Summary of results from surveys and interviews

Responses per country

- Argentina: 4%
- Brazil: 19%
- Kenya: 28%
- Nicaragua: 5%
- Tanzania: 44%

International Conference: Recycling Networks & Waste Governance, Kisumu 23th April 2018
Summary of results from surveys and interviews

Type of Initiative

- NGO (1%)
- Civil society organization (CSO) (1%)
- Cooperative (25%)
- Association (6%)
- Self-help group (5%)
- Private company (9%)
- Religion-based organization (25%)
- Not yet registered (28%)
- Other (0%)

Other:

Community Based Organization (3)

Comecou como Associacao chamada 'Refazendo'. Em 2010 comeceu o processo de formalizacao da cooperativa. Desde 02.2016 e legalmente constituída como cooperativa

Comecou como uma microempresa (ferro velho). Sr. José era empregado da Ecourbes e quando saiu criou a microempresa que se tornou cooperativa em 05.2016

Cooperativa de Carroceiros

Cooperativa e fabrica de polimeros e de oleos lubrificantes Equipamento chegou em 2009

Antes estavam catando na rua.

Iniciou com 2 pessoas fazendo trabalho voluntario de limpeza ambiental.

Family/single business (4)
Summary of results from surveys and interviews

Type of Initiative

- NGO
- Civil society organization (CSO)
- Cooperative
- Association
- Self-help group
- Private company
- Religion-based organization
- Not yet registered
- Other

Other:
Community Based Organization (3)

---

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Antes estavam catando na rua.

Iniciou com 2 pessoas fazendo trabalho voluntario de limpeza ambiental.

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Summary of results from surveys and interviews

Number of participants in the initiatives

Average: 16.2 members per initiative
Summary of results from surveys and interviews

Number of participants in the initiative: Gender composition

Women 774 (45%) Men 943 (55%)
Summary of results from surveys and interviews

Women/Men in leadership: Argentina
- Women: 45%
- Men: 55%

Women/Men in leadership: Nicaragua
- Women: 55%
- Men: 45%

Women/Men in leadership: Tanzania
- Women: 55%
- Men: 45%

Women/Men in leadership: Brazil
- Women
- Men

Women/Men in leadership: Kenya
- Women: 28%
- Men: 72%
Summary of results from surveys and interviews

Women/Men in leadership: Argentina
- Women: 55%
- Men: 45%

Women/Men in leadership: Nicaragua
- Women: 55%
- Men: 45%

Women/Men in leadership: Kenya
- Women: 28%
- Men: 72%

Women/Men in leadership: Tanzania
- Women: 45%
- Men: 55%

Women/Men in leadership: Brazil
- Women: 30%
- Men: 70%

Gender of initiatives' presidents

All countries
Summary of results from surveys and interviews

Are you legally recognized?

- Yes: 65%
- No: 35%

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Summary of results from surveys and interviews

Are you legally recognized?

- Yes: 65%
- No: 35%

But very few have contracts with their customers.
Summary of results from surveys and interviews

Number of support actions for the initiative

1. Initial support - funding
2. Initial training
3. Initial facilities
4. Initial other
5. Current funding
6. Current training
7. Current facilities
8. Current other
Summary of results from surveys and interviews

Prioritized services: No 1

- Waste collection: 52%
- Waste transportation: 0%
- Dumping or disposal: 0%
- Buy and selling: 0%
- Sorting: 8%
- Processing: 7%
- Recycling: 5%
- Composting: 0%
- Educational services: 0%
- Clean-ups: 0%
- Advocacy: 0%
- Other: 0%

International Conference: Recycling Networks & Waste Governance, Kisumu 23th April 2018
Summary of results from surveys and interviews

Prioritized services: No 1

- Waste collection: 52%
- Waste transportation: 20%
- Dumping or disposal: 8%
- Buy and selling: 7%
- Sorting: 5%
- Processing: 1%
- Recycling: 0%
- Composting: 0%
- Educational services: 0%
- Clean-ups: 0%
- Advocacy: 0%
- Advocacy: 0%
- Other: 0%

Prioritized services: No 2

- Waste collection: 27%
- Waste transportation: 8%
- Dumping or disposal: 8%
- Buy and selling: 4%
- Sorting: 4%
- Processing: 3%
- Recycling: 0%
- Composting: 0%
- Educational services: 0%
- Clean-ups: 0%
- Advocacy: 0%
- Other: 0%

