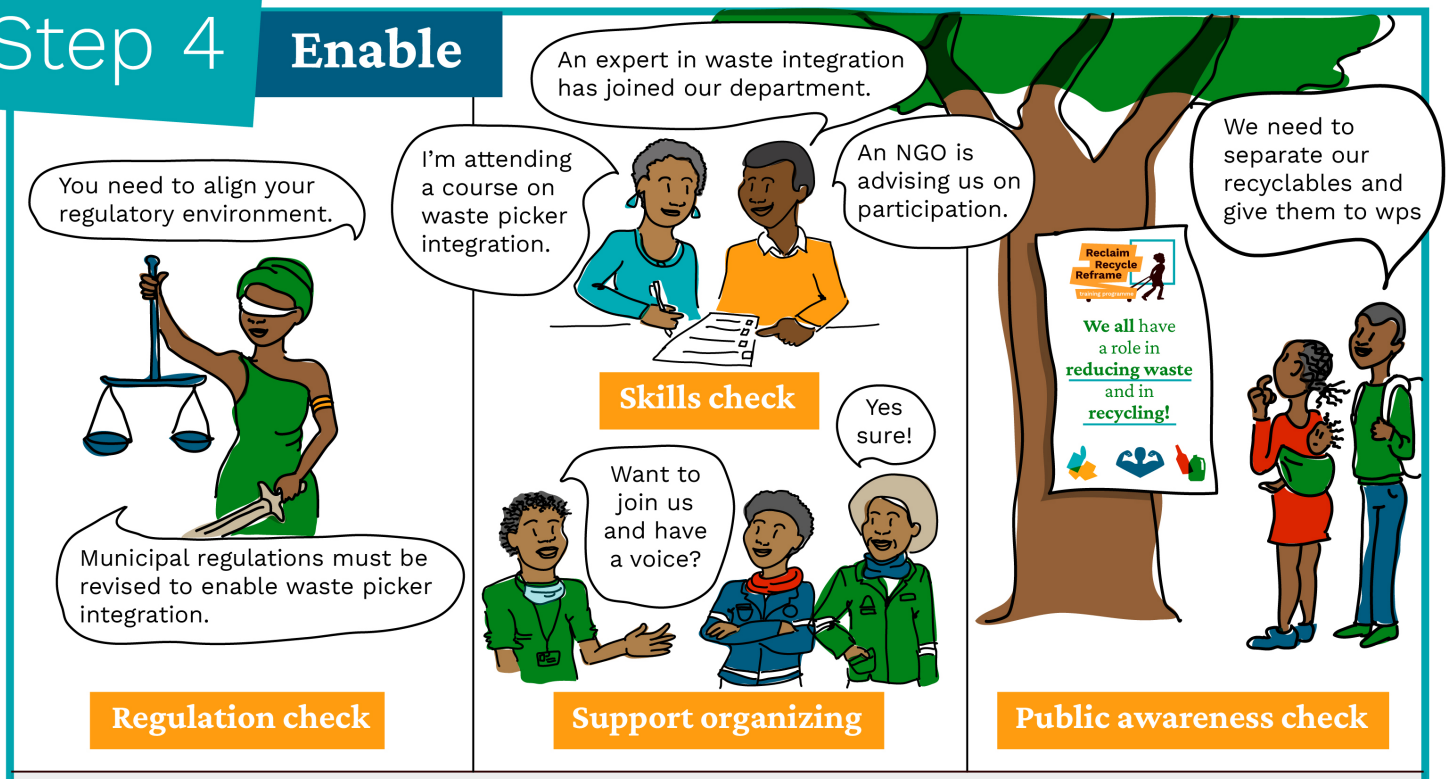
Seven Steps for implementing waste picker integration

Step 4 Enable



Build an **enabling environment** in which **municipalities, residents and industry** can **support waste picker integration**.

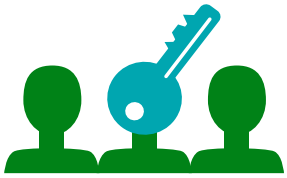
The Fourth Waste Picker Integration Step is to ensure there is an enabling environment for implementation. The collaborative working group must decide on all enabling actions together.

Once the Waste Picker Integration Plan (WPIP) has been developed and agreed, some key actions must be undertaken to enable its successful implementation. The WPIP must be sustainable. This requires that there is an enabling environment within which municipalities and industry can support integration.

Tool 7 on Enabling the Waste Picker Integration Plan identifies some key actions required to create an enabling environment.

LINK TO: TOOL 7

Key activities



1. **Tackling regulation**
2. **Aligning the regulatory environment to facilitate waste picker integration**
3. **Securing skills**
4. **Building officials' skills and knowledge**
5. **Educating the public**

1. Tackling regulation

An enabling environment includes a regulatory framework that supports the work on integration. Within municipalities there are a number of regulations that have made integration more challenging.

Legislation and policy make waste management a key municipal function. But the Municipal Financial Management Act (MFMA), the Municipal Structures Act (MSA) and Supply Chain Management (SCM) policies and procedures place constraints on how this can be done. The Working Group must discuss creative ways to design and implement prioritised forms of waste picker integration so that they comply with the MFMA, MSA and SCM policies.

