



INTERNATIONAL
ALLIANCE OF
WASTE PICKERS

A union of waste picker organizations
representing more than 460,000
workers across 34 countries

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Report to Executive Council: Our Work from May 1 to October 31, 2024

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on **March 10, 2025**

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Main Outcomes

1. During IAWP's First Elective Congress, in Buenos Aires, Argentina, from May 1-4, 2024:
 - a. The first three Office Bearers in the history of the international waste picker movement were elected: Severino Francisco de Lima Junior, President; Sushila Sable, Vice-President; Madithhare Koena, Treasurer. They are joined by 19 other representatives as members of IAWP's Executive Council (ExCo). Among the Office Bearers there balanced regional and gender representation, in an attendance of the gender balance mandate of 50% women or trans/non-binary. IAWP directly contributed to this outcome by organizing the Elective Congress, establishing election procedures, and following such procedures. In a larger sense, this substantial and far-reaching achievement was the result of years of concerted work on behalf of this burgeoning alliance and its affiliates and champions.
 - b. The IAWP's First Elective Congress also validated the representation in the 19-member Executive Council elected at the regional level during meetings (online and in person) according to its mandate for balanced regional and gender representation. IAWP contributed to this outcome by organizing the Elective Congress and holding meetings for the definition of the regional representatives to the ExCo. See the composition of the Executive Council and profiles of the members in [ANNEX XIII](#).
 - c. The first eight resolutions of the International Alliance of Waste Pickers were passed: [Social protection](#), [Rights of women waste pickers](#), [Child labor](#), [Extended Producer Responsibility \(EPR\)](#), [Just Transition for the Right to Decent and Recognized Work](#), [Economic independence of the Alliance](#), [Political independence of the Alliance](#), [Advocacy for governments to revise trade union laws and policies to allow registration of waste pickers' organizations](#). This is the first time that the highest body of the Alliance, its Congress, was able to define priority areas of work. IAWP contributed to this outcome by inviting resolutions from its affiliates, establishing a Resolutions Committee with clear guidelines, working on consolidating resolutions with similar proposals, presenting consolidated resolutions for voting in the plenary and counting the votes.
2. During INC-4 of the UN Plastics Treaty in Ottawa, Canada in April 2024:
 - a. All of IAWP's key demands were realized in the negotiations, including: the Just Transition article was retained in the treaty, and mentioned in other sections; and waste pickers are mentioned throughout the treaty. A growing number of member states, now including the US and EU, repeated our demands and requested meetings with the IAWP delegation. This is as a result of IAWP's ongoing worker advocacy training, and engagement in the UN Plastics Treaty process.
 - b. As a result of IAWP's participation in the UN Plastics Treaty process, waste pickers have been forging stronger relationships with Indigenous Peoples movements, trade unions and frontline communities, which strengthens the movement overall.
3. From May 30–June 12, 2024, in Geneva, Switzerland, Severino Lima Jr participated for the first time in the International Labour Conference as IAWP's elected president. Severino met with Pierre Martinot-Lagarde who is responsible for relations with international non-governmental organizations, and provided assistance to ensure IAWP's ability to participate in future ILCs as a workers' organization. IAWP Organizational Development Officer, Carolina Palacio, also participated in the ILC (Severino attended with a Workers' credential via CUT Brazil, and Carolina Palacio with an Observers' credential via WIEGO).
4. On June 27, 2024 Kabir Arora was appointed the new General Secretary of the International Alliance of Waste Pickers. This was the first time a General Secretary was selected and appointed by Office Bearers and ExCo members of the Alliance. IAWP contributed to this outcome by calling for applications, putting in place the Human Resources Subcommittee and following due procedure.

5. In August 2024, the newly elected leadership of IAWP, including the Office Bearers, General Secretary, and the Human Resource Management Subcommittee, initiated an organizational restructuring process. As part of this process, the nine staff members inherited from WIEGO underwent an appraisal. Six of these staff members chose to continue working with IAWP under the new leadership and have been issued new contracts: Taylor Cass Talbott, Advocacy & North America Regional Coordinator; Alejandro Mejía, Latin America & Caribbean Coordinator; Carolina Palacio, Worker Education & Affiliate Capacity Building Coordinator; Clara Simas Ferraz, Project Management Officer; Ashwini Jog, Admin, HR & Logistics Coordinator; and Cristiano Benites, Interpretation & Translation Officer. This marks a significant milestone, as it is the first time waste picker leaders, elected through a formal process, have directly participated in managing staff alongside the appointed General Secretary. Following the completion of the restructuring, a new hiring process, overseen by the Human Resource Management Subcommittee, was introduced to further strengthen the organization. IAWP staff contributed by organizing the Elective Congress and IAWP Office Bearers and ExCo contributed by holding the appraisal process.
6. During IAWP's First In-Person Executive Council Meeting Meeting, from Sep 18-21, 2024 in Kathmandu, Nepal:
 - a. The members decided to establish 3 additional sub-committees, effectively ensuring a distribution of power within the leadership of the organization. This is relevant because it establishes a style of working in which decision-making and discussions are done collectively, without concentration of power in the Office Bearers. IAWP contributed to this outcome by organizing the meeting, alongside SASAJA, and establishing the discussion on sub-committees as part of the agenda.
 - b. The members approved a principle-based allocation of resources, with a budget that guarantees equitable distribution between regions. This was the first time that waste picker leaders defined the budget of the Alliance, setting a precedent for future budgeting practices. IAWP contributed to this outcome by organizing the meeting, alongside SASAJA, and establishing the discussion on budgeting as part of the agenda.



Finance Sub-Committee Meeting

- c. Four new Resolutions were passed ([Strengthening the Recycling Movement and Associativity, Fair Trade, Threats of Privatization of the Recycling Service, and Corruption](#)). This further defines the priorities of our Alliance. IAWP contributed to this outcome by organizing the meeting, alongside SASAJA, and establishing the discussion on resolutions as part of the agenda.

1 Elective Congress

The International Alliance of Waste Pickers (IAWP) Congress 2024 was a very successful landmark for waste pickers and workers from around the world. From May 1-5, we met in Buenos Aires, Argentina, for our first elective Congress. We are proud to say that we are workers who are united for our rights!

This Congress was particularly significant because, for the first time, our truly global movement of waste pickers elected representatives democratically and internationally, a moment that went down in history of both the Alliance and workers rights movements globally. Remote voting was approved for those delegates who were not able to attend due to visa troubles. The Congress also approved various amendments to the Alliance's constitution and resolutions.

At IAWP, we have come together from 50 organizations in 34 countries to defend our rights as workers and for the Congress, we came together from all the regions of our planet. The Congress is the Alliance's highest decision-making body and this year it was composed of 88 delegates elected from our 50 affiliated waste picker organizations, with strategic partners who were present as observers and guests. According to our Constitution, we will have our Congress at least once every five years.

More information on the assembly can be found here: <https://www.youtube.com/watch?v=83JrVhvy0xU>. The participant list, affiliates, agenda, explanation of procedures, resolutions, videos from our panel discussions and the slides of the presentations are available on the Congress website in English, Spanish and French: wastepickersinternational.org

May 1: 1st Day: March and Opening Plenary



International Workers' Day march in Buenos Aires, Argentina. May 1st, 2024.

Kicking off the international Congress, we organized and participated in a massive march through the streets of Buenos Aires, Argentina, with all the participants. Over a hundred waste pickers, delegates and observers, representing organizations from more than 30 countries joined waste pickers from Argentina in a march to commemorate International Workers' Day.

Later on we came back to the Congress venue for the opening plenary, where we validated the procedures such as the Credentials, Resolutions, Ethics and Independent Electoral Committees. Then, there was the welcome of the host country and presentations by each person running for the elective positions at the Alliance. The event culminated with a cultural night.

Read more [about the 1st day](#) and watch our [video summary](#).

May 2: Our first elections



Executive Council at the IAWP 1st Elective Congress. Some members attended online. May 2nd, 2024.

On the second day of the Congress, we held our first elections, electing the office bearers as follows:

- Severino Francisco de Lima Junior, President (UNICATADORES, Brazil)
- Sushila Sable, Vice-President (PBVS, India)
- Maditlhare Koena, Treasurer (SAWPA, South Africa)

The Executive Council of IAWP is composed of a total of 22 members, who you can [read about on our website](#).

Remote voting was introduced for delegates unable to attend in person due to visa issues. This was the first time in history that a Congress of the informal economy networks enabled remote voting.

Day 2 of the Congress also featured a tribute to the history of waste pickers, highlighting our struggles and contributions. Silvio Ruiz (ANR, Colombia) and Marty Chen (WIEGO) honored past leaders, while Samuel Le Coeur and Regine Assoumou (Amelior, France) shared historical insights about waste pickers, and personal stories.

Greetings were received from our various sister organizations, emphasizing solidarity and mutual support. Carmen Britez from IDWF, Alberto Santana from SNI, and others, expressed their commitment to unity and recognition of informal workers. The event concluded with reflections on continued collaboration and future goals.

Read more [about Day 2](#).

May 3: Resolutions, constitution amendments and public presentation



Public presentation of the new authorities of the Alliance at the CGT building in Buenos Aires. May 3rd, 2024.

On the third day of our Congress, constitutional amendments and resolutions were discussed with great enthusiasm.

Constitution amendments: Two amendments were approved. The first, that the term “reuse workers” should be included in the definition of waste pickers. The second, that the IAWP should fund the Executive Council office bearers, rather than relying on funding from the home organization.

Resolutions: Further, the first 8 resolutions were adopted to guide the Alliance’s work. The approved resolutions refer to the following topics:

1. [Social protection](#)
2. [Rights of women waste pickers](#)
3. [Child labor](#)
4. [Extended Producer Responsibility \(EPR\)](#)
5. [Just Transition for the Right to Decent and Recognized Work](#)
6. [Economic independence of the Alliance](#)
7. [Political independence of the Alliance](#)
8. [Advocacy for governments to revise trade union laws and policies to allow registration of waste pickers’ organizations](#)

You can read [the final adapted and approved resolutions](#).

The newly ratified Executive Council will be reviewing the remaining resolutions in future meetings.

Report to Congress: The outgoing acting GS then reported to Congress.