Prioritized services: No 3

- Waste collection: 18%
- Waste transportation: 18%
- Dumping or disposal: 4%
- Buy and selling: 4%
- Sorting: 4%
- Processing: 4%
- Recycling: 26%
- Composting: 18%
- Educational services: 14%
- Clean-ups: 8%
- Advocacy: 0%
- Other: 0%
Summary of results from surveys and interviews

Diversity of services in the initiative

Waste collection, Waste transportation, Dumping or disposal,
Buying & selling, Sorting, Processing, Recycling, Composting, Educational services,
Clean-ups, Advocacy, Other
Summary of results from surveys and interviews

**Types of clients: Argentina**

- Households: 25%
- Schools, hospitals: 34%
- Restaurants, hotels: 25%
- Shops: 0%
- Local government: 8%
- Large industries: 8%
- Other: 0%

**Types of clients: Brazil**

- Households: 20%
- Schools, hospitals: 14%
- Restaurants, hotels: 16%
- Shops: 11%
- Local government: 0%
- Large industries: 14%
- Other: 7%

**Types of clients: Nicaragua**

- Households: 20%
- Schools, hospitals: 30%
- Restaurants, hotels: 10%
- Shops: 20%
- Local government: 0%
- Large industries: 0%
- Other: 10%

**Types of clients: Kenya**

- Households: 19%
- Schools, hospitals: 29%
- Restaurants, hotels: 12%
- Shops: 11%
- Local government: 15%
- Large industries: 3%
- Other: 11%

**Types of clients: Tanzania**

- Households: 27%
- Schools, hospitals: 19%
- Restaurants, hotels: 18%
- Shops: 9%
- Local government: 3%
- Large industries: 16%
- Other: 8%
Summarizing results from surveys and interviews

**Argentina**
- Households: 34%
- Schools, hospitals: 8%
- Restaurants, hotels: 25%
- Shops: 25%
- Local government: 0%
- Large industries: 8%
- Other: 0%

**Brazil**
- Households: 20%
- Schools, hospitals: 11%
- Restaurants, hotels: 14%
- Shops: 18%
- Local government: 16%
- Large industries: 0%
- Other: 7%

**Kenya**
- Households: 25%
- Schools, hospitals: 12%
- Restaurants, hotels: 19%
- Shops: 3%
- Local government: 11%
- Large industries: 11%
- Other: 25%

**Nicaragua**
- Households: 7%
- Schools, hospitals: 9%
- Restaurants, hotels: 19%
- Shops: 19%
- Local government: 27%
- Large industries: 19%
- Other: 3%

**Tanzania**
- Households: 27%
- Schools, hospitals: 8%
- Restaurants, hotels: 16%
- Shops: 18%
- Local government: 18%
- Large industries: 11%
- Other: 5%

Waste collectors and entrepreneurs;
Street boys/scavengers;
Car garages and repair shops;
Farmers; Market areas; NGO's;
Random clients on special order;
Scrap metal dealers;
Plastic recycling agents;
Super agents;
Summary of results from surveys and interviews

Diversity of clients in the initiative
Households; Schools, hospitals; Restaurants, hotels; Shops; Local government; Large industries; Other
Summary of results from surveys and interviews

Types of clients: All countries

- **Households**: 26%
- **Schools, hospitals**: 15%
- **Restaurants, hotels**: 7%
- **Shops**: 14%
- **Local government**: 13%
- **Large industries**: 13%
- **Other**: 12%

International Conference: Recycling Networks & Waste Governance, Kisumu 23th April 2018
Summary of results from surveys and interviews

Prioritized clients: No 1

- Households: 50%
- Schools, hospitals: 18%
- Restaurants, hotels: 19%
- Shops: 6%
- Local government: 0%
- Large industries: 5%
- Other: 2%

Prioritized clients: No 2

- Households: 19%
- Schools, hospitals: 14%
- Restaurants, hotels: 26%
- Shops: 15%
- Local government: 10%
- Large industries: 6%
- Other: 2%

Prioritized clients: No 3

- Households: 3%
- Schools, hospitals: 15%
- Restaurants, hotels: 21%
- Shops: 32%
- Local government: 6%
- Large industries: 3%
- Other: 20%
Summary of results from surveys and interviews