Planning regulations and zoning also constrain the waste picker supply chain in many cities. This is discussed further in the Harrington Buy Back Centre case study.

LINK TO: THE CASE STUDY

Creating an enabling environment also includes building the skills and knowledge of the officials and other stakeholders who are involved in integration and educating the public about waste picker integration.

QUESTIONS FOR THE WORKING GROUP

Discuss the challenges your municipality has faced around policy and regulation related to waste picker integration. What ideas and solutions can you share?

2. Aligning the regulatory environment to facilitate waste picker integration

The regulatory environment at all levels of government affects the work of waste pickers. National government has already agreed to revising the regulatory framework.

Note: A compilation of all municipal by-laws is called the Municipal Code

It is likely that the municipal will have to make at least some changes to municipal regulations and by-laws that constrain waste picker integration.

A better understanding of the regulatory constraints to waste picker integration and the achievement of S@S targets will allow for targeted by-law revision.



LET'S TALK ABOUT YOUR CONTEXT:
Which by-laws inhibit waste picker integration in your municipal area? How can they be revised?

Amending By-Laws

By-laws relating to waste, transportation and registration of service providers typically make it difficult, if not impossible, for waste pickers to do their work, reduce their role in the sector, and worsen waste pickers' incomes and working conditions. Review and revision of by-laws and permits can ensure that they enable rather than constrain waste pickers and waste picker integration.

It is important for the Working Group to identify which by-laws need to be revised and identify the ones that are most pressing. The Working Group can request support from relevant municipal officials and departments to develop the proposed revisions.

A process for revising the necessary by-laws within the municipality must be developed by the relevant departments.



NOTE ON BY-LAWS

- The Constitution requires a by-law to have the support of the majority of councillors and also to have input from the community.
- A by-law is drafted by either a councillor or a committee of the council
- It then requires consultation with the community and must be published for public comment.
- The by-law is then introduced to council and debated in council.
- The municipal council votes on the by-law
- If there is a majority vote, the by-law is passed by Council and becomes law.

- https://dullahomarinstitute.org.za/multilevel-govt/publications/making-law-a-guide-to-municipal-councils.pdf

Permits

One of the important site permits for the waste picker integration process is the landfill site permit.

The conditions in these permits may need to be adjusted to accommodate waste integration



LET'S TALK ABOUT YOUR CONTEXT

- How do the landfill permits in the municipality enable or inhibit waste pickers working on landfill sites?
- What ideas/solutions are you aware of?
- The Integrating Landfill Waste Pickers Case Study includes information on how landfill permits can be revised to allow waste picking.

LINK TO: THE CASE STUDY

3. Securing skills

Some of the skills and expertise required for waste picker integration lie outside of the waste management department. These include facilitation of participatory processes, revising by-laws, engaging workers in the informal economy etc.

Municipalities and the Working Group should consider what skills are required to realise the waste picker integration objectives. These skills might be available in other departments but also amongst NGOs and academics.



QUESTIONS FOR THE WORKING GROUP

The Working Group should discuss and agree:

- What skills do we need to implement waste picker integration?
- Do we have all of these skills in the department responsible for waste picker integration?
- Which other departments have skills we require?
- How can people with relevant skills be co-opted into or hired by the lead department?
- What relevant knowledge and skills do current staff and officials possess?

NOTE:
Reaching out to the people with the necessary skills is important for the successful realization of project goals.

A brief skills audit amongst working group members will assist in determining what additional skills are needed for the WPIP.

4. Building officials' skills and knowledge

The implementation of waste picker integration will involve a large number of officials and staff who have not been part of the process to develop the WPIP. It is therefore very important to ensure that they understand waste picker integration and have the skills and knowledge required to implement it.



Checklist of things to do:

- Educate and capacitate all stakeholders in how best to implement a waste picker integration programme is important. This includes municipal officials, elected representatives and staff of businesses and industry.
- Provide training specifically for staff working on separation at source and recycling programmes and contracts to mitigate any unintentional harm to waste picker integration.
- Draw on other experts in the field to provide training as well as use the results of the skills audit.
- Incorporate this skills development into municipal training and also align it with individual scorecards.



LET'S TALK ABOUT YOUR CONTEXT
Who in the municipality/industry/academia/NGOs will take responsibility for capacity building?

How will the Working Group decide on education and training priorities for officials and staff and different departments?

5. Educating the public



Residents and businesses also need to understand waste picker integration and its importance. They are important role players in the recycling process.

The Recycling with Reclaimers case study shows that resident education by waste pickers is particularly effective.

LINK TO: THE CASE STUDY

QUESTIONS FOR THE WORKING GROUP

The Working Group should discuss and agree:

- What are the key messages for residents?
- What are the best ways to disseminate these messages?
- How frequently will awareness activities be conducted?
- How will waste pickers be involved in the dissemination and how will they be paid?
- What is our budget for the awareness activities?

LET'S TALK ABOUT YOUR CONTEXT:

Who will coordinate and be responsible for an awareness campaign?

How will you be sure that awareness raising is linked to the WPIP?

Reclaim Revalue Reframe training programme

Building Capacity for Waste Picker Integration

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