Public presentation: Later, at the iconic Confederación General de Trabajadores (CGT) headquarters in Buenos Aires, leaders from CGT, MTE-UTEP, and FACCyR welcomed IAWP’s newly elected leadership. Our office bearers emphasized solidarity, inclusion, and the fight for waste pickers’ rights. President Severino de Lima Junior presented a passionate speech, committing to the tireless work ahead for waste pickers of the world, and concluding with a call for justice, equality, and international solidarity, affirming that no one should be left behind.

Read more [about day 3](#) and watch the [video summary of days 2 and 3](#).

May 4: Field visits



Field visit during IAWP Congress at Recicladores Unidos de Avellaneda Cooperative. May 4th, 2024.

The fourth day of our Congress involved field visits to waste picker cooperatives in Buenos Aires, highlighting their management models and collective efforts. We first started with a working tour of doorstep recyclables collection in the streets, and then followed with a visit to a cooperative center.

The Recicladores Unidos de Avellaneda cooperative, with 200 workers recycling over 100 tons monthly, was a key stop, where leaders stressed organized struggle and unity. The day concluded with an international farewell party featuring tango performances and Argentine BBQ.

Read more [about Day 4](#) and watch our [video summary](#).

May 5: Advocacy, thematic panels: Why an International Alliance of Waste Pickers?



IAWP First Elective Congress group photo. Delegates and allies. May 5th, 2024.

On our fifth and last day, we had panel discussions in three sessions: from the basic defense of waste picker rights, highlighting police brutality, eviction, human rights perspectives, to organizing for decent work and a just transition, to our global advocacy work. All the [videos and presentations](#) are available on our website.

- 1. Defending our rights with dignity.** For the first session, allies and waste picker affiliates explored the threats that we as waste pickers face, including violence, arson, restrictions to public space, criminalization, and lack of basic services. Some key issues raised were extreme violence that women face, including sexual violence; the exacerbating factor of climate change, which disproportionately affects poor communities; and that the threats to our lives and livelihoods are rooted in classism, racism, ableism, xenophobia, and colonial and patriarchal legacies.
- 2. Organizing for Just Transition.** The second session focused on strategies for waste pickers to secure a just transition and improve our work. Key strategies include documenting rights violations, using data to highlight our value, and organizing at various levels to defend ourselves and influence policies and practices. Challenges to our organizing include privatization, competition from incineration and chemical recycling, the concentration of capital, exclusionary policies, toxic materials, and lack of social and labor protections.
- 3. Influencing the International.** The third session focused on influencing the international agenda, highlighting our global advocacy efforts for waste pickers. Key efforts include engaging with Extended Producer Responsibility (EPR) policies and the UN Plastics Treaty to secure provisions for a just transition and recognition. We noted that we have shaped legislation, influenced the plastics treaty negotiations, and built stronger alliances with trade unions, Indigenous Peoples, and frontline communities. Further, we have actively been involved in the International Labor Conference and in working around climate change policies, showcasing waste pickers' contributions. Some of the challenges we have faced, as noted during the session, include corporate co-optation of waste picker voices and representation conflicts.

Conclusion and final remarks. In conclusion, Taylor Cass Talbott (IAWP Advocacy Coordinator) highlighted the IAWP's main focus areas: Green Gas Emission Calculator, UN Plastics Treaty, ILO, EPR, and climate change. Carolina Palacio (IAWP Organizational Development Officer) summarized recent historic milestones for waste pickers. Severino de Lima Junior, as IAWP elected president, expressed gratitude and future commitments. Sushila Sable, as elected vice-president, sang a farewell song, and Sergio Sánchez, as president of FACCyR, the host organization, thanked attendees.

[Watch all the sessions.](#)

Media Analysis of the Congress Coverage

Total Coverage & Geographic Reach

- **Total News Articles:** 45
- **Number of Countries Covered:** 11

List of Countries Represented in the Coverage:

1. Argentina
2. Fiji
3. India
4. Italy

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5. South Korea
 6. Spain
 7. Switzerland
 8. United Kingdom
 9. United States
 10. Uruguay
 11. Venezuela

Key Themes in Media Coverage

1. Global Recognition & Political Advocacy

- A major focus was on the **demand for official recognition** from the International Labour Organization (ILO) and broader labor rights advocacy. Several headlines emphasized the **struggle for dignified working conditions** and the political mobilization of waste pickers worldwide.
- Media outlets such as *Latam Gremial*, *Grupo La Provincia*, *Prensa Red*, and *Somos Télam* highlighted this aspect.

2. Congress & Election of New Leadership

- Coverage widely reported on the historic nature of the Congress, held in Buenos Aires, and its role as the first elective assembly for waste pickers globally.
- The election of Severino de Lima Junior from Brazil as President of the International Alliance of Waste Pickers was a key news angle, covered by *Latam Gremial* and others.

3. Labor Mobilization & May Day Protests

- Several reports linked the Congress with **International Workers' Day (May 1st)**, showcasing how waste pickers joined broader labor movements demanding recognition.
- Outlets such as *Página12*, *Fijivillage*, *Hindustan Times*, and *Somos Télam* covered both the march and speeches advocating for labor rights.

Overall Media Impact

The Congress successfully gained **international media attention across multiple continents**, reinforcing the global importance of waste pickers' rights and advocacy. Coverage spanned **mainstream media, labor-focused publications, and sustainability platforms**, ensuring the visibility of key demands and highlighting the growing political influence of informal recycling workers worldwide.

Complete coverage available [here](#).

2 Executive Council Meetings

Since the Congress, the IAWP Executive Council(ExCo) met twice online and once in person.

The **first online meeting** was held on May 29, 2024 with an agenda covering: 1) Results and summary of applications received for General Secretary position; 2) Voting on two items: interview of candidates for GS and staff questions/ involvement in hiring; 3) Presentation by outgoing interim General Secretary Lucía Fernández on annual report, summary of events ahead, and suggestions on staff. [The minutes are available here.](#)

The **second online meeting** was held on July 1, 2024 with an agenda covering 1) Introducing the General Secretary, including a brief report on the hiring process; 2) Ongoing staff appraisal process

and involvement of the HR Committee; 3) Communication system; 4) In person ExCo meeting; 5) Mandating the ExCo and staff to set up a Finance Committee and prepare work plan budgets; 6) Updates about Plastics Treaty and ILC. [The minutes are available here.](#)

The **first in-person meeting** of the ExCo was held from September 19 and 22 of 2024 in Kathmandu, Nepal. Out of the 22 members, 20 were present. We defined the rules of how Executive Council meetings will run, as well as how decisions are taken. We collectively discussed issues related to human resources, budgeting, advocacy, worker's education, committees (themes and composition) and more. There was full consensus in all votes taken, indicating that themes had been thoroughly discussed and that there is much more agreement than disagreement amongst members. We left the meeting with a series of decisions taken on how to structure and run the Alliance.



ExCo members in the meeting room

Decisions taken

On the first day of the event, we agreed to a process of decision making (see Annex I). However, during the meeting, a slightly different process was undertaken, with the Treasurer Maddie calling for the vote and the member of

the Resolutions Committee, Pinakini, counting the votes. The remainder of the voting procedure was followed as described in [Annex I](#).

1. **Rules and Procedures to conduct ExCo meetings of the IAWP ([Annex II](#))** - these were accepted by all waste pickers, with the exception of point 9 (regarding substance abuse, which ExCo members agreed could be reworded so as not to stigmatize waste pickers as drug addicts. Taylor was assigned with rewording) and point 16 (which presented an inconsistency saying “five (2)” which has been corrected to “two (2)”)
2. **Voting Procedures for International Alliance of Waste Pickers Executive Council Meetings ([Annex I](#))** - adopted with no concerns
3. **Resolutions ([Annex III](#)):**
 - a. **Resolution on Strengthening the Recycling Movement and Associativity. Joint resolution by ANR (Colombia), ANARCH (Chile), UNICATADORES (Brazil), RENAREC (Ecuador), MNRP (Panama), MNPRBCR (Costa Rica)** - Approved with 20 votes in favor, 0 votes against and 0 abstentions.
 - b. **Resolution on Fair Trade. Presented by ANR (Colombia)** - Approved with 20 votes in favor, 0 votes against and 0 abstentions.
 - c. **Resolution on the Threats of Privatization of the Recycling Service. Presented by FACCYR (Argentina), RENAREC (Ecuador)** - Approved with 20 votes in favor, 0 votes against and 0 abstentions.
 - d. **Resolution on Corruption. Presented by FACCYR (Argentina)** - Approved with 20 votes in favor, 0 votes against and 0 abstentions.
 - e. **Resolutions Committee** - It is decided by the plenary to reinstate the Resolutions Committee to evaluate and vote on the Resolutions that were not yet voted on. The composition of the committee will be as follows:

● North America: <ul style="list-style-type: none">● Chris	● Africa: <ul style="list-style-type: none">● Hortance● Nana Martine● Harouna	● Europe: <ul style="list-style-type: none">● Pietro
● Latin America: <ul style="list-style-type: none">● Robinson● Yenny		● Asia Pacific <ul style="list-style-type: none">● Pris● Pinakini

Carolina will be the staff member to support the Committee

4. **Solidarity Fund** - It was proposed that IAWP establish a solidarity fund for use in emergencies such as fires in dumpsites/work locations, natural disasters, climate change induced disasters and health complications related to working as a waste picker. The proposal was approved with 20 votes in favor, 0 votes against and 0 abstentions.
5. **Reporting by Office Bearers regarding representation in various events:**

Office Bearers nominated A. Krishna, waste picker leader of Thyajya Shramika Sangha to represent IAWP in the United Nations Responsible Business & Human Rights event in Bangkok.

Office Bearers nominated Martha Elena Iglesias, waste picker leader of Asociación Nacional de Recicladores (ANR) to represent IAWP in the International Cooperative Alliance event in New Delhi.

Madithhare Koena, Treasurer, reported about her visit and intervention to resolve the conflict in Kenya National Waste Pickers Welfare Association (KENAWPWA) ([Annex X](#)).

The Office Bearers deputed Severino Lima Junior, President and Barbra Weber for a fundraising drive in New York Climate Week.

Severino will be representing IAWP in the Circularity & Human Rights event organized by the United States Chamber of Commerce in Atlanta, US.