Recyclables: All countries

- General recyclables: 8%
- White paper: 1%
- Paper: 3%
- Cardboard: 13%
- Newspaper: 7%
- Plastic: 1%
- Glass: 3%
- Textile: 3%
- Organic: 5%
- Electronics: 1%
- Tyres, rubber: 1%
- Bones: 1%
- Charcoal dust: 1%
- Saw dust: 1%
- Furniture: 1%
- New recyclables: 18%
- Old recyclables: 27%
- Recyclables: 100%
Summary of results from surveys and interviews

Recyclables: Brazil
- General recyclables
- White paper
- Paper
- Cardboard
- Newspaper
- Plastic
- Metal
- Glass
- Textile
- Organic
- Electronics
- Tyres, rubber
- Bones
- Charcoal dust
- Saw dust
- Furniture

Recyclables: Nicaragua
- General recyclables
- White paper
- Paper
- Cardboard
- Newspaper
- Plastic
- Metal
- Glass
- Textile
- Organic
- Electronics
- Tyres, rubber
- Bones
- Charcoal dust
- Saw dust
- Furniture

Recyclables: Tanzania
- General recyclables
- White paper
- Paper
- Cardboard
- Newspaper
- Plastic
- Metal
- Glass
- Textile
- Organic
- Electronics
- Tyres, rubber
- Bones
- Charcoal dust
- Saw dust
- Furniture

Recyclables: Argentina
- General recyclables
- White paper
- Paper
- Cardboard
- Newspaper
- Plastic
- Metal
- Glass
- Textile
- Organic
- Electronics
- Tyres, rubber
- Bones
- Charcoal dust
- Saw dust
- Furniture
Summary of results from surveys and interviews

Range of recycling networks
1: Local; 2 Urban region; 3: National; 4 International
# Summary of results from surveys and interviews

## Correlation

<table>
<thead>
<tr>
<th></th>
<th>No part</th>
<th>Women of all part %, 0=100% male</th>
<th>% Women of all participants</th>
<th>Gender composition of leadership (in %, 0=100% male)</th>
<th>No. of support actions</th>
<th>Are you legally recognized?</th>
<th>Diversity of services</th>
<th>Diversity of clients</th>
<th>Diversity of recyclables</th>
<th>Relations with other waste picker groups</th>
<th>Network range</th>
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</thead>
<tbody>
<tr>
<td>No. of participants</td>
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<tr>
<td>% Women of all participants</td>
<td>-0,25</td>
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<tr>
<td>Gender composition of leadership (in %, 0=100% male)</td>
<td>-0,05</td>
<td>0,48</td>
<td>1,00</td>
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<td>No. of support actions</td>
<td>0,54</td>
<td>-0,34</td>
<td>-0,19</td>
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<tr>
<td>Are you legally recognized?</td>
<td>0,24</td>
<td>-0,25</td>
<td>-0,07</td>
<td>0,32</td>
<td>1,00</td>
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<td>Diversity of services</td>
<td>0,37</td>
<td>-0,33</td>
<td>-0,11</td>
<td>0,46</td>
<td>0,36</td>
<td>1,00</td>
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<tr>
<td>Diversity of clients</td>
<td>0,44</td>
<td>-0,19</td>
<td>-0,12</td>
<td>0,48</td>
<td>0,30</td>
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<td>1,00</td>
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<tr>
<td>Diversity of recyclables</td>
<td>0,25</td>
<td>-0,33</td>
<td>-0,28</td>
<td>0,30</td>
<td>0,15</td>
<td>0,47</td>
<td>0,23</td>
<td>1,00</td>
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<tr>
<td>Relations with other waste picker groups</td>
<td>0,34</td>
<td>-0,35</td>
<td>-0,09</td>
<td>0,38</td>
<td>0,27</td>
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<td>0,38</td>
<td>0,22</td>
<td>1,00</td>
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<tr>
<td>Network range</td>
<td>0,41</td>
<td>-0,22</td>
<td>-0,08</td>
<td>0,36</td>
<td>0,15</td>
<td>0,27</td>
<td>-0,01</td>
<td>0,27</td>
<td>-0,11</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Summary of results from surveys and interviews

History

• Triggering events
• Idea carrier
• Rationales
• Resources
• Enrolling markets, embedded in social relations, economies of affection
• Sense of belonging/ citizenship
• Strategies: mobilisation and insertion
Summary of results from surveys and interviews

History

Triggering events

• Insecurity, violence: e.g. Post-election violence in Kenya (2007-2008), crime rates in Kenya’s informal settlements prompted the creation of self-groups

• Economic crisis (e.g. Argentina), unemployment, loss of job, factories closing, business ruined (e.g. Dar Es Salaam), school dropouts (e.g. Kenya) provide the need for self-employment

• Previous experience both working with industry materials and being businessmen/women allows to see business opportunities (e.g. Dar Es Salaam)

• Creation of self-groups, e.g. Community bank-saving or youth-groups in Kisumu (waste collection comes after)

• Police persecution is the triggering factor for the creation of some cooperatives in Argentina and Nicaragua by waste pickers that were already performing as such
Summary of results from surveys and interviews

History

Idea carrier

• NGOs, local governments (e.g. Nicaragua) and eventually initial resources to create the groups. When resources dry up many organisations disappear or remain dormant.

