

**What are**

**Occupational**

**Standards (OS)?**

* OS describe what individuals need to do, know and understand in order to carry out a particular job role or function
* OS are performance standards that individuals must achieve when carrying out functions in the workplace, together with specifications of the underpinning knowledge and understanding

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QUALIFICATIONS PACK - OCCUPATIONAL STANDARDS FOR GREEN JOBS

###### Image result for rag picker

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**Qualifications Pack- Waste Picker**

###### 

# 

**Introduction**

**Sector:** Green Jobs

**SUB-SECTOR:** Waste Management

**OCCUPATION:** Solid Waste Collection

**REFERENCE ID:**SGJ/Q6103

**ALIGNED TO:** NCO-2015/ 9612

Waste picker collects and recovers reusable and recyclable solid waste from the source of waste generation for sale to recyclers directly or through intermediaries to earn a livelihood.

**Brief Job Description:** Waste picker collects and recovers reusable and recyclable solid waste from the source of waste generation including the streets, bins, landfills, material recovery facilities, processing and waste disposal facilities for sale to recyclers directly or through intermediaries to earn a livelihood. As per type of refuse, he/she would suitably modify the collected waste, possibly for a better value. The Waste Picker should be able to distinguish between hazardous and non-hazardous materials, and carry/transport the collected refuse in a safe manner. He/she should be able to understand the associated health hazards and take adequate precautions.

**Personal Attributes:** This work requires the individual to focus and complete the work without any mishap. He/she must have good physical stamina and tolerance towards challenging environment.

Job Details

|  |  |  |  |
| --- | --- | --- | --- |
| Qualifications Pack Code | SGJ/Q6103 | | |
| **Job Role** | **Waste Picker**  **This job role is applicable to national scenario only** | | |
| **Credits(NSQF)** | **TBD** | **Version number** | **1.0** |
| **Sector** | **Green Jobs** | **Drafted on** | **28/02/2017** |
| **Sub-sector** | **Waste Management** | **Last reviewed on** | **17/03/2017** |
| **Occupation** | **Solid Waste Collection** | **Next review date** | **17/03/2019** |

|  |  |
| --- | --- |
| **NSQC Clearance on** | **N.A** |

Job Details

|  |  |
| --- | --- |
| **Job Role WASTE PICKER** | |
| **Role Description** | Waste picker collects and recovers reusable and recyclable solid waste from the source of waste generation for sale to recyclers directly or through intermediaries to earn a livelihood. |
| **NSQF level**  **Minimum Educational Qualifications**  **Maximum Educational Qualifications** | 3 |
| Not required.  Not Applicable. |
| **Training**  (Suggested but not mandatory) | N/A |
| **Minimum Job Entry Age** | 16 years |
| **Experience** | Not Required. |
| Applicable National OccupationalStandards (NOS) | **Compulsory:**  [SGJ/N6109: Search and collect reusable and recyclable refuse](#_Search_and_collect) [SGJ/N6110: Preparation and sale of reusable and recyclable refuse](#_Preparation_and_sale)[SGJ/N6103: Maintain personal health and safety](#_Maintain_Personal_Health)Optional:Not Applicable. |
| **Performance Criteria** | As described in the relevant OS units. |

|  |  |
| --- | --- |
| **Keywords/Termmmmms**  Definitions | **Description** |
| Sector | Sector is a conglomeration of different business operations having similar businesses and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests. |
| Sub-sector | Sub-sector is derived from a further breakdown based on the characteristics and interests of its components. |
| Occupation | Occupation is a set of job roles, which perform similar/related set of functions in an industry. |
| Function | Function is an activity necessary for achieving the key purpose of the sector, occupation or area of work, which can be carried out by a person or a group of persons. Functions are identified through functional analysis and form the basis of OS. |
| Job Role | Job role defines a unique set of functions that together form a unique employment opportunity in an organization |
| OS | OS specify the standards of performance an individual must achieve when carrying out a function in the workplace, together with the Knowledge and understanding they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts. |
| Performance Criteria | Performance Criteria are statements that together specify the standard of performance required when carrying out a task. |
| NOS | NOS are Occupational Standards which apply uniquely in the Indian context. |
| Qualifications Pack  Code | Qualifications Pack Code is a unique reference code that identifies a qualifications pack |
| Qualifications Pack | Qualifications Pack comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A Qualifications Pack is assigned a unique qualification pack code. |
| Unit Code | Unit Code is a unique identifier for an Occupational Standard, which is denoted by an ‘N’. |
| Unit Title | Unit Title gives a clear overall statement about what the incumbent should be able to do. |
| Description | Description gives a short summary of the unit content. This would be helpful to anyone searching on a database to verify that this is the appropriate OS they are looking for. |
| Knowledge and  Understanding | Knowledge and Understanding are statements which together specify the technical, generic, professional and organizational specific knowledge that an individual needs in order to conform to the required standard. |
| Organizational Context | Organizational Context includes the way the organization is structured And how it operates, including the extent of operative knowledge managers have of their relevant areas of responsibility. |
| Technical Knowledge | Technical Knowledge is the specific knowledge needed to accomplish specific designated responsibilities. |
| Core Skills or Generic  Skills | Core Skills or Generic Skills are a group of skills that are key to learning and working in today's world. These skills are typically needed in any work environment. In the context of the OS, these include communication related skills that are applicable to most job roles. |

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**National Occupational Standard**

# Overview

**This unit is about searching/rummaging, sorting and collection of different types of refuse/wastes from Streets, dustbins, landfills, dumping yards etc.**

|  |  |
| --- | --- |
| Unit Code National Occupational Standard | SGJ / N6109 |
| **Unit Title**  **(Task)** | Search and collect reusable and recyclable refuse |
| **Description** | This unit is about searching and collection of different types of refuse/waste from various bins, landfills etc. |
| **Scope** | This unit/task covers the following:   * Prepare for collection of waste * Search and collect waste |
| **Performance Criteria(PC) w.r.t. the Scope** | |
| **Element** | **Performance Criteria** |
| **Prepare for collection of waste** | To be competent, the user/ individual must be able to:   1. Prepare the equipment used for waste collection 2. Identify and carry the required Personal Protective Equipment for the activities |
| **Search and collect waste** | 1. Identify the area and time of operation for collection of refuse. 2. Search and identify the types of reusable and recyclable waste that can be collected from bins, landfills, street, etc. 3. Pick up relevant waste and carry or transport in a safe manner |
| **Knowledge and Understanding (K)** | |
| 1. **Organizational Context (Knowledge of the company /organization and its processes)** | The individual on the job needs to know and understand the following aspects:   1. Organization’s culture and setup, if working in a group or an organization 2. Relevant rules and regulations of the organization |
| 1. **Technical Knowledge** | The individual on the job needs to know and understand the following aspects:   1. Use of equipment like wooden sticks, magnets etc. for collection of reusable and recyclable waste 2. Different types of Personal Protective Equipment 3. Different types of reusable and recyclable waste, including hazardous waste 4. Do’s and Don’ts of waste handling |
| **Skills** | |
| 1. **Core Skills / Generic Skills** | **Writing Skills** |
| The user/ individual on the job needs to know and understand how to:  N.A |
| **Reading Skills** |
| The user/individual on the job needs to know and understand how to:   1. Identify cautionary and safety signs |
| **Oral Communication (Listening and Speaking skills)** |
| The user/individual on the job needs to know and understand how to:   1. Express statements or information clearly so that others can hear and understand 2. Participate in and understand discussions |
| **B. Professional Skills** | **Decision Making** |
| N.A |

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|  | **Plan and Organize** |
| The user/individual on the job needs to know and understand how to:   1. Work constructively and collaboratively with others |
| **Customer Centricity** |
| The user/individual on the job needs to know and understand how to:   1. Maintain discipline in work and conduct 2. Manage relationships with others with intent on satisfying its requirements |
| **Problem Solving** |
| The user/individual on the job needs to know and understand how to:   1. Approach relevant authority when required |
| **Analytical Thinking** |
| N.A |
| **Critical Thinking** |
| N.A |

**NOS Version Control**

|  |  |  |  |
| --- | --- | --- | --- |
| **NOS Code** | **SGJ/N6109** | | |
| **Credits (NSQF)** | **TBD** | **Version number** | **1.0** |
| **Industry Sector** | **Green Jobs** | **Drafted on** | **28/02/2017** |
| **Industry Sub-sector** | **Waste Management** | **Last reviewed on** | **17/03/2017** |
| **Occupation** | **Solid Waste Collection** | **Next review date** | **17/03/2019** |

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**National Occupational Standard**

**Overview**

**This unit is about preparation of collected waste to improve its value and sell to waste aggregator.**

|  |  |
| --- | --- |
| Unit Code National Occupational Standard | SGJ / N6110 |
| **Unit Title**  **(Task)** | Preparation and sale of reusable and recyclable refuse |
| **Description** | This unit is about preparation of collected waste to improve its value and sell to waste aggregator |
| **Scope** | This unit/task covers the following:   * Preparation of waste for value addition and transportation * Selling of waste to the waste aggregator |
| **Performance Criteria(PC) w.r.t. the Scope** | |
| **Element** | **Performance Criteria** |
| **Preparation of waste for value addition and transportation** | 1. Spread the refuse/waste collected, at the designated place 2. Sort out the refuse/waste as per type 3. Modify waste item(s) for value addition, if possible 4. Bundle the item(s) for transportation, if required 5. Clear the work area appropriately after completing the work |
| **Selling of waste to the waste aggregator** | 1. Sell the items to the identified waste aggregator 2. Ensure proper collection of cash and count |
| **Knowledge and Understanding (K)** | |
| **A. Organizational Context (Knowledge of the company /organization and its processes)** | The user/individual on the job needs to know and understand:   1. Organization’s culture and setup, if working in a group or an organization 2. Relevant rules and regulations of the organization |
| **B. Technical Knowledge** | The individual on the job needs to know and understand the following aspects:   1. Basic knowledge of various types, costs and characteristics of refuse/waste 2. Basic knowledge of calculation 3. Estimate the value of waste 4. Do’s and Don’ts of waste handling 5. Basic Knowledge of Occupational health and safety (OHS) standards and associated risks. |
| **Skills** | |
| 1. **Core Skills / Generic Skills** | **Writing Skills** |
| The user/ individual on the job needs to know and understand how to:  NA |
| **Reading Skills** |
| The user/individual on the job needs to know and understand how to:   1. Identify cautionary and safety signs |
| **Oral Communication (Listening and Speaking skills)** |
| The user/individual on the job needs to know and understand how to:   1. Express statements or information clearly so that others can hear and understand 2. Participate in and understand discussions |
| **B. Professional Skills** | **Decision Making** |
| N.A |
| **Plan and Organize** |
| N.A |
| **Customer Centricity** |
| The user/individual on the job needs to know and understand how to:   1. Maintain discipline in work and conduct 2. Manage relationships with client with intent on satisfying their requirements |
| **Problem Solving** |
| The user/individual on the job needs to know and understand how to:   1. Approach relevant authority when required |
| **Analytical Thinking** |
| N.A |
| **Critical Thinking** |
| N.A |

**NOS Version Control**

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| --- | --- | --- | --- |
| **NOS Code** | **SGJ/N6110** | | |
| **Credits (NSQF)** | **TBD** | **Version number** | **1.0** |
| **Industry Sector** | **Green Jobs** | **Drafted on** | **28/02/2017** |
| **Industry Sub-sector** | **Waste Management** | **Last reviewed on** | **17/03/2017** |
| **Occupation** | **Solid Waste Collection** | **Next review date** | **17/03/2019** |

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**National Occupational Standard**

# Overview

**This unit is about maintaining personal health and work safety.**

|  |  |
| --- | --- |
| **Unit Code**  National Occupational Standard | **SGJ/ N6103** |
| **Unit Title (Task)** | Maintain Personal Health & Safety |
| **Description** | This unit is about following standard safety operating procedures and maintain personal health and hygiene |
| **Scope** | This unit/task covers the following:   * Maintain Personal Health. * Maintain Work Safety |
| **Performance Criteria(PC) w.r.t. the Scope** | |
| **Element** | **Performance Criteria** |
| **Maintain Personal Health** | To be competent, the user/individual on the job must be able to:   1. Demonstrate the use of personal protective equipment required at work place 2. Ensure Personal Hygiene |
| **Maintain Work Safety** | 1. Demonstrate safety operating procedures for collection, segregation and transportation of Recyclable waste |
| **Knowledge and Understanding (K)** | |
| **A. Organizational Context (Knowledge of the company /organization and its processes)** | The user/individual on the job needs to know and understand:  KA1. Company’s reporting structure & culture. |
| **B. Technical Knowledge** | The individual on the job needs to know and understand the following aspects:   1. Different Categories and types of Solid Waste 2. Physical and chemical properties of different kind of waste. 3. Different types of recyclable and non-recyclable solid waste. 4. Signs and Symbols used for waste segregation. 5. Colour Coding and Marking of Dustbins. 6. Proper handling of Recyclable waste. |
| **Skills (S)** | |
| 1. **Core Skills / Generic Skills** | **Writing Skills** |
| The user/ individual on the job needs to know and understand how to:   1. Fill up document applicable to one’s role. |
| **Reading Skills** |
| The user/individual on the job needs to know and understand how to:   1. Read vernacular language. 2. Ability to read from different sources. 3. Understand the various colour codes used in waste management. |
|  | **Oral Communication (Listening and Speaking skills)** |
| The user/individual on the job needs to know and understand how to:   1. Express statements or information clearly so that others can hear and understand. 2. Participate in and understand the main points of simple discussions. 3. Respond appropriately to any queries. |

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| **B. Professional Skills** | **Decision Making** |
| The user/individual on the job needs to know and understand how to:   1. Follow organization rule-based decision making process. 2. Take decision with systematic course of actions and/or response. |
| **Plan and Organize** |
| The user/individual on the job needs to know and understand how to :   1. Planning and organization of work to meet Schedule. 2. Work constructively and collaboratively with others. |
| **Customer Centricity** |
| The user/individual on the job needs to know and understand how to:   1. Communicate and create awareness. |
| **Problem Solving** |
| The user/individual on the job needs to know and understand how to:   1. Recognize problems and search for solutions. 2. Choose best methods to complete assigned tasks. 3. Approach relevant authority when required. |
| **Analytical Thinking** |
| The user/individual on the job needs to know and understand how to:   1. Identify the hazards and identify risks. |
| **Critical Thinking** |
| The user/individual on the job needs to know and understand how to:   1. Critically evaluate information obtained from supervisor and co-workers to perform day to day activities. 2. Ask questions for better understanding. |

**NOS Version Control**

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| **NOS Code** | **SGJ/N6103** | | |
| **Credits (NSQF)** | **TBD** | **Version number** | **1.0** |
| **Industry** | **Green Jobs** | **Drafted on** | **01/03/2017** |
| **Industry Sub-sector** | **Waste Management** | **Last reviewed on** | **03/03/2017** |
| **Occupation** | **Health and Safety** | **Next Review Date** | **03/03/2019** |

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# Annexure

# Nomenclature for QP and NOS

**Qualifications Pack**

*9 characters*

**[ABC]/ Q 0101**

QP number (2 numbers)

[Insert 3 letter code for SSC]

Q denoting Qualification Pack

Occupation (2 numbers)

**Occupational Standard**

*9 characters*

**An example of NOS with ‘N’**

**[ABC] / N 0101**

OS number (2 numbers)

[Insert 3 letter code for SSC]

Occupation (2 numbers)

N denoting National Occupation Standard

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The following acronyms/codes have been used in the nomenclature above:

|  |  |  |
| --- | --- | --- |
| Sub-sector | | Range of Occupation numbers |
| Renewables  (01-35) | Solar Photovoltaic | 01-05 |
| Solar Thermal | 06-10 |
| Wind | 11-15 |
| Hydro | 16-20 |
| Biomass | 21-25 |
| Geothermal | 26-30 |
| All Renewables (Cross-cutting/ Enabling Activities) | 31-35 |
| Green Transportation  (36 - 40) | Alternative Fuel Transportation | 36-40 |
| Bio-fuels and Farming | 40-45 |
| Other Green Transportation | 46-50 |
| Green Construction  (51- 60) | Green Buildings | 51-55 |
| Energy Efficiency | 56-60 |
| Waste Management  (61- 65) | Waste Management | 61-65 |
| Water Management  ( 66-70) | Water and Wastewater Management | 66-70 |
| Co- Generation  (71 - 75) | Co-generation | 71-75 |
| Other Green Jobs  (76- 99) | Carbon Sinks | 76-80 |
| Environmental Compliance and Sustainability Planning | 81-85 |
| Other Green Jobs | 85-99 |

|  |  |  |
| --- | --- | --- |
| Sequence | Description | Example |
| Three letters | Industry name | SGJ |
| Slash | / | / |
| Next letter | Whether **Q**P or **N**OS | N |
| Next two numbers | Occupation code | 01 |
| Next two numbers | OS number | 01 |

|  |
| --- |
| [Back to top](#_top) CRITERIA FOR ASSESSMENT OF TRAINEES |
| **Job Role** Waste Picker |
| **Qualification Pack** SGJ/Q6103 |
| **Sector Skill Council**Green Jobs  **Guidelines for Assessment**  1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down proportion of marks for Theory and Skills Practical for each PC 2. The assessment for the theory part will be based on knowledge bank of questions created by the SSC 3. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below)  4. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on this criteria  5. To pass the Qualification Pack, every trainee should score a minimum of 50% in every NOS 6. In case of successfully passing only certain number of NOS's, the trainee is eligible to take subsequent assessment on the balance NOS's to pass the Qualification Pack |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | **Marks Allocation** | | | |
| **NOS** | **Performance Criteria** | Total Mark | Out Of | Theory | Skills Practical |
| SGJ/N6110  Search and collect reusable and recyclable refuse | 1. Prepare the equipment used for waste collection | **30** | 4 | 1 | 3 |
| 1. Identify and carry the required Personal Protective Equipment for the activities | 6 | 2 | 4 |
| 1. Identify the area and time of operation for collection of refuse. | 6 | 2 | 4 |
| 1. Search and identify the types of reusable and recyclable waste that can be collected from bins, landfills, street, etc. | 10 | 3 | 7 |
| 1. Pick up relevant waste and carry or transport in a safe manner | 4 | 1 | 3 |
|  |  | TOTAL | 30 | 9 | 21 |
| SGJ/N6110  Preparation and sale of reusable and recyclable refuse | 1. Spread the refuse/waste collected, at the designated place | **30** | 3 | 1 | 2 |
| 1. Sort out the refuse/waste as per type | 7 | 2 | 5 |
| 1. Modify waste item(s) for value addition, if possible | 5 | 1 | 4 |
| 1. Bundle the item(s) for transportation, if required | 4 | 1 | 3 |
| 1. Clear the work area appropriately after completing the work | 3 | 1 | 2 |
| 1. Sell the items to the identified waste aggregator | 4 | 1 | 3 |
| 1. Ensure proper collection of cash and count | 4 | 1 | 3 |
|  |  | TOTAL | 30 | 8 | 22 |
| SGJ/N6103 Maintain Personal Health and Safety | 1. Demonstrate the use of personal protective equipment’s required at work place. | **40** | 15 | 5 | 10 |
| 1. Ensure Personal Hygiene | 10 | 3 | 7 |
| 1. Demonstrate safety operating procedures for collection, segregation and transportation of Recyclable waste. | 15 | 5 | 10 |
|  |  | TOTAL | 40 | 13 | 27 |

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