Plastics Treaty INC-5 delegation: Barbra Weber (North America), Pietro Luppi (Europe), Severino Lima Junior & Soledad Mella Vidal (Latin America & Caribbean), Shanti Tamang & Indumathi (Asia Pacific), Johnson Doe & Madithhare Koena (Africa). It was agreed that there will be self-funded delegates, and in case additional funding is available John Chweya Xavier will be invited to represent.

- 6. Work Plan From September 2024- April 2026 ([Annex IV](#))** - Approved with 20 votes in favor, 0 votes against and 0 abstentions.



Pietro and Samuel presenting the plans for Europe



Yenny and Abel presenting plans for Latin America

- 7. Report of Human Resource Management Subcommittee (HSC) regarding staff appraisal and interview process ([Annex V](#))** - Approved with 20 votes in favor, 0 votes against and 0 abstentions.
- 8. Workers Education Work Plan ([Annex VI](#))** - Approved with 20 votes in favor, 0 votes against and 0 abstentions.
- 9. Advocacy Work Plan ([Annex VII](#))** - Approved with 20 votes in favor, 0 votes against and 0 abstentions.
- 10. Budget for October 2024- April 2026 ([Annex VIII](#))** - Approved with 20 votes in favor, 0 votes against and 0 abstentions.



Treasurer Maddie presenting the budget to the ExCo

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- 11. Affiliation procedure (Annex IX)** - Approved with 20 votes in favor, 0 votes against and 0 abstentions. It was also decided that the affiliation fee will be maintained at 25 USD.
- 12. Sub-Committees** - It was decided that two types of sub-committees will exist: content-based and administrative. Admin: HR, Finance, Communications and Resolutions (temporary). Content: Advocacy, Workers Education.
- 13. Admin Sub-Committees**
- a. Human Resources Management Sub-Committee (HSC):** In the event of a future conflict, it will be the responsibility of the human resources committee to seek a solution or call for dialogue. Furthermore, the Terms of Reference of the HSC outlines the area and scope of work (Annex XI).
 - b. Finance Sub-Committee (FSC):** will have 15 to 20 days to approve or deny financing proposal and is responsible for supervising all the finance and budget related tasks, with scope and area of work outlined in the Terms of Reference (Annex XII).
- 14. Content Sub-Committees**
- a.** It was agreed that before including affiliates to the sub-committees, a draft of the terms of reference for each of the committees should be prepared in order to launch the call to the affiliates so that they have more knowledge about the responsibilities and operation. For this purpose, the staff responsible will be in charge of preparing the draft terms of reference. Taylor in charge of Advocacy, Carolina in charge of Workers Education and the Communications Manager in charge of Communications.
 - b.** Pinakini has volunteered to be a part of the Worker Education Sub-Committee. Office bearers' have also invited Pris Polly to join the Advocacy Sub-Committee to help IAWP nuance its policies on plastics.
- 15. Internal Policies**
- a.** In agreement with office bearers and the staff, it is resolved to establish the following internal policies for which a draft of each policy should be prepared
 - I.** Human resources policy (staff protocols, conflict resolution, salary scale) - Kabir & Ashwini
 - II.** Procurement policy (purchase of equipment, depreciation, others) - Clara
 - III.** Reimbursement policy - Ashwini
 - IV.** Reserve Fund Policy - Kabir and Finance Officer
 - V.** Communications Policy - Communications Manager
 - VI.** Travel Policy - Ashwini
 - VII.** Partnership Policy - Kabir

[The full report on this meeting can be read here.](#)

3 Regional Activities and Outcomes Supported by IAWP

Africa

- Following the suspension of the chairperson of the **Kenya National Waste Pickers Welfare Association (KeNaWPWA)** in February of 2024, IAWP supported the association in **conflict mediation**. The Association's leadership held its first consultative meeting on 12th April 2024. The meeting was attended by 7 waste pickers' representatives from Nairobi, Nakuru and Mombasa, with Gacheke Gachihi, a community organiser and a human rights activist from the Mathare Social Justice Center, as the mediator and the documentation team. The meeting aimed to examine the situation, map out gaps, and forge a common approach to dealing with disputes. It was identified that the existing leadership conflicts were mainly as a result of the centralised governance system which impeded traditional collective leadership and the active involvement of the chapters and representatives. The existing structure, which has a top national leadership, also failed to develop solid associations at the county level, making it too bureaucratic and isolating most of the county associations. It was also noted that partnerships with other organisations (donors/funders) both local and international contributed to conflicts within the association. It was also sighted that some of the leaders used organisational opportunities for their individual advancements as opposed to the organisational culture of fairness and equity.

A series of action points were agreed upon by the participants. From the findings it is evident that the mediation process assisted in identifying the issues and sources of conflicts amongst the association leaders. Therefore, IAWP finds it important to consider both short term and long-term strategies when planning the future of the association. See the agreed upon action points, some suggested medium and long term strategies and the full report on the conflict mediation in [Annex X](#).

Europe

- The European delegate's participation in INC4 in Canada in April 2024 helped IAWP make significant advancements in our thinking about **reuse systems** and how they can better accommodate waste pickers. This is informing the development of an IAWP Reuse Position Paper Concept Note.

Latin America

- **Mexico:** Through a project financed by IAWP, Asociación Lázaro Cárdenas del Río from Dolores Hidalgo, Guanajuato in association with Práctica: Laboratorio para la Democracia, was able to achieve the following outcomes:
 - The Lázaro Cárdenas Workers' Union in the state of Guanajuato has increased its internal cohesion and expanded its representation. Over the course of these months of work between February and June, the group of grassroots waste pickers from Dolores Hidalgo, Guanajuato has strengthened itself as an organization and built up its confidence at the center of the efforts to create a National Movement of Waste Pickers, as well as increasing the recognition of the social and environmental value of its work in the municipality. This is a positive result that deserves to be highlighted because it has improved the confidence and cohesion of the organization to which 22 people in the municipality of Dolores Hidalgo belong directly and 68 people indirectly. The strengthening of their organization improves their capacity to negotiate working conditions at the dump and, above all, strengthens their capacity to accompany the process of the National Movement of Recyclers. The person who influenced this result was Abel

Balderas Ramírez with his tireless work in support and defense of their organization. What he did was to promote strategies of development and internal dialogue, as well as to continue building horizontal and open relationships with local political actors. Other people who influenced this result were Lidia Godínez and Mariana González, who took on responsibilities for administration and representation. In addition, the technical support team held sessions on capacity building and internal communication.

- The operational team building the National Movement of Grassroots Waste Pickers of Mexico made contact with 15 groups of waste pickers between January and June. This building of relationships of trust includes waste pickers from Oaxaca, Puebla, Durango, Chihuahua, Querétaro and Veracruz, as well as Guanajuato. This is a positive result because it is the first effort to build a national movement and for all the 313 people contacted outside of Dolores Hidalgo this was the first time they thought about the possibility of having representation as waste pickers at the national level. It contributes to the organization's general objectives of strengthening waste pickers' organizations. The operational team made up of Abel Balderas, the technical team from *Práctica: laboratorio para la democracia* and occasionally Lidia Godínez and Mariana González, who contributed by working in the meetings during the month of June, influenced this result.
- The municipal government of Dolores Hidalgo has renewed and expanded its willingness to work with the Lázaro Cárdenas Union as a representative interlocutor for the municipality's grassroots waste pickers, as demonstrated at the June meeting by the re-elected government representative. This is a positive result because it broadens the recognition of waste pickers and the value of their work in their municipality, guaranteeing the continuity of their income. It contributes to the organization's objective of favoring waste picker families. Abel Balderas and *Práctica's* technical support team have achieved this result by maintaining and deepening the relationship between the municipality's representatives and the waste pickers through meetings in different settings, throughout the months of February, March, April, May and June 2024.
- At the beginning of October, the constituent assembly of the National Movement of Waste Pickers of Mexico was held in Mexico City. The event was attended by government authorities and social support organizations. The International Alliance also participated as an international observer in the election process.



- **Nicaragua:** On May 26th and 27th the assembly for the constitution of the Central Cooperative of Waste Pickers' cooperatives of Nicaragua was held. This event was attended by 24 comrades and fellow leaders of 8 organizations of waste pickers in Nicaragua. At the event, the election of the Central's board of directors was held by free nomination with the commitment of the leaders to comply with the policies approved by the assembly. The event was attended by national and international observers, where the Alliance was present. This is the first time that waste pickers in Nicaragua have come together under one unified representative body. IAWP contributed to this outcome not only by participating in the event but by funding a project whose main outcome was to have the formation and approval of the policies of the Central of Cooperatives.



- **Dominican Republic:** On August 30, 2024, the Movimiento Nacional de Recicladores de Republica Dominicana presented product No. 1 of the Landfill Remediation and Closure project—a report on the mapping of waste pickers done in 30 dumpsites that are in the process of closure or remediation—at a meeting with the participation of delegates from the associations of waste pickers and authorities of the Dominican Municipal League, the Ministry of the Environment, the Ministry of Women, the Sustainable Solid Waste DO Trust, GIZ, and important companies and NGOs. There was coverage of the meeting in 10 national media outlets. The same report was also presented to the IAWP ExCO in September, during its first in-person meeting. IAWP contributed to this outcome by funding a project aimed at conducting research in 30 dumpsites in the process of closure or remediation.



- **Guatemala:** From October 7 to 10 the constitutive assembly of the national movement of Waste Pickers of Guatemala was held, this event is the result of support from Avina Foundation as an ally of the region with whom support was also requested to include the strengthening of this country that did not have a union figure of waste pickers. The International Alliance was present at the assembly at the request of the organization to guide the election process based on the experience in the congress and in other countries such as Nicaragua and Mexico.



North America

- July 2024: As a result of growing networking and capacity building among IAWP's North America network, **waste picker participation in the monthly network meetings grew substantially**, doubling their representation from 2-3 workers to more than 7.
- September 2024: The growing visibility of waste pickers in North America resulted in the **invitation of US waste picker leader Barbra Weber to speak in two high level panels at New York Climate Week.**
- In May 2024, US-based waste picker leader Kris Brown and IAWP Advocacy Coordinator Taylor Cass Talbott were requested by Oregon's governor to **participate on a new state committee to inform updates to the state's Deposit Return Scheme**, and to give public testimony (May 2024) to the state Senate Energy and Environment Committee on the work of Ground Score in Deposit Return Systems. Taylor Cass Talbott was also selected as the co-chair of Oregon's Recycling Advisory Council to oversee the implementation of Oregon state's new EPR for packaging law.
- In summer of 2024, and as a result of participating in INC4, waste picker organizations in the US began having **discussions with representatives of the Teamsters union** for the first time, in hopes of forging alignment on EPR policy.
- In September 2024, the **IAWP President visited our affiliate AIR and sister organization Sure We Can** and discussed possible awareness campaigns for the public to recognize the importance of waste pickers in NYC, the USA and internationally.

4 News from Affiliates

Africa

- **South Africa:** During the bi-annual General Body meeting of the South African Waste Pickers Association (SAWPA), from August 6-9, 2024, **the organisation elected new office bearers and national and provincial coordinators.** The newly elected office bearers for the next two years are Lefa as Chairperson, Maddie as Vice Chairperson, Mantwa as Treasurer, and Xolile as General Secretary. Additionally, 12 members of the national coordinating committee and nine provincial coordinators were elected during the meeting, which saw the participation of 150 waste pickers from nine provinces of South Africa. In addition to the elections, during the meeting, the former office bearers presented their activities from the past two years, and representatives from the Department of Forestries, Fisheries, and the Environment and the Producers Responsibility Organisation Alliance participated. The SAWPA representatives raised concerns that the implementation of the Waste Pickers Integration Guidelines and EPR service fees did not reach the waste pickers. This led to detailed discussions with the respective institution representatives to address these issues. The bi-annual meeting began with a **march of five hundred waste pickers in Johannesburg**, vehemently opposing the establishment of an incinerator plant and asking Producer Responsibility Organisations to pay waste pickers for waste management services. The South African Waste Pickers Association (SAWPA) spearheaded this march in collaboration with Ground Work and the African Reclaimers Organisation.

Asia Pacific

- **India:** Kagad Kach Patra Kashtakari Panchayat (KKPKP) hosted the **Alliance of Indian Waste Pickers (AIW) meeting in Pune** (4th-5th July 2024) to review and finalise the Guidelines for Waste Pickers' integration in waste management. Over 70 waste pickers and representatives of waste pickers' organisations participated in the meeting. AIW is engaging with policymakers to issue and notify national guidelines to address anomalies in integrating waste pickers, ensuring workers receive benefits and entitlements for contributions to efficient waste management and reducing plastic pollution. The meeting also included field visits to various waste management sites in Pune operated and managed by SwaCH, a cooperative of waste pickers.



- **India:** On 26th June, 2024 over 1500 waste pickers, including many members of Thyajya Shramika Sangha, gathered in Bengaluru to **celebrate Hasiru Habba (Green Festival)**. This event aimed to honor the efforts of waste pickers and present important demands to public authorities, including a universal survey of all 423606 waste pickers in Karnataka, the issuance of occupational identity cards, the provision of social protection benefits, and the establishment of a livelihood protection and social welfare law at the state level.



- **Nepal:** On 5 June 2024 SASAJA conducted an awareness campaign on risks induced by harmful environments for waste workers and urban slum dwellers in 3 wards of Kathmandu Metropolitan City (KMC) through the **Healthy Waste Workers for Sustainable Waste Management project**. SASAJA had conducted a day campaign at 3 government schools of KMC focusing and promoting on 3R marking the World Environment Day 2024. In the year 2024, World Environment Day focused on land restoration, desertification and drought resilience, under the slogan “Our Land, Our Future. We are #GenerationRestoration”. The campaign focused on the conservation of the environment adopting the 3R principles. During the campaign the competition “Best from the Waste: Promoting 3R campaign” was conducted in 3 schools of ward 8, 19 and 30 of KMC. Students from classes 6-10 participated in the program. Students prepared the best items from the waste generated or thrown at schools / communities or at households and briefed the process of recycling / upcycling / reducing / refuse / repurposing in the exhibition of those items.



Participants with their creativity

- **Nepal: Quarterly meeting of Safai Yodda:** In the month of July 2024 Safai Yodda conducted their quarterly meeting with the technical support of SASAJA. In the meeting the sub-committee members of three different locations of Kathmandu and Bancharedada landfill site were present. The meeting was focused on the health issues and challenges of the working station due to the ban on opening scrap shops and waste picking at KMC due to the new policy. In the meeting it was also discussed on the challenges and continuation of Safai Yodda outlets for its sustainability. In the meeting, the members were provided a BCC session on healthcare waste management with its handling practices and preventive measures.



- **Nepal:** In the month of October 2024 SASAJA started social mapping of waste workers' workplace and settlement of Kathmandu, Lalitpur and landfill site to explore more waste workers to provide the membership of SASAJA. The mapping was conducted especially at the scrap center, transfer center of Kathmandu valley and Bancharedada landfill site. In the mapping data related to socio-demographic information, employment and financial status of waste pickers were recorded. This initiative is expected to contribute significantly to the development of sustainable solid waste management practices while addressing the socio-economic and workplace challenges faced by waste pickers. And this mapping is continued in the following months.



- **Bangladesh:** Grambangla Unnayan Committee and Bangladesh Waste Pickers Union jointly implemented following activities from May to October 2024 with the technical and financial support of Grambangla Unnayan Committee. The main purpose of the activities were to strengthen the organizational capacity of the Bangladesh Waste Pickers Union, raising awareness among the people about plastic pollution in the marine environment, ensuring sustainable livelihood for waste pickers, health facilities for waste pickers, campaign for plastic treaty and just transition for waste pickers.

1. Health Camp for waste pickers in Matuail

Grambangla Unnayan Committee and Bangladesh Waste Picker Union arranged a primary health camp for informal waste pickers in Dhaka. The local government supported the arrangement of these health camps every month from May 2024. This health camp is being implemented by the Ministry of health and family planning. About 60 waste pickers are provided with free primary treatment and medicine each month. Waste pickers are getting free treatment and medicine for fever, cold, cough, cavis, asthma, acidity, hepatitis and abdominal pain. About 100 waste pickers have got free vaccines for tetanus.



Primary Health Camp for Waste Pickers

Challenge: Because of political transition this health camp was stopped in July and August.

2. Quarterly Meeting of Bangladesh Waste Pickers

On 7 October 2024 Bangladesh Waste Pickers Union arranged a quarterly meeting with the participation of executive council members. Bangladesh Waste Picker Union couldn't organize its quarterly meeting in July because of political transition in July and August. Grambangla Unnayan Committee provided technical support to arrange the quarterly meeting of Bangladesh Waste Picker Union. In the meeting the leaders of Bangladesh Waste Picker Union took decision on their activities. Rina Begum President of Bangladesh Waste Pickers Union presided over this meeting.

Among 21 executive Council Members, 14 were present in the meeting.

Kulsum Begum, General Secretary of Bangladesh Waste Picker Union briefed on the in person Executive Council of IAWP meeting held in Nepal .



Quarterly Meeting of Bangladesh Waste Picker Union

3. Online Data Base of Waste Pickers

BangladeshWaste Picker Union has taken initiative for developing an online data base of waste pickers of 12 cities in Bangladesh. Grambangla Unnayan Committee is providing technical and financial support to implement this activity. This data base will include information of waste pickers and it will be supportive to advocacy with the government and local government.

<input type="checkbox"/>	MAP	PHOTO	RECORDDATE	COMMENCE DATE	WORKERNUMBER	NAME	BENGLI NAME
<input type="checkbox"/>			Jan 21, 2025	Jan 21, 2025	0012500001	AbuTaher	আবু তাহের
<input type="checkbox"/>			Jun 09, 2024	Jun 09, 2024	1010	Raja Alom	Alom
<input type="checkbox"/>			May 29, 2024	May 29, 2024	1	Tanya	
<input type="checkbox"/>			May 29, 2024	May 29, 2024	0012400240	Humoun Gezi	হুমুন গেজি
<input type="checkbox"/>			May 29, 2024	May 29, 2024	0012400241	Mahinur Begum	মাহিনুর বেগম

Online Data Base of Waste Pickers

4. Campaign for Plastic Treaty and Single use Plastic free Tourist Spot in Bangladesh

Bangladesh Waste Picker Union and Grambangla Unnayan Committee organized campaigns for single use plastic free tourist spots and saving marine environment from plastic pollution. The objective of this campaign was to raise awareness among the tourists about plastic pollution in the marine environment. To implement this activity, Bangladesh Waste Picker Union and Grambangla Unnayan Committee arranged rally and distributed leaflets / pamphlets in tourist spots and sea beaches in Bangladesh



Campaign for Single use plastic free Tourist Spot in Bangladesh

5 Workers' Education

- In September 2024, a Worker's Education Plan for the International Alliance of Waste Pickers (IAWP) was developed and approved by the ExCo ([ANNEX VI](#))
- Vice president Sushila Sable and Exco member Pinakini participated in the **WIEGO School Development Workshop in Ahmedabad**, India between 22nd–26th July 2024. The objectives of the development workshop were to:
 - Critically explore and develop shared understanding of the principles and values of workers' education;
 - Process the expressed educational priorities of the Global Nets and how they envisage the WIEGO School complementing and supporting their education priorities; and
 - Develop a shared understanding by what will be delivered in the WIEGO School for the first three years and how to build on it in the changing world of work.

6 Advocacy

Advocacy Programme

In September 2024, a concept note on IAWP's Advocacy Programme was developed and approved by the ExCo ([Annex VII](#)). We will report on progress on the programme in future reports. What you find below are activities carried out before the program was approved.

Plastics Treaty

- **The Plastics Treaty Working Group** has continued its operations. Waste picker leaders from all five regions have been actively involved in monthly meetings. Additionally, the Working Group members extend invitations to allies of IAWP to participate in meetings, providing them with opportunities to engage with and offer insights on the positions and strategies being developed by waste pickers. The Working Group is facilitated by the staff members of IAWP.
- **INC 4:**
 - At the UN Plastics Treaty negotiations in Ottawa in April 2024, all of IAWP's key demands were realized in the negotiations, including: the Just Transition article was retained in the treaty, and mentioned in other sections as well; and waste pickers are still mentioned throughout the treaty. A growing number of member states, now including the US, EU, were repeating our demands and requesting meetings with the IAWP delegation. This is as a result of IAWP's ongoing worker training and engagement in the UN Plastics Treaty process.
 - April 2024: As a result of IAWP's participation in the UN Plastics Treaty process, waste pickers have been forging stronger relationships with Indigenous Peoples movements, trade unions and frontline communities, which will strengthen their movement overall.
 - See more at [IAWP's INC4 webpage](#).

-
- July 2024: **Soledad Mella, affiliate from Chile, was nominated** by country delegation **to attend INC5 intersessional session of the Plastics Treaty in Bangkok**, demonstrating IAWP's success in decentralizing advocacy within their process to engage in the UN Plastics Treaty, and success in training affiliates.

ILO

- During **ILC in Geneva, Switzerland from May 30–June 12, 2024, Severino Lima Jr had his first participation in the ILC as IAWP president**. He participated in the conference alongside the former Organizational Development Officer, Carolina Palacio. Severino attended with a Workers' credential via CUT Brazil, and Carolina with an Observers' credential via WIEGO. They participated in the different general discussions and the worker's discussion, along with other delegations coordinated by WIEGO, representing informal workers: domestic workers (IDWF), home-based workers (HNI), street vendors workers (SNI), and WIEGO colleagues.
Main Activities:
 - The most important meeting for the future participation of IAWP in the ILC was with Jean Pierre Lagarde, who assessed on how to register IAWP as a member of the ILO.
 - Daily collaboration with WIEGO and other networks to support domestic workers on the primary conference topic: the care economy.
 - Severino participated in discussions on hazardous biological risks at work, a theme that will continue at next year's ILC.
 - Carolina contributed to care-related discussions.
 - The IAWP Communications team ensured public meetings and activities were shared on social media.
 - Severino shared a resolution from the Congress on care for waste pickers' dependent families in one of the Workers' group meetings (video shared on social media).
 - Joint Positioning: A pre-statement was drafted with allied organizations and published on IAWP's social media channels.
- Pre-Conference Activities: Severino participated in WIEGO's ORP Advisory Committee before the start of the Conference, arriving on May 30.

EPR

- April 2024: As a result of IAWP's ongoing work on EPR, Taylor Cass Talbott (IAWP Advocacy coordinator) was **selected as the co-chair of Oregon's Recycling Advisory Council to oversee the implementation of the state's new EPR for packaging law**. Also Kris Brown (Congressional representative from affiliate Ground Score Association) and Taylor Cass Talbott were requested on a new state committee to inform updates to the state's Deposit Return Scheme, and to give public testimony (May 2024) to the state Senate Energy and Environment Committee on Ground Score's work in Deposit Return Systems (a type of EPR).

Climate Change

- April 2024: At its annual assembly in Colombia, **The Association of Recyclers of Antioquia**, in its annual report, **presented the results of the greenhouse gas calculator** to demonstrate to organization leaders, members and municipal authorities the contribution of the organization to the mitigation of climate change, demonstrating the usefulness and local adoption of the tool (developed by WIEGO and IAWP) in internal and external advocacy.

- **Circular Economy & Human Rights:** IAWP President Severino Lima Jr. spoke at an event on Circularity & Human Rights in Atlanta, US from 15th-16th October 2025. Among the main participants were the International Alliance of Waste Pickers (IAWP), Coca-Cola, the United States Chamber of Commerce, the International Organization of Employers Council (IOEC), the United States Labor Organization and the United States Business Union. IAWP's speech was impactful and well received by the participants, and focused on empowering waste pickers, the visibility of the importance of the work carried out by the waste pickers and reinforcing the need for social and economic inclusion in global discussions on sustainability and decent work. See the full report in [ANNEX XIV](#).
- **Meeting with King Charles:** A meeting at Buckingham Palace, hosted by the Ellen MacArthur Foundation on Nov. 6, brought together around 200 world-renowned personalities, including leaders, representatives of global organizations and King Charles himself. The main objective of the event was to strengthen global articulations around environmental, economic and social issues, with a special focus on sustainable initiatives and circular economy. Severino Lima Jr, the IAWP President, was invited to participate in this historic event as a representative of the global movement of waste pickers, being the first waste picker in history to be received by a king in Buckingham Palace. This moment was a symbol of increasing inclusion of waste pickers in high-level debates on sustainability and the environment. See the full report in [ANNEX XIV](#).



Severino Lima Jr, IAWP President pictured alongside King Charles

- The IAWP President also participated in the following engagements:
 - **G20 meeting** in Manaus, Brazil
 - Annual meeting of the **Latitud R Program Council** in Washington, USA at the Inter American Development Bank Headquarters, where an agreement was renewed for the period from 2026 to 2028.
 - Meeting with **Helder Barbalho, Governor of Pará, Brazil** (where COP30 will be hosted) during New York Climate Week
 - Meeting with **Inger Andersen, Executive Director of the United Nations Environment Program (UNEP)**, during New York Climate Week
 - Meeting with american singer, songwriter and music producer **Nile Rodgers**, widely recognized as the "King of Jazz, of Soul and Black Music", where the importance of art as a force for social movements was discussed

See the full report from the President in [ANNEX XIV](#).

8 Communication

- **Number of followers in IAWP social media channels** (from May 2024 to January 24, 2025): X (Twitter) from 2,532 to 2,561; in Facebook from 1,500+ to 1,900+; in Instagram from 1,691 to 1,806; in Youtube from 208 to 243; in LinkedIn from 1,129 to 2,327 subscribers;
- Information in the current **IAWP's website** globalrec.org updated on a regular basis up until August (since September we haven't had a Communications person on staff), including a [denouncement of the police repression exercised by the Argentine government against Faccyr](#). The IAWP elective congress website wastepickersinternational.org was also maintained on air.
- 1 **newsletter** sent to our 3,231 subscribers, covering [What Happened in our First Elective Congress](#). Sent in English, Spanish and French.
- **Mapping studies conducted in Fiji, Hong Kong and Myanmar** were [published on our website](#).
- A **Communications Manager needs to be hired** and the **Communications Subcommittee needs to be established**, with clear Terms of Reference.

9 Secretariat Management

General Secretary hired: On June 27, 2024 Kabir Arora was appointed the new General Secretary of the International Alliance of Waste Pickers. This was the first time a General Secretary was selected and appointed by Office Bearers and ExCo members of the Alliance. IAWP contributed to this outcome by calling for applications, putting in place the Human Resources Subcommittee and following due procedure.

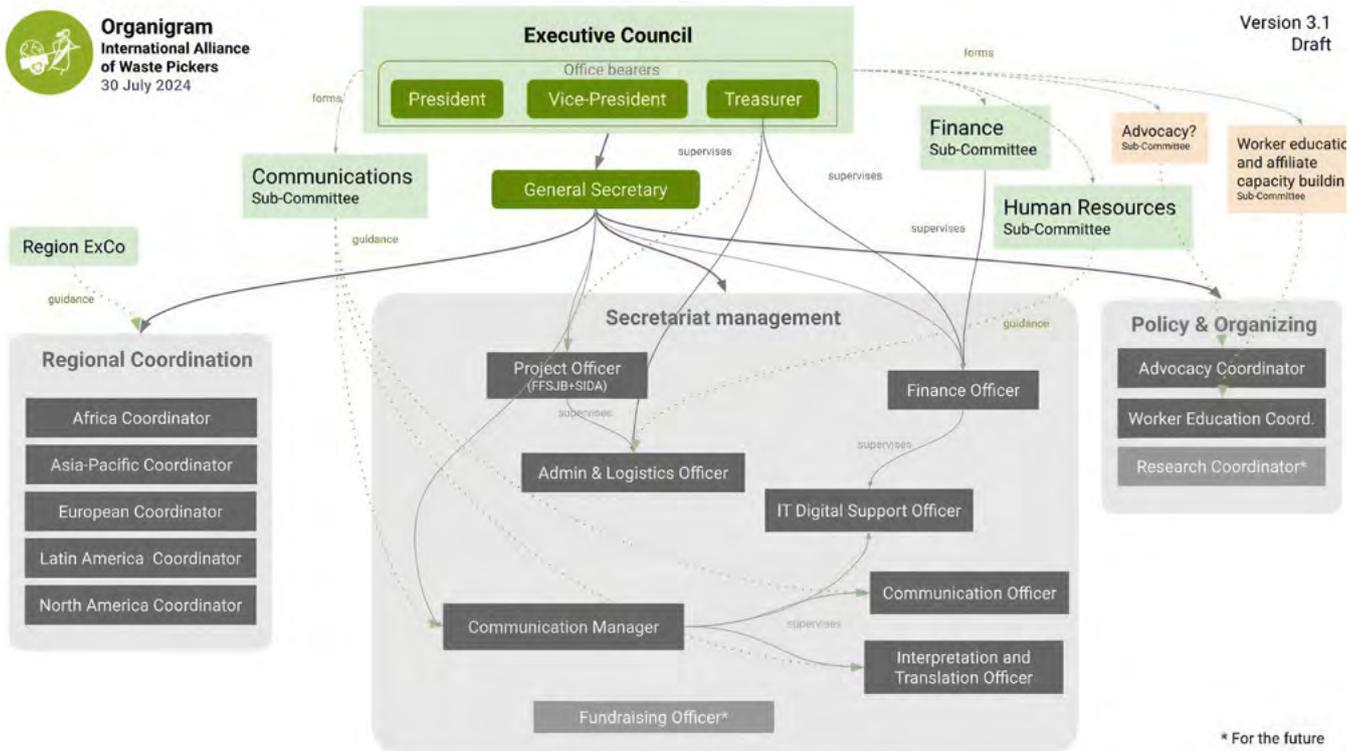
Staff Transition: The Office Bearers and the General Secretary conducted the staff appraisal and interview process in August 2024. The office bearers participated in the appraisal process as representatives of HSC, and the whole process was reported to HSC in its meeting on August 22nd, 2024. This process aimed to assess current WIEGO contractors supporting IAWP, explore their motivations, and discuss future positions within IAWP. By the end of the process the IAWP team (excluding the General Secretary) decreased from 10 to 6 people. The holders of the six positions signed new contracts starting from October 1 and lasting until April 30, 2026, with a three-month probation period. The positions currently held by team members are Advocacy & North America Regional Coordinator, Latin America & Caribbean Coordinator, Worker Education & Affiliate Capacity Building Coordinator, Project Management Officer, Admin, HR & Logistics Coordinator, and Interpretation & Translation Officer. Vacancies include Africa Regional Coordinator, Asia-Pacific Regional Coordinator, Finance Officer, Communications Manager, and Digital Infrastructures Officer. For the full report on the staff appraisal and interview process see [ANNEX V](#).

Diversity, equity, and inclusion: The staff that was kept was largely female (5:2 proportion) with a lack of racial diversity, since white people are 5 out of 7 team members. Regional diversity was maintained, with the exception of representation from Africa and Europe. In new hirings IAWP will take into account gender, racial and regional diversity and will also give preference to candidates coming from underprivileged backgrounds.

The IAWP has explicitly made **linguistic justice** a crucial issue and has provided both interpretation and translation of all documents and information into the 17 active languages of all the affiliates.

Staff Meeting in Kathmandu: On September 23, 2024 the IAWP staff gathered alongside the Office Bearers for a day-long meeting covering the operationalization of the decisions taken and plans made during the ExCo meeting. We conducted trust-building exercises such as each participant sharing a brief history of what brought them to the place they are today within the waste picker movement.

IAWP staff organigram



10 Fundraising

- In Manchester from 22nd-24th October 2025, the General Secretary and Office Bearers attended a Fundraising Workshop organized by WIEGO, alongside the Sister Nets (HomeNet, IDWF, StreetNet), to discuss fundraising strategies. Rhonda Douglas facilitated a leadership fundraising workshop that focused on donor mapping, upcoming strategic events, and effective strategies for approaching and networking with donors. The workshop included leaders from all sister networks, who shared their individual fundraising strategies. The consortium of sister networks, facilitated by WIEGO, is planning to apply for large grants.
- IAWP developed alongside UNICATADORES and partners from R4S a **project proposal to empower waste pickers to mitigate climate change by improving their handling of organic waste**. The proposal was presented to the **Global Methane Hub**. The project will run for 24 months and has a budget of \$700,000. The initiative focuses on enhancing waste pickers' capacities in different continents through data-driven approaches to improve traceability, transparency, and influence over decision-making in waste management. It involves using a digital platform (MAPAVIZ) to monitor waste operations and fostering efforts to formalize the work of waste pickers. Furthermore, it aims to measure the greenhouse gasses (GHG) emissions these activities avoid, using carbon footprint assessment tools based on IPCC guidelines. The project emphasizes replicability, aiming to scale its model globally, supported by the upcoming COP30 in Brazil and the newly established IAWP. It also seeks to integrate waste pickers into carbon markets and ecosystem services, ensuring sustainable financing mechanisms. By strengthening the role of waste pickers in waste management, the project will contribute to significant methane and CO2 emissions reductions and improve environmental practices.

- **NYC Climate Week:** Severino Lima Jr., President, Kabir Arora, General Secretary, Barbra Weber, from affiliate Ground Score, and Taylor Cass Talbott, Advocacy & North America Regional Coordinator, participated in the closing days of New York Climate Week. Barbra presented in two panels related to methane and inclusive waste management, and the rest of the team hosted a funders briefing together with partners from the Just Transition Alliance. The team also attended a number of side events with the goal of expanding IAWP's network, especially with potential funders. A number of good contacts were made, which the team has followed up on. It was generally observed that funders were more likely to attend bigger, well-resourced events as opposed to small grassroots ones.

11 Financial Report

Below we present the report in two parts. The first covers May-September and it is not shown against a budget because no budget had been agreed upon by the IAWP ExCo for that period. As of October 2024, there is an approved budget, so the expenses for that month are shown against the budget.

May to September 2024

Categories	Total expenditure in USD
ExCo In-Person Meeting	131,425
Translation and Interpretation	40,731
Congress	567,385
Miscellaneous Travel	98
Website, Press Software	177
Advocacy	20,234
Miscellaneous (Recruitment, Bank Fees, etc.)	637
SUB-TOTAL International	760,687
Latin America	61,440
Asia Pacific	11,933
Africa	3,220
North America	10,500
SUB-TOTAL Regional	87,093
SUB- TOTAL Staff	85,015
TOTAL IN USD	932,796

FUND	Total expenditure in USD
SIDA	100,567
FF SJB	811,995
Tearfund	20,234
TOTAL IN USD	932,796

October 2024

Note: The budget included below is for October 2024 to April 2026.

Categories	BUDGET	OCTOBER'S EXPENDITURE	BUDGET BALANCE
ExCo In-Person Meeting	77,700	11,088	66,612
Translation and Interpretation	70,000	13,324	56,676
Congress	-	1,644	(1,644)
Miscellaneous Travel	100,000	2,952	97,048
Worker's Education	30,000	-	30,000
Website, Press Software	5,000	1,015	3,985
Monitoring, Evaluation and Learning	20,000	-	20,000
Formal Registration of IAWP	10,000	-	10,000
Advocacy	205,095	1,198	203,897
Miscellaneous (Recruitment, Bank Fees, etc.)	2,000	164	1,836
SUB-TOTAL International	519,795	31,385	488,410
Latin America	115,000	-	115,000
Asia Pacific	135,000	-	135,000
Africa	150,000	337	149,663
North America	50,000	-	50,000
Europe	70,000	-	70,000
SUB-TOTAL Regional	520,000	337	519,663
SUB- TOTAL Staff	522,400	36,583	485,817
SUB-TOTAL Miscellaneous	18,012	-	18,012
TOTAL IN USD	1,580,207	68,305	1,511,902

FUND	BUDGET	OCTOBER'S EXPENDITURE	BUDGET BALANCE
SIDA	520,291	23,265	497,026
FF SJB	1,026,821	41,489	985,332
Tearfund	20,000	3,550	16,450
Healthcare Without Harm	10,625	-	10,625
Scholarship card	2,470	-	2,470
TOTAL IN USD	1,580,207	68,305	1,511,902

ANNEX I - Voting Procedures for International Alliance of Waste Pickers Executive Council Meetings

Participants

Total Voters: 22 members.

- 19 Regional Councilors: 5 from Africa, 5 from Asia Pacific, 5 from Latin America, 2 from Europe, 2 from North America
- President
- Vice President
- Treasurer

Quorum: The IAWP Constitution sets a Quorum of 50% +1 in 7.2.12, so at least 12 members must be present to conduct official ExCo meetings and pass motions/ decisions.

Majority: A simple majority of the quorum (at least 7 votes) is needed to pass a motion¹

1. Call to Order

- **President:** Opens the meeting, ensures quorum is present, and outlines the agenda.

2. Presentation of Motions

- **Members:** Present motions or proposals for discussion.

Vice President: Recognizes the member presenting the motion and opens the floor for discussion.

3. Discussion

- **Members:** Engage in a structured discussion about the motion.
- **Vice President:** Manages the discussion, ensuring equal speaking opportunity and maintaining focus.

4. Role of the Treasurer

- **Treasurer:** Provides financial insights or reports on motions, especially those involving budgetary implications.

5. Amendments

- **Members:** Propose amendments to the motion if needed.
- **Vice President:** Acknowledges amendments and allows for discussion and voting before proceeding to the main motion.

¹ Alternative wording: Proposal, Decision- item, Resolution, Recommendation, etc.

6. Calling the Question

- **President:** Ensures the council is ready to vote on the motion after sufficient discussion.

7. Voting Procedure

- **Vice President:** Calls for a vote by asking those in favour, opposed, or abstaining from raising their hands.
- **In Favor:** Members raise their hands to indicate support.
- **Opposed:** Members raise their hands to indicate opposition.
- **Abstentions:** Members raise their hands to indicate abstention from voting.

8. Counting Votes

- **General Secretary or Designated Counter:** Counts the hands raised for each option and reports the count to the President.

9. Announcing the Result

- **President:** Announces the vote, stating whether the motion was accepted or defeated.

10. Recording the Vote

- **General Secretary:** Records the vote details in the minutes, including the number of votes for, against, and any abstentions.

11. Re-vote Procedure

- **If Motion Fails:** If the motion does not achieve a majority, it may be tabled for further discussion or revised and reintroduced.
- **Re-vote Conditions:** A re-vote may be called if significant amendments are made or if additional information becomes available that could affect the decision.

12. Proceeding to Next Agenda Item

- **Vice President:** Moves on to the next agenda item, repeating the process as necessary for each motion.

Additional Considerations

- **Conflict of Interest:** Members with a conflict of interest should abstain from voting on related issues.
- **Documentation:** The General Secretary, if invited, or any other designated note taker should accurately document all proceedings and decisions in the meeting minutes.

ANNEX II - Rules and Procedures to conduct Executive Council Meetings of the International Alliance of Waste Pickers

To be Approved in the 1st in person meeting of the ExCo, September 2024

Location: Kathmandu, Nepal

Dates: From September 19th to September 22nd, 2024

Host organization: SASAJA

Section I - Respect for All Participants

1. Treat all participants with respect, dignity and equality, regardless of their background, gender, or affiliation.
2. All participants are encouraged to uphold the values and ethics of the International Alliance of Waste Pickers which are embedded in its Constitution, throughout its meetings.
3. Promote cooperation, solidarity, and mutual support among waste pickers, IAWP staff and their allies.
4. Maintain a welcoming and inclusive atmosphere throughout the meetings.

Section II - Self-Conduct and Discipline Expectations

5. Maintain a civil and respectful tone during debates and discussions, even when expressing differing opinions.
6. Avoid personal attacks or offensive language when addressing fellow participants/ members.
7. Encourage active listening and constructive dialogue.
8. Personal relationships should not be detrimental or bring negative effects to the meetings development. Personal relationships which compromise the personal integrity of women in their organizational and/or personal lives are unacceptable in the Congress.
9. Use and abuse of mind-altering substances should be avoided during ExCo debates, sessions, and votings, including the virtual meetings. Even after hours participants are expected to set an example and not induce substance abuse by those of their colleagues who are not accustomed to. ***Point 9 will be reworded as agreed by the ExCo. Taylor Cass Talbott will propose the new wording.***

Section III - Conduct of Congress

10. The President of IAWP, shall conduct the meetings. Any other designated member can do it, as per request of the President.
11. Follow the provided program schedule and adhere to designated start and end times for each session. The meetings shall commence at the stipulated time, irrespective of the number of delegates present but respecting the quorum established in accordance with article 7.1.14 of the constitution.
12. Changes in the agenda and the timing of sessions shall require a collective decision by the ExCo.
13. Interpretation will be provided for proper communication among participants.

Section IV - Speaking at meetings

14. All participants of the meetings are entitled to speak, but members will be given priority.
15. The time limit for a speaker shall be two (2) minutes (excluding interpretation), except for rapporteurs, panel members or presenters which might need more time. Respect the timekeeper's signals to conclude your remarks promptly.
16. All participants wishing to speak are requested to raise their hand.
17. All participants who have raised their hands are entitled to speak more than once on any topic under discussion, but may speak a second time only after all participants on the list of speakers have had an opportunity to take the floor. ExCo members will be given priority.
18. Points of order may be raised at the end of any speech but may not interrupt a speaker or interpreter.
19. Discussion of any item may be closed when there are no further members requesting the floor, or on the approval of a motion to close discussion proposed by a member or the Chair.
20. The Chair shall call to order any speaker whose input is unrelated to the point under discussion. Should the speaker ignore the warning the Chair will require an immediate end to her/his speech.

Section V - Compliance and Sanctions

21. Failure to comply with these rules and procedures may result in warnings, temporary suspension, or expulsion from the meetings, depending on the severity of the violation.

These rules and procedures are established to create a safe and respectful environment for all members of the Executive Council and any other participants previously agreed to participate in such meetings. The cooperation in upholding these guidelines is essential to the success of those meetings for the respectful progress and growth of the International Alliance of Waste Pickers.

ANNEX III - Resolutions

Resolution on Strengthening the Recycling Movement and Associativity. Joint resolution by ANR (Colombia), ANARCH (Chile), UNICATADORES (Brazil), RENAREC (Ecuador), MNRP (Panama), MNPRBCR (Costa Rica)

Whereas, the International Alliance of Waste Pickers is a worldwide representative organization of recyclers and is made up of organizations of waste pickers that have been freely constituted by their waste picker members, and in accordance with the free right of association of persons.

Whereas, with the adoption of the Universal Declaration and ILO Convention No. 87, workers' rights should be considered human rights as well as the rights to freedom of peaceful assembly, and freedom of association and organization (ANR – Colombia).

Supporting the visibility of our work as waste pickers and being key players in the national, regional and global agendas on the environmental, social, economic and political landscape.

Therefore, it is resolved:

1. Ensure that the representatives of the International Alliance are and come from waste pickers' organizations that understand the reality in which waste pickers live (ARB – Colombia).
2. Promote the development of public policies to strengthen and protect associative schemes without discriminating against the informal sector or the removal of waste pickers (ARB – Colombia; ANARCH – Chile).
3. Establish governance models with the participation of the regions and the decision-making in the International Alliance assembly (UNICATADORES – Brazil).
4. Promote opportunities for the training of new leaders and for the construction of public policies so that organizations can actively participate in decision-making (RENAREC – Ecuador).
5. Provide training processes for organizational strengthening to build solid organizations and teamwork (MNRP – Panama; MNPRBCR – Costa Rica).
6. Promote spaces for political training and advocacy actions to build and strengthen the leadership capacities of the waste pickers' movement.
7. Ensure that affiliates comply with evidenced democratic processes for their proper autonomous governance as an organization with their waste picker members, in elective processes, assemblies and other mechanisms that integrate the participation of their members.
8. Ensure that the information and records provided by the organizations to the International Alliance are duly documented and updated, such as the registry of directors and members, bylaws, regulations, etc.

Resolution on Fair Trade. Presented by ANR (Colombia)

Understanding that the recycling market develops in a voracious context of several chains of unfair intermediation and uncertainty of international markets without price regulation, impacting national territories under the current system of capitalism.

Whereas, we, waste pickers, are the ones who recover waste every day with our hands, waste belongs to us, so we have the raw material to add value to waste by transforming it into finished by-products, adding value to the recycling chain through industrialization, and reducing the gaps of intermediation.

Therefore, it is resolved:

1. Ensure that fair prices and weights are promoted within the organizations, avoiding being oppressed by the intermediation that impoverishes the economy of waste pickers.
2. Promote fair labor schemes to add value to the direct sale of products or by-products, build new capacities and access better income for waste pickers, including them in the processes and benefits.

Resolution on the Threats of Privatization of the Recycling Service. Presented by FACCYR (Argentina), RENAREC (Ecuador)

Whereas, the advance of large corporations and private companies constantly threaten our main sources of work as waste pickers; that recycling has become an important line of business for large capitalists to amass their fortunes

by excluding their original workers, that is us; that any new private enterprise directly threatens our daily survival; that this phenomenon grows year by year and expels our sisters and brothers from their traditional work; that it is a situation without national or continental barriers and that the same corporations threaten in different countries; that in many cases, the advance of the private sector has the connivance of political power; that these conflicts take place in dumps, dump sites, landfills, cities, towns, and collection sites (FACCyR – Argentina).

Whereas, nowadays, some municipalities do business with garbage to generate income with private companies, which in many cases are disguised as false environmental solutions without considering the important work of waste pickers (RENAREC – Ecuador).

Therefore, it is resolved:

1. Internationally repudiate any threat from private companies to our work, giving priority to the interests of our bases before any other interests (FACCyR . Argentina).
2. Repudiate political persecution of our sector in any country in the world (FACCyR – Argentina).
3. Support campaigns for the recognition of waste pickers and encourage payment-for-service negotiations in each affiliated country (FACCyR – Argentina).
4. Make these conflicts a priority in IAWP's communication dissemination (FACCyR –Argentina).
5. Make alliances with other unions and international organizations to obtain support in this area (FACCyR – Argentina).

Resolution on Corruption. Presented by FACCYR (Argentina)

We understand that corruption is a threat and an obstacle to the development of our organization and our growth as a union. We understand that international and national leaders must follow ethical and moral values based on the rejection of corruption and personal interests, giving priority to the interests of all waste pickers. We understand that corruption is the misuse of responsibility, authority, rights, opportunities and connections for personal benefit (FACCyR – Argentina).

Therefore, it is resolved:

1. Repudiate any act of corruption of our leaders and affiliated organizations (FACCyR – Argentina).
2. Publicly fight against corruption in the recycling sector (FACCyR – Argentina).
3. Assist and support affiliates who denounce acts of corruption (FACCyR – Argentina).
4. Develop a protocol to prevent and deal with cases of corruption (FACCyR – Argentina).

ANNEX IV - Work Plan from September 2024 to April 2026



IAWP WORKPLAN FROM SEPTEMBER 2024- APRIL 2026

1

1. Steps taken for preparing a workplan for September 2024 – April 2026

01

Remembering the constitutional aims and objectives

02

Reminding ourselves of the various resolutions passed during the Congress

03

Reminding ourselves of thematic areas and OMT priorities

04

Brainstorming and proposing activities to fulfil those outcomes at regional and the international level

2. CONSTITUTIONAL AIMS & OBJECTIVES

1. Expand and strengthen local, national, regional, and international waste picker networks.
2. Represent affiliates at regional and international levels.
3. Establish and strengthen member-based organizations, including enhancing internal democracy.
4. Ensure fair wages by intervening in material pricing.
5. Integrate waste pickers by involving them in formulating policies and norms on waste management, Extended Producers Responsibility (EPR), urban planning, Zero Waste Management, and environmental legislation. This includes engaging waste pickers with local and national government bodies.
6. Enhance the visibility and recognition of waste pickers' work in environmental protection, waste management, and climate change mitigation.
7. Occupational health and safety, including health insurance and provision of relevant safety gear.
8. Campaigning for providing occupational identity cards and access to social security programs.
9. Create a database of the number of waste pickers worldwide, including our situation and reality.
10. Share organising strategies.
11. Involve youth and people with disabilities in the organising process.
12. End harassment and discrimination by policing authorities.
13. Emphasize children's education and eliminate child labour.
14. Partner with trade unions, NGOs, universities, and research institutions.
15. End incineration and other projects that harm waste pickers' livelihoods.
16. Fundraising

3. Congress resolutions

1. Provide social protection for all waste pickers by campaigning to implement ILO Convention 102 and Recommendations 202 and 204. Facilitate peer-to-peer learning amongst affiliates on waste pickers' access to social protection.
2. Involve women and non-binary individuals at all decision-making levels within IAWP. Implement internal policies and conduct external campaigns to prevent women's harassment. Focus training on women's contribution.
3. Combat child labour, ensure the education of waste pickers' children, and work with co-networks on childcare, recreation, and education projects for waste pickers' children.
4. Focus on waste pickers' involvement in EPR by building the capacity of affiliates to engage in EPR work. Document the EPR work undertaken by waste pickers, including the negative impact of EPR on our work. Set up a Global Committee to monitor EPR work.
5. Maintain political neutrality by not allying with any political party.



6. A global campaign to justly transition waste pickers by improving their lives and livelihoods. This includes universal enumeration, a social safety net, advocacy for norms recognising waste pickers, and mandating their involvement in waste management, EPR, and upward mobility in reuse and recycling value chains.
7. Ensure IAWP remains independent from multinational corporations, maintains neutrality, and does not accept resources from entities undermining our interests.
8. Campaign for recognising and registering waste pickers' trade unions.

4. Thematic areas & OMT Priorities

Thematic areas:

- Bringing People In: Mobilizing at the grassroots level, creating openings for participation.
- Building Movement Infrastructure: Networking, leadership capacity, systems/scaffolding, financial sustainability.
- Building Identity, Legitimacy, Democracy, Vision: Defining principles, ways of being, inclusiveness, and governance.
- Building Power: To influence decision-making, to mobilise, to land narratives, to build coalitions and leverage relationships.

The interim leadership agreed upon OMT priorities in Nairobi in 2023

OMT priorities:

- Leadership development
- Communication: Strategy, training and channel
- Culture, Power and Inclusivity
- Policies and procedures
- Advocacy
- Training & Development
- Resource Mobilization and Financial Sustainability
- Information sharing
- Decision making
- Impact on the field
- Strategy & Programming
- Monitoring & Evaluation

5

5. Key organisational priorities for 2024-2026

- Executive Council meeting in Kathmandu
- **Recruitment:** Finance Officer, Regional Coordinators, Communications Manager, Digital Infrastructure Officer
- **Setting up internal committees:** Human Resource Management Subcommittee, Finance Committee (already set up), Communications Committee, Affiliation Committee, Worker Education & Capacity Building Committee, Advocacy-related committees: Just Transition, Extended Producers Responsibility
- **Revamping Communication Infrastructure:** New website and updated email addresses
- **Virtual meetings of the Executive Council and subcommittees**
- **Mapping for registration of the organisation**
- **Accounting & budget management software**
- **Research:** Mapping for affiliation, EPR, Reuse, Refill, Occupational hazards such as plastics in blood, occupational safety, Greenhouse gas reduction, threats, crime and exploitation
- **Internal policies:** Human Resource Management policies, including social protection and care policies, reimbursement policies, digital privacy policies, fundraising guidelines, equipment depreciation policy, sub-grantee policy, procurement policy
- **International Advocacy:** Plastics Treaty, International Labour Congress, Climate Change & Responsible Business & Human Rights and other advocacy platforms and other international multilateral institutions and financial institutions
- **Fundraising:** Fundraising for IAWP and its affiliates, including the crowdfunding system for relief work
- **Strategies:** Advocacy, Communications, Fundraising including crowdfunding, Capacity building of affiliates and workers
- **Capacity Building through webinars & in-person training sessions:** Proposal writing, report writing, budgeting, Monitoring, Learning, & Evaluation, including outcome harvesting, Communications, Intersectionality & Diversity, trade unionism and best practices of MBO management, Collective bargaining, negotiations & advocacy

6

6. Key priorities for Africa

- Strengthening the African Alliance of Waste Pickers
- Mapping in Eastern African countries and Cameroon, Mozambique and Angola
- Learning exchange visits
- In-depth training for regional leadership for representation & negotiations: 30 waste picker leaders
- Training sessions on the following issues: Finance and budget management, proposal writing, project management, Livelihoods in waste management including recycling, integration of waste pickers, Digital, IT and Communications, Plastics Treaty, Climate Change, EPR, leadership skills and capabilities, organising and ensuring increased participation of women in organising, social protection and occupational safety
- Research on social protection and occupational safety, including informal social protection mechanisms
- Greenhouse calculator usage: South Africa & Egypt
- Participation in national dialogues on plastics treaty, R-204
- Ad-hoc targeted campaigns on Fire, Dumpsite Closures, Evacuations
- Virtual meetings of affiliates



7

7. Key priorities for the Asia Pacific

- Membership drive campaign from 1st March- 1st May 2024 to increase union membership
- Commemoration of 1st March in the region
- Research: Case studies of organising and social solidarity, joint position papers on various issues.
- Regional campaign on Just Transition: National law or Guidelines in India and Magma Carta in the Philippines
- Learning Exchanges between the countries
- Increasing affiliation in the region, including setting up an affiliation committee and mapping exercise
- Six-month English-speaking course for waste picker leaders, starting with the Executive Council
- Advocacy with International Financial Institutions and multilateral institutions such as the Asian Development Bank, Japanese International Cooperation Agency and United Nations Responsible Business & Human Rights against Waste to Energy and for Just Transition
- Regional workshop on municipal and waste management laws, mechanisation, and trade unionism
- Research on electronic and textile waste and waste pickers' involvement
- Coordination support for countries with multiple organisations, such as India, the Philippines and Nepal
- Monthly price spreadsheet
- Virtual meetings of affiliates



8

8. Key priorities for Latin America & Caribbean

- Capacity building training sessions focused on both Regional leadership and local affiliates (in person and virtual): Workplan, reporting, accessing finance, mandate and work of IAWP, strategies to deal with dumpsite closure, privatisation and recycling, team building and management
- Affiliation: Guatemala, Bolivia & Nicaragua
- Support and technical assistance in the form of learning exchange visits for countries such as Jamaica, Haiti, Cuba, Costa Rica, El Salvador, Honduras, Paraguay and Venezuela
- Research on public policies and threats: Brazil & Argentina
- Updating membership records
- Virtual meetings of affiliates in the region



9

9. Key priorities for North America

- Monthly virtual meetings of affiliates
- Regional learning exchange, including with another region
- Affiliation: Mapping for potential affiliates
- Capacity building training sessions: Collective bargaining, leadership, accountability and communication
- Participating in conferences & events influencing recycling and labour policies
- Communication: Website, press releases, logo design and other tasks
- Negotiation with Teamsters on Deposit Return Systems and EPR
- Definition of best practices for Deposit Return Systems to inform new policy in the US and Canada
- Toolkit describing waste pickers' work and supporting organising work



10

10. Key priorities for Europe*

- Advocacy with the European Union, including visits to Brussels and review of EU policies and regulations
- Communication campaign for Europe-based waste pickers, including a physical meeting of Europe-based affiliates
- Mapping of waste pickers in Europe
- Advocacy work in Italy
- Capacity building and training of Italian waste pickers
- Congress of Italian waste pickers, including communication work
- Virtual meetings of European affiliates



*The European plan is still being prepared

ANNEX V - Report of Human Resource Management Subcommittee (HSC) regarding staff appraisal and interview process

Date: 11th September 2024

A Introduction

The Office Bearers and the General Secretary conducted the staff appraisal and interview process from August 14th to August 16th and August 27th. The office bearers participated in the appraisal process as representatives of HSC, and the whole process was reported to HSC in its meeting on August 22nd, 2024. This process aimed to assess current WIEGO contractors supporting IAWP, explore their motivations, and discuss future positions within IAWP.

Staff Members Interviewed:

1. Pablo - Operations and Digital Manager
2. Taylor - Advocacy & Interim North America Coordinator
3. Amira - Africa Regional Coordinator
4. Sharon - Africa Advocacy Assistant Coordinator
5. Ashwini - Asia Pacific Interpretation & Assistant Coordinator
6. Mehk - Communication Officer
7. Alejandro - Latin America & Caribbean Organizing Assistant Coordinator
8. Carolina - Organizational Development Officer
9. Cristiano - Interpretation & Translation Officer
10. Clara - Project Management Officer for Social Justice Bond Grant

B Key Interview Questions:

During the appraisal process, the following key questions were posed to each staff member:

1. What motivates you to work with IAWP?
2. What is your motivation to work with waste pickers?
3. Would you continue working with IAWP if the financial offer is lower than WIEGO currently pays?

C Job Offers Made:

Based on the appraisal, new offers were made to staff members according to their skill sets and organisational needs. These offers were as follows:

1. **Pablo** – Digital & IT Officer or Coordinator
2. **Taylor** – Advocacy & North America Coordinator (with interim support for European Coordination)

-
3. **Amira** – Africa Regional Coordinator
 4. **Sharon** – Waitlisted for Africa Regional Coordinator (pending further experience)
 5. **Ashwini** – Admin, HR, & Logistics Coordinator
 6. **Mehk** – Communication Officer
 7. **Alejandro** – Latin America & Caribbean Regional Coordinator
 8. **Carolina** – Worker Education & Affiliate Capacity Building Officer or Coordinator
 9. **Cristiano** – Interpretation & Translation Officer
 10. **Clara** – Project Management Officer

D 1 Compensation and Contract Details:

The pay scale offered ranged between **40% and 60%** of the salary of the General Secretary, except for the Advocacy & North America Coordinator position, which is paid **16% more** than the General Secretary. All salary scales followed purchasing power parity criteria and the organisational needs of fiscal discipline. The compensation structure was determined after consultations with fellow networks such as the International Domestic Workers Federation and HomeNet International. The staff and Office Bearers agreed upon the number of workdays.

D 2 Additional Details in the Offer:

1. Payment includes taxation, social protection costs, and a communication allowance. IAWP will only provide a separate communication allowance during work-related international travel. The social protection costs provision is interim and will be revisited in 6 months.
2. IAWP will cover all work-related travel expenses.
3. **Leave Policy:** The number of paid holidays is proportional to the days worked:
 - Full-time staff (working 20 days/month) are entitled to **42 days** of leave annually, including **15 days** of sick leave, **15 days** of casual leave, and **12 public holidays**.
 - Part-time staff will have leave proportional to their workdays.
 - An appropriate leave policy will be developed based on the above.
4. Contracts will commence on **October 1, 2024**, and run until **April 30, 2026**, with a three-month probation period and a one-month exit notice. The probation period will end with a performance review in January 2025.
5. Any necessary work equipment will be provided, and reimbursement will be based on actuals. A depreciation policy for equipment purchases will be developed later.
6. IAWP will implement a **10% cost-of-living adjustment** every two years, depending on the organisation's financial health.

E 1 Responses to Job Offers:

The following staff members have **accepted** the offers:

- **Taylor** – Advocacy & North America Regional Coordinator
- **Clara** – Project Officer
- **Alejandro** – Latin America & Caribbean Coordinator
- **Ashwini** – Admin, HR & Logistics Coordinator
- **Cristiano** – Interpretation & Translation Officer
- **Carolina** – Worker Education & Affiliate Capacity Building Coordinator

All positions are currently part-time. However, the number of workdays may be reevaluated if the organisation's financial situation improves.

E 2 Declined Offers:

- **Mehk** and **Amira** declined the offers due to concerns regarding the salary scale.
- **Pablo** did not respond within the given timeframe.

Additionally, Sharon was recommended for the Africa Regional Coordinator role but was found to need more experience for the position. As a result, **Ashwini** will oversee the handover process for those who declined the offer from the IAWP side.

F Recruitment for Vacant Positions:

The following positions are currently vacant, and recruitment is underway:

- Africa Regional Coordinator
- Asia Pacific Regional Coordinator
- Communication Manager
- Digital & IT Officer
- Finance Officer

Next Steps for Recruitment:

A side meeting of the HSC will be organised during the upcoming Executive Council meeting in Kathmandu to finalise the criteria and steps for recruiting these positions.

ANNEX VI - Worker's Education Plan for the International Alliance of Waste Pickers (IAWP)

1 Introduction

The Worker's Education Plan bases its framework on the resolutions of the IAWP's first congress and reflects the priorities established by regions in August- September 2024. It addresses critical challenges that waste pickers face, focusing on unequal power relations, including gender, sexuality, ethnicity and other disadvantageous social identities, social protection, leadership development, organisational governance, and advocacy. These issues will also be refined in collaboration with the Advocacy Sub-Committee (and the Advocacy Coordinator) should the subcommittee be formed during the first in-person meeting of the IAWP Executive Council (Ex Co). Furthermore, suppose the Executive Council established a subcommittee dedicated to worker education. In that case, this draft can serve as a key document to initiate the work of worker education and the improvement of affiliate capacity.

The plan envisions a collaborative and inclusive approach, integrating basic research and exchange with external networks such as SNI, HNI, IDