objectives. The cost for these activities will be met under the Administrative & Overhead Expenses (A&OE) component of NAMASTE.

- (xi) **State NAMASTE Coordinators:** State NAMASTE Director/Nodal Officer, nominated by the State Govt. would be assisted by a State NAMASTE Coordinator (SNC)/Project Manager, who will be engaged by the State NAMASTE Directors /Nodal Officers as per the terms and conditions laid down under the Scheme by Government of India. They would be paid lump sum monthly remuneration of Rs. 55,000/- including local travel. Project Managers would be required to arrange their own smart phone and laptop in working condition for which no additional payment shall be made. State Projects Managers would be attached with the State NAMASTE Director /Nodal Officer, who will make their sitting arrangement for which no extra payment shall be made. However, the remuneration of the SNC /Programme Manager would be paid out of funds of NAMASTE upon satisfactory performance and attendance to be certified by the State NAMASTE Director/Nodal Officer on monthly basis.



3.8 Implementation Machinery:

- (i) National Safai Karamcharis Finance and Development Corporation (NSKFDC), a Public Sector Undertaking under the Ministry of Social Justice & Empowerment, would be the implementing agency for NAMASTE. The Scheme will operate as a joint initiative of MoSJE and MoHUA, with a dedicated national team. Implementation of scheme will be monitored by three tier working group as indicated at para 3.7(x) above.
- (ii) Monitoring and reporting will be done by ULBs on a real-time basis through the mobile app and dedicated NAMASTE MIS portal.
- (iii) At the State level, each state shall nominate Director, Municipal Administration/ Mission Director SBM-Urban, or any other suitable officer to act as the Director NAMASTE.
- (iv) At the City level, ULB will designate a suitable officer as nodal officer for implementation of NAMASTE, who will coordinate with NSKFDC and the State Nodal Officer.
- (v) **Implementation Period:** NAMASTE plan would be implemented for three years from FY 2023-24 to FY 2025-26. It may be continued thereafter in the light of an evaluation done by the MoSJE and MoHUA and after incorporating the suggestions in the Scheme.

4 Other rehabilitation benefits as per the components under erstwhile SRMS:

- (i) The existing schemes of various other Ministries etc., like Ministry of Skill Development & Entrepreneurship, Labour and Employment, District Rural Development Agency, District Industries Centers, Rural Self Employment Training Institute (RSETI), National Urban Livelihood Mission (NULM), National Rural Livelihood Mission (NRLM) etc., for imparting training, would be optimally used for training of beneficiaries. In addition, the National and State specific Training Frameworks prepared under SRMS , for training of beneficiaries, would be the guiding document for selection of training programme for each beneficiary.

5 MSDE shall ensure conducting of Occupational Safety Training under PMKVY 4.0 through their empanelled agencies, from time to time, for identified SSWs at centers near the habitats/work place of sanitation workers to make them aware about:-

- (i) Training of mechanized cleaning of sewer septic tanks with protective gears.
- (ii) Safe and Healthy cleaning practices
- (iii) Provisions of the MS Act, 2013 and the Rules framed there under
- (iv) Digital literacy



- (v) Personality Development and personal Hygiene
- (vi) Social Behaviour etc.

5.1 NSKFDC will provide stipend to trainees as per applicable rates as mentioned in para no 3.6.3 i above.

6 Identified manual scavengers/SSWs and their families who are not yet covered shall be provided Health Insurance cover under the Ayushman Bharat Pradhan Mantri-Jan Arogya Yojana (AB-PMJAY) as per the norms and definition of family (as defined in para 2(iii)(b)).

7 The Scheme would be implemented through CNA mechanism and Flow of funds under NAMASTE would be only through PFMS mechanism. Implementing agencies of the Scheme at all levels should be on boarded on PFMS and EAT /REAT module would be used.

8 The following special provisions have been made for effective implementation of the Scheme:-

- (i) **D/o Financial Services, M/o Finance** may take necessary action for issuance of advisories to the Reserve Bank of India for issuing directions to the all concerned Banks for providing loans to identified manual scavengers and sanitation workers and their dependents (as defined para no. 2(iii) to 2(vi)). The Banks also be advised for time bound disposal of loan applications within a period of three month from receipt of application. If not possible they may intimate the reason in writing to the NSKFDC through E-mail.
- (ii) Data of Identified Manual Scavenger and SSWs will be shared with D/o Financial Services, M/o Finance by NSKFDC for saturation of Social Security Schemes like Atal Pension Yojana, PM Jeevan Jyoti Bima Yojana and PM Suraksha Bima Yojana etc among them.
- (iii) In order to promote mechanized cleaning and related sanitation projects by the identified Manual Scavengers and sanitation workers and their dependents, Urban Local Bodies (ULBs) would be advised to provide mechanized cleaning contracts to them and also issue job guarantee to concerned banks.
- (iv) Arrangements would be made for hand holding of the target group through reputed NGOs and other agencies for providing capacity building support to the beneficiaries in taking up suitable self employment ventures and liaison with related agencies for availing loans and setting up the self enterprise.
- (v) NSKFDC will obtain Utilization Certificate to monitor the subsidy extended to beneficiaries. Banks and State Channelising Agencies would be responsible for



Project feasibility and evaluation.