• Study visit to or from other groups, mentorship (e.g. Kenya), newspapers, relatives & friends, visiting industries, local waste programmes (e.g. Kenya), waste picker networks (e.g. Nicaragua)
Rationales

• Economic needs (common), business opportunities (e.g. Dar Es Salaam) & environmental and community rationales, including security, health, etc (e.g. Kenya).

• One rationale (e.g. Business oriented waste pickers in Dar es Salaam) versus blended economic, environmental and social/collectivity rationales (e.g. Kenya, Argentina, Brazil?). Blended rationales can be difficult to manage and groups can dissolve (e.g. Youth groups in Kenya)

• Blending different framings pragmatically: from coping from practical needs (economy), to aiming for local sustainable improvements (in communities) and eventually broader societal changes (in legislation)
Resources

• Capital:
  o Self groups for savings, table banks...
  o Pool own resources, collective/crowd funding, convince relatives, savings, industry partners
  o Donations: NGOs, authorities...risk for collapse or dormant operations when resources dry up (e.g. Nicaragua, Kenya)

• Recruiting/enrolling members (e.g. Recruiting local members as a strategy to build up trust and legitimacy in the neighbourhoods in Kisum

• Building up trust and legitimacy (e.g. recruiting members from the neighbourhood, showing evidences from other waste pickers to build trust, collaborating with NGOs, trust with suppliers as youths; meetings, showing quality and benefits of the work to the customers

• Knowledge:
  o Supervision, mentorship, collaboration between fellow waste enterprises and networks collaborative model in Kisumu, relatives and friends sharing knowledge
  o Previous knowledge (industry, business, Dar Es Salaam)
Summary of results from surveys and interviews

Enroling markets:

• Commercialization of waste services is particularly important as a rationale, but also as a relation: creating markets, enroling customers, supporting growth, connecting to industry partners, etc.

• Creating trust among suppliers (youths), potential supporters (relatives investing on them, customers (meetings, showing quality and benefits of the work to the customers, community clean-ups), enroling landlords as agents (Kisumu), sensitization (to convince customers), time and persistence (creating markets)

• Embedded in social relations, economies of affection
History

Sense of belonging: strategies of insertion /mobilisation

• Stigma, persecution, identity, pride, citizenship (e.g. Argentina and Nicaragua): “the Association was the tool we found out to say ‘enough is enough’ and stop the police, showing that we are carreros (waste pickers with horses), but carreros that work, and no criminals... and that they (the police) had to leave us work in peace”
## Challenges

<table>
<thead>
<tr>
<th>Resources</th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Lack of initial capital and capital to grow, lack of trust of financial</td>
<td>Machines donated often are not the solution: do not fit local</td>
<td>Lack of necessary facilities (storage facilities causing</td>
</tr>
<tr>
<td>institutions</td>
<td>competences and are abandoned or break down</td>
<td>environmental pollution), transportation, machines, tools (balance)</td>
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<tr>
<td></td>
<td></td>
<td>Formalisation Documents (certifications, permits, formally</td>
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<tr>
<td></td>
<td></td>
<td>constituted as cooperatives, etc that enable them to bid for</td>
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<tr>
<td></td>
<td></td>
<td>contracts, to access loans...)</td>
</tr>
<tr>
<td>Market</td>
<td>Fluctuating prices for materials, low profit, precarity of the</td>
<td>Competition both with large companies and between groups (prices</td>
</tr>
<tr>
<td></td>
<td>work, high members turnover</td>
<td>down, generating conflicts between groups)</td>
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<td></td>
<td></td>
<td>Low income settlements: customers not paying because of low</td>
</tr>
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<td></td>
<td></td>
<td>income, luck of trust, lack of environmental awareness (illegal</td>
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<td></td>
<td></td>
<td>dumping)</td>
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<tr>
<td></td>
<td></td>
<td>Commercialization (initial lack of knowledge of retailers, sales</td>
</tr>
<tr>
<td></td>
<td></td>
<td>of materials, supply chain, low bargaining power, market price</td>
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<tr>
<td></td>
<td></td>
<td>fluctuation)</td>
</tr>
</tbody>
</table>
## Challenges

<table>
<thead>
<tr>
<th>Legislation</th>
<th>Legislation/illegality (impeding certain activities), polythenes bag ban in Kenya, police persecution, harassment, bribes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td>Internal conflicts, lack of trust, lack of group cohesion, lack of experience in administration, conflicts in leadership, bad leadership, bad management, absenteeism, lack of transparency, culture of working solo and lack of experience of collective management</td>
</tr>
<tr>
<td></td>
<td>Other problems (social problems alcoholism, conflicts)</td>
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<td></td>
<td>Members participation, absentees</td>
</tr>
<tr>
<td></td>
<td>Different interests within youth groups</td>
</tr>
</tbody>
</table>
### Challenges

| Social                        | Gender, lack of women inclusion  
|                              | Unequal distribution of benefits, funds |
| Knowledge, identity          | Lack of knowledge and capacities (e.g. to treat machines, to reach retailers)  
|                              | Stigmatisation / lack of knowledge of waste pickers and waste products, stigma associated with child labour, animal cruelty |
Summary of results from surveys and interviews

Achievements

• Capital

• Transportation
• Personal achievements: Bills, house and school fees, family support

• Employment, my own business

• Recognition letter, legalization, formal recognition, support from local government

• Growth, customers, sales, enrolment of more members

• Diversification of services and customers
• Mentoring, training others

• Cleanliness, health

• Networks, associations
• Friendship

• Knowledge and competence development, learning(accounting),

• Internal management, leadership

• Better prices
• Empowerment, to be independent
Summary of results from surveys and interviews

**Technology / product/resources**
Identifying, collecting and processing new materials (e.g. charcoal dust in briquettes, e-waste)
Processing machines for added value and transformation of materials (e.g. bailing, crushing machines)
Developing new products (charcoal dust in briquettes, reciplasas children playgrounds furniture, jewelry)
New transportation means (more hand carts, compressor trucks)
Table banking, self-groups, collective/crowd funding

**Alliances/government**
Contract per collection subsidized by local governments, partnering with local government for transportation and transfer stations
Alliances with recycling networks
Alliances with NGOs for training
Collegiality, mentorship, collaboration model between fellow waste companies

**Knowledge / identity**
Training in partnership with NGOs, Universities and governmental agencies
Self-learning (identifying products, markets, suppliers)
Training members in customer service
Mentorship programs (recycler to recycler)

**Commercialization**
Partnership with companies
Community clean-ups, as marketing and educational tool, health clinics
Using youths for door-to-door sensitization
Diversification of services (e.g. car washing, pit and septic tank emptying) and waste services
Engaging landlords in waste collection, recruiting local members
Training companies and households to sort out
Marketing and social media
Waste collection networks to negotiate prices
Selling to larger retailers
Locating operations in untouched markets
To provide a regular collection service
Payment system through bank account
Educational material for customers

**Social**
Offering lunch, food, accommodation, loan for members
Providing jobs for women (employed or members of cooperatives)
Creating products to improve low income neighbourhoods (clean-ups, children play grounds, and people with disabilities
Clean ups and health-clinics

**Management**
Participatory decision making
Self-management, team building, group management
Transparency, full access by members
Training in bookkeeping
Distributed leadership
Learning about collective interests and unity
## INNOVATIONS

<table>
<thead>
<tr>
<th>Technology / product</th>
<th>Identifying, collecting and processing new materials (e.g. charcoal dust in briquettes, e-waste)</th>
</tr>
</thead>
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<td>Table banking, self-groups, collective/crowd funding</td>
</tr>
<tr>
<td>Commercialization</td>
<td>Partnership with companies</td>
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<td>------------------</td>
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<tr>
<td></td>
<td>Community clean-ups as marketing and educational tool</td>
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<td>Diversification of services (e.g. car washing, pit and septic tank emptying) and waste services</td>
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<td>Engaging landlords in waste collection</td>
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<td></td>
<td>Recruiting local members to gain trust in the neighbourhood</td>
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<td>Training companies and households to sort out</td>
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<td>Marketing and social media</td>
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<td>Linkages with waste collection networks to negotiate prices</td>
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<td>Locating operations in untouched markets</td>
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<td>Educational material for customers</td>
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</tbody>
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| Management | Participatory decision making  
Self-management, team building, group management  
Transparency, full access by members  
Training in bookkeeping  
Distributed leadership  
Learning about collective interests and unity |
| --- | --- |
| Alliances / government | Contract per collection subsidized by local governments, partnering with local government for transportation and transfer stations  
Conversations with other recycling networks  
Alliances with NGOs for training  
Collegiality, mentorship, collaboration model between fellow waste companies; network/association formation |
### Summary of results from surveys and interviews

#### INNOVATIONS

| Social | Offering lunch, food, accommodation, loan for members (Dar Es Saalam)  
        | Providing jobs for women (employed or members of cooperatives)  
        | Creating products to improve low income neighbourhoods (clean-ups, children play grounds, and people with disabilities) |
|--------|----------------------------------------------------------------------------------------------------------------------------------|
| Knowledge / identity | Training and capacity building in partnership with NGOs, Universities and governmental agencies  
         | Self-learning (identifying products, markets, suppliers)  
         | Training members in customer service  
         | Mentorship programs (recycler to recycler) |
Summary of results from surveys and interviews

Future Actions

• Collaboration, creating/strengthening networks (particularly with local governments) to get permission or to scale up innovations (Argentina), policy advocacy for environmental governance

• Mechanisation of collection and material process (machines, transportation, recycling plant) + storage spaces, for supply chain added value.

• Diversification of products, (bottling own water from recycling plastic, organic manure)

• Capital access/financial assistance (either as loans or assistance)

• Growth (expanding to other neighbourhoods, to other cities...)

• Legalisation, recognition

• Secondary collection improvement (Kisumu)

• Protective gear (only one)

• Capacity building

• Internal management
<table>
<thead>
<tr>
<th>Category</th>
<th>Innovations</th>
<th>Achievements</th>
<th>Future actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technology product</td>
<td>Identifying, collecting and processing new materials&lt;br&gt;Processing machines&lt;br&gt;New products&lt;br&gt;New transportation means</td>
<td>Capital&lt;br&gt;Transportation</td>
<td>Mechanisation of collection and material process (machines, transportation, recycling plant) + storage spaces, for supply chain added value&lt;br&gt;Diversification of products&lt;br&gt;Capital access/financial assistance</td>
</tr>
<tr>
<td>Market, sales</td>
<td>Partnership with companies&lt;br&gt;Diversification of services and waste services&lt;br&gt;Engaging landlords, and companies&lt;br&gt;Marketing and social media&lt;br&gt;Waste collection networks to negotiate prices, large retailers&lt;br&gt;Locating operations in new markets&lt;br&gt;Payment systems&lt;br&gt;Community clean-ups as marketing and educational tools, Educational material</td>
<td>Growth, customers, sales, enrolment of more members&lt;br&gt;Diversification of services and customers&lt;br&gt;Better prices</td>
<td>Growth, expanding to other neighbourhoods, cities</td>
</tr>
<tr>
<td>Management</td>
<td>Participatory decision making&lt;br&gt;Self-management&lt;br&gt;Transparency&lt;br&gt;Bookkeeping competences&lt;br&gt;Distributed leadership</td>
<td>Internal management&lt;br&gt;Leadership</td>
<td>Internal management</td>
</tr>
<tr>
<td>Alliances, government</td>
<td>Contract per collection subsided by government, partnering for transportation&lt;br&gt;Alliances with recycling networks and NGOs</td>
<td>Networks, associations&lt;br&gt;Legalization, formal recognition, support from local governments</td>
<td>Legalisation, recognition&lt;br&gt;Creating and strengthening networks, particularly with local governments to get permission, scale up innovations, policy advocacy</td>
</tr>
<tr>
<td>Social</td>
<td>Offering social conditions to members&lt;br&gt;Providing jobs to women and youth&lt;br&gt;Creating products and services to improve low income neighbourhoods</td>
<td>Personal achievements: paying bills, house and school fees, family support&lt;br&gt;Employment, own business&lt;br&gt;Cleanliness, health&lt;br&gt;Friendship</td>
<td></td>
</tr>
<tr>
<td>Knowledge, identity</td>
<td>Training with NGOs, and through mentorship&lt;br&gt;Self-learning</td>
<td>Knowledge and competence development, learning, empowerment, independence</td>
<td>Capacity building</td>
</tr>
</tbody>
</table>