Once the collaborative Working Group has been established, it is time for the municipality and waste picker representatives to start developing integration programmes and plans.

In Step 3 of the integration process, the Working Group should develop agreements and plans in four key areas:
# Key activities

<table>
<thead>
<tr>
<th>1. Rectifying existing problems</th>
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<tbody>
<tr>
<td>2. Registering waste pickers</td>
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<tr>
<td>3. Meeting key needs</td>
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<td>4. Integrating waste pickers in the development of new programmes</td>
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## 1. Rectify problems – Strategies to address negative effects of existing formal recycling programmes

**What we know:**
If formal recycling programmes ignore waste pickers’ system of separation outside source (for example by contracting private companies to manage separation at source and collect separated recyclables), then waste pickers can be negatively affected, because:

- The companies take the materials the waste pickers had been collecting.
- Waste pickers’ have less access to materials.
- Waste pickers earn less money.
- Criminalization and harassment of waste pickers increases.
- Some waste pickers completely lose the jobs they created for themselves.

**What we also know:**
- This system doesn’t necessarily increase recycling rates.
- It takes a long time for households to start participating in separation at source and so a lot of recyclables remain in the trash, but the companies don’t salvage from bins and now waste pickers find it harder to access them.

**LET’S TALK ABOUT YOUR CONTEXT**
During this phase the Working Group should reflect on the existing policies and programmes analysed earlier by the internal municipal Task Team in Step 1, adding waste pickers’ experiences and insights to the analysis. The group should agree on what is negative and which policies and programmes are causing harm.
SOME SUGGESTED ACTIONS:
1. Municipalities should share all information about existing policies, commitments, programmes, projects, and contracts with all members of the Working Group.
2. All types of waste pickers should share their experiences of how they have been affected and their proposed solutions.
3. NGOs and academics should share their knowledge about how waste pickers have been affected and their proposed solutions.

Once the Working Group knows:
- the negative effects of existing recycling programmes,
- the negative effects of existing waste picker projects,
- the causes of the negative effects, and
- proposed solutions

Members of the Working Group should ask themselves the following questions to develop concrete actions for change:

QUESTIONS FOR THE WORKING GROUP
The Working Group should discuss and agree:
- What changes need to be made to eliminate these negative effects?
- What processes must be followed?
- If there are negative effects that can’t be changed before the end of the existing programme, how will waste pickers be compensated?
- What meaningful and desired alternative work and education and training can be provided?
- What lessons have been learned for future projects, programmes or contracts?

Some possible ways to reduce harm of existing programmes include:
- Allow waste pickers to collect materials from bins and bags for recyclables where companies, non-waste picker cooperatives and other organisations and people have been contracted to collect recyclables. If mechanisms are put in place to track how much they collect, this data can be included in municipal recovery.
- Inform workers, security guards and residents that waste pickers are permitted to collect the materials.
Seven Steps for Waste Picker Integration

Step 3_Plan

Since the Guideline was completed, the South African Waste Picker Registration System (SAWPRS) has been developed and piloted. The roll-out of the system commenced in June 2022. All waste pickers working in South Africa can and should register on the system. In order to encourage waste pickers to register and ensure that only waste pickers are registered, a waste picker verifier must verify and authorize every registration.

Waste pickers may be hesitant to register as they are fearful about how their information will be used. This is why waste picker registration teams need to do education and outreach before the registration day.

As part of Extended Producer Responsibility (EPR), industry is required to pay waste pickers who are registered on the system for the service they provide, which creates an added incentive for them to register.

The Working Group should find out how many local waste pickers are registered on the SAWPRS. If there are still unregistered waste pickers, the Working Group should discuss how to fund and roll-out registration in the municipality.

2. Register waste pickers

- Permit waste pickers to sell materials to their choice of buyer
- Pay waste pickers higher prices to sell to the company or a linked buy back centre
- Provide mobile buy-back centres
- Hire registered waste pickers when there are vacancies
- Pay waste pickers rather than owner-drivers to collect recyclables
- Compensate affected waste pickers for loss of livelihood
- Provide training and assistance for new occupations in waste management, recycling and other sectors
- Meet with affected waste pickers regularly to discuss problems and solutions.
3. Meet the key needs of waste pickers

Waste pickers work under difficult conditions. Some of these relate to restricted access to materials and infrastructure, negative and hostile attitudes towards them, low and fluctuating incomes, poor working conditions, displacement by official recycling programmes, lack of access to infrastructure, and the need to be better organised and have stronger organisations to represent them. It is necessary to understand the needs of waste pickers so that solutions that have an impact on waste picker communities can be developed.

Women waste pickers face particular challenges due to the gender division of labour in their work, their homes and society. For more insight into these challenges see the resources on women waste pickers.

As these needs and their relative importance are context specific, waste pickers involved in and affected by each particular integration process must identify and prioritise their own needs. It is important to note that action can be taken on many of these issues while the WPIP is still being developed. This will improve waste pickers’ conditions, demonstrate commitment to integration, and build the trust required to sustain the integration process.

QUESTIONS FOR THE WORKING GROUP

Working Group members should discuss and agree:
- What process will be used for waste pickers to identify and share their pressing needs?
- How will these needs be prioritised?
- How can funding be sourced to meet these needs?
- Who will be responsible for overseeing the programme to address key needs?
SOME POSSIBLE ACTIONS TO ADDRESS KEY NEEDS

- Agree on a process for all of the different kinds of waste pickers to identify and prioritise their needs. This could be, for example, through a series of workshops with each key group, one large workshop that breaks into groups, general meetings held by waste picker members of the Working Group, or participatory research.

- Ensure that women in each group are provided with opportunities to identify and share their needs, that these are prioritised and that programmes are developed to address them.

- Identify funds available to address the prioritised needs and raise new funds.

- Agree on a detailed plan for meeting key needs to the greatest extent possible. The plan should include objectives, outputs, targets, time frames, activities, budgets, allocation of responsibility, and KPIs.

This process can start before there are final plans. While the WPIP is being developed, the Working Group can already begin to relieve some of the problems facing waste pickers in particular areas. The materials on Kickstarting Integration provides some ideas of how this can be done.

Annexure 2 in the Guideline presents possible ways to address a number of common challenges and problems.

Please find Tool 4 on the next page or on the website: Addressing problems and challenges.

4. Integrate waste pickers into new recycling programmes

The Working Group’s core activity is to develop new waste picker integration and recycling programmes. The Working Group members need to work out which programmes best suit their context.

This means it is important to develop a deep understanding of their context. It means knowing what the challenges are and how these can be tackled and transformed into opportunities.

There are different approaches to integrate waste pickers. What works in one municipality or even different parts of the same municipality won’t necessarily work in another. It is best to pilot ideas and learn from them and then develop systems based on the lessons learnt.
This tool provides a quick overview of Annexure 2 of the Waste Picker Integration Guideline that identifies key challenges that confront municipalities, industry and waste pickers in undertaking waste picker integration and provides some ideas for how these can be addressed. These ideas offer a starting point for discussion amongst stakeholders when tackling specific concerns.

The ideas address the following typical challenges:

<table>
<thead>
<tr>
<th>Addressing some typical problems encountered by municipalities</th>
<th>Addressing some typical problems encountered by industry</th>
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<tbody>
<tr>
<td>Lack of guidance</td>
<td>Achieving waste picker integration</td>
</tr>
<tr>
<td>Lack of a comprehensive approach</td>
<td>Collection rates</td>
</tr>
<tr>
<td>Funding</td>
<td>Quality of recyclable materials</td>
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<tr>
<td>Limited internal capacity</td>
<td>Capacity to absorb recyclables</td>
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<tr>
<td>Weak relationships and low trust with waste pickers</td>
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<tr>
<td>Weak or no waste picker organisations</td>
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<tr>
<td>Registration</td>
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<tr>
<td>Waste pickers without identification documents and</td>
<td></td>
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<tr>
<td>non-South African waste pickers</td>
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<tr>
<td>Improving success of existing programmes</td>
<td></td>
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<tr>
<td>Struggling cooperatives</td>
<td></td>
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<tr>
<td>Improving waste pickers’ incomes and conditions</td>
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<tr>
<td>Promoting gender equity</td>
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<tr>
<td>Landfill safety and closure</td>
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<tr>
<td>Lack of tidiness when collecting from bins</td>
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<tr>
<td>Informal sorting and storage spaces</td>
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<tr>
<td>Waste pickers in parks</td>
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<tr>
<td>Road safety</td>
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<tr>
<td>Waste pickers and S@S</td>
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<td>Opposition from residents</td>
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<tr>
<td>Addressing some typical problems encountered by waste pickers</td>
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<tr>
<td>Achieving waste picker integration</td>
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<tr>
<td>Registration</td>
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<tr>
<td>Exclusion from decision making</td>
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<tr>
<td>Limited access to materials</td>
<td></td>
</tr>
<tr>
<td>Limited access to sorting and storage spaces</td>
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<tr>
<td>Low and insecure income</td>
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<tr>
<td>Accredited education and training</td>
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<td>Gender-specific needs</td>
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<tr>
<td>Problems related to S@S that excludes waste pickers</td>
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<tr>
<td>Challenges of landfill waste pickers</td>
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<tr>
<td>Health risks</td>
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<tr>
<td>Challenges faced by cooperatives</td>
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<tr>
<td>Inadequate equipment and infrastructure</td>
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<tr>
<td>Low levels of organisation</td>
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**Seven Steps for Waste Picker Integration**

**Step 3: Plan**

Tool 5 on Key Features of pilot projects provides guidance on how to design and implement integration pilot projects.

**QUESTIONS FOR THE WORKING GROUP**

The Working Group members should discuss and agree:

- How will we develop new recycling and waste picker integration initiatives in line with the Waste Picker Integration Principles?
- What approaches are relevant to our context?
- Which are feasible?
- How can we pilot them?
- What are the targets, indicators, budgets and time-frames? Who will be responsible?
- How will we review the pilots and make revisions for implementation?

**SUGGESTED ACTIONS**

The Case Studies section of the Wastepickerintegration website includes case studies of a number of different ways to integrate waste pickers working on the streets and at landfills.

The case studies are about:

- integrating autonomous reclaimers into separation at source
- integrating cooperatives into separation at source
- design and provision of infrastructure to support waste pickers
- integrating landfill waste pickers
- the role of zoning regulations in integration.

They provide positive examples as well as cautionary tales.

The case study materials include:

- videos
- written case studies
- reclamer profiles
- webinar recordings
- posters and
- photo stories

The Working Group should set aside time (in one workshop or several smaller ones) to go through the case studies together and discuss:

- what could be relevant to your context
- what is not relevant to your context (knowing what can’t work can help you to hone in on what could)
- how the case studies that are relevant in some way could be revised or combined to suit the local integration needs that the Group had identified and prioritised,
- and what other ideas have been sparked by going through the case studies.
• It can be helpful to have a knowledgeable facilitator guide these discussions
• All of the case studies on this website are based in South Africa. Think of contacting the people in the case studies (waste pickers, municipal officials, industry, NGOs, academics) to ask if they could participate in the workshop (in person or online) to answer questions and provide more insight.
• The External Resources page in this website includes links to research and case studies of integration programmes and approaches in other countries. Task a few people on the Working Group to go through those resources to see if there are other examples that it would be useful for the Working Group to discuss.

Building up a robust strategic plan
The integration process must be systematic and well planned.

A WPIP is a formal plan adopted by the municipality that sets out the responsibilities, procedures, actions, timelines and budgets for waste picker integration in the municipality. The plan itself must be developed in partnership with waste pickers.

By following all of the seven steps outlined in the Guideline, the Working Group will agree on all of the key components of the WPIP.

Tool 6 presents the WPIP Template from the Guideline that the Working Group can use to develop its plan.

Checklist of the basic requirements of a WPIP:
The Working Group members must come together to develop an implementation plan. The plan and its associated programmes should fulfil various objectives:

• It should be successful in diverting recyclable and reusable materials away from the landfill sites and actively build the recycling economy
• It should include waste pickers in ALL DECISIONS that impact on them
• It should result in the integration of waste pickers and their S@S system into the formal waste management system
• It should ensure that the livelihoods of waste pickers and their work conditions are improved and not harmed
• From the onset of the process, reliable data must be collected and utilized to support evidence-based decision making.
LET’S TALK ABOUT YOUR CONTEXT:

- What processes need to be followed to formally adopt the revised or new WPIP?
- Which policy and planning documents must be revised to include new commitments and targets?

Components of a WPIP

Make sure your WPIP includes:

- Aims, objectives, and principles of the plan
- Targets
- Outputs
- An analysis of the current and planned recycling systems, including a clear understanding of challenges and possible impacts of programmes
- New recycling and waste picker specific programmes
- Alignment with the municipal IDP and other strategic plans
- Capacity building strategies
- Action plans
- A clear budget
- Clear timelines and responsibilities
- Lines of accountability for implementation
- KPIs
- Monitoring and evaluation procedures and commitments

A department or a Working Group representative should develop the implementation plan in a format that can be used to access funding and to ensure the implementation plan is institutionalized.

It would be helpful at this point to discuss the implementation plan with the political representative such as a Section 79 Committee or the relevant Member of the Mayoral Committee.