(vi) Loans extended by Banks to the target group will be covered under relevant credit guarantee mechanism.

(vii) IEC campaigns including awareness camps shall be organised by NSKFDC from time to time to create awareness generation among the target group about the training programmes and other benefits available for them. Social media platform may be invariably used for IEC campaign.

9 The complaints regarding diversion of funds by beneficiaries for their other needs shall be dealt by Banks as per the lending policy of the Banks/ Financial Institutions in this regard. In addition, such beneficiary shall be also be liable to repay the entire amount of subsidy immediately with a penal interest of 9% per annum and shall be ineligible for any future assistance under the scheme.

10 The ULBs shall act as coordinators between the beneficiaries and the banks/ financial institutions and ensure timely disbursement and recovery of loans.

11 District level Vigilance Committees set up under the 'Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013 shall monitor the rehabilitation of identified manual scavengers and sanitation workers and their dependents under their jurisdiction.

12 In order to ensure real-time monitoring of the implementation of the Scheme, an interactive website would be created and made operational. The software shall ensure real time data feeding at ULB/district/State and National level of beneficiaries and benefit provided to them.

13 The administrative and Overhead Expenses including studies and evaluation shall be 2% of other cost. Development and maintenance of NAMASTE portal shall be done as per norms approved by SFC.

14 The entire process of receiving and processing of documentation for availing different benefits under the scheme shall be made online as for as possible.

15 Progress report regarding implementation of the Scheme would be monitored through the NAMASTE Portal.

16 The NSKFDC will follow the guidelines of MSDE, DoSJE and Department of Expenditure etc., issued from time to time, for implementation of scheme and release of funds.





Indicative Projects/Activities (for Manual Scavengers)

S. No.	Sector	Indicative Projects/Activities/Schemes
1	Agricultural Sector:	<p>Mixed Farming, Bee keeping, Goatery, Dairy, Duckery, Poultry, Milch Animals.</p> <p>Land Purchase, Plants Nursery, Vermi Composting, Medicinal and Aromatic Plants, Sericulture and Mulberry Farming, Mushroom Cultivation, Tractor, Power Tiller, Horticulture.</p>
2	Service Sector:	<p>Tea Leaf Shop, Tea Stall, Cane Bamboo Shop, General Store, Singar Shop, Sale of Steel Utensils, Gift Items Shop, Statue Making, Carpentry, Rickshaw, Flower Shop, Egg Business, Rice Selling, Badi/Papad Making, Readymade Garments, Mobile Repairing, TV/Domestic Appliances Repairing, Electrician, Plumbing & Mason, Fruit & Vegetable Vendor & Meat Shop, Paan Shop, Beauty Parlour, Footwear Shop, Domestic Appliances Repairing, Electronic Shop, CD/Cassettes Shop, Computer, Fast Food, Photo Studio, Dice Polishing, Imitation Jewelry, Gift Stall, Cycle repairing, Barber Shop, Tailoring Shop, Flour Mill, Bicycle Hiring and Repairing, Wooden Photo frame, Handmade bricks, Jali Pillars, Herbal Cosmetics, Rakhee/Decorative Jhallerys, Fabrication Work, Shuttering, Carpentry, Business, Fertilizer Shop, Mobile Repair, Battery binding & repairing, Two/Four wheeler repairing, Barber Shop, Auto-rickshaw(Petrol), Automobile Repair Shop, Music Store etc.</p> <p>Dhabas/Mini Hotel, Advocate Office, Bricks Sale, Travel Agency, Medical Shop, Internet Cafe, Plastic Lamination, Repairing of Agricultural equipments, Dry cleaning, dyeing & draping, Denting & Painting of Vehicles and Domestic Gadgets, Sanitary & Hardware Shop, Servicing & Repair of Domestic electrical Appliances, Tent House, Band Party.</p>



3	Industrial Sector:	<p>Broom Stick, Artificial Jewellery, Paper, Jute & Cloth Bags & folders, Paper envelopes & File covers, Airbag/purse, HawaiChappal, Surgical Bandages making, Paper cup & plates manufacturing, Socks manufacturing.</p> <p>Brush making, Hollow Bricks and Jallismaking, Printing Press, Black Smith, Embroidery/Jari Work, Machine Screw Manufacturing, Silver Ornaments, Foot wear Manufacturing, Herbal Shampoo Manufacturing, Tyre Retreading,</p> <p>Rice Mill, Stone Crusher, Hosiery unit, Mineral Soda Water Plant, Ice/Water Plant</p>
4	Transport Sector:	Bolero, Mahindra Jeep, Innova, Qualis, TATA Sumo, RTV, E-Rickshaw, Auto etc.,
5	Sanitary based Projects	Vacuum loader, Suction/jetting Machine with Vehicle, Garbage Disposal Vehicle, Mobile Treatment Unit (MTU), Garbage tipper, Compactor, De-silting equipments, Cesspool, Brooming Machine, Pay & use toilets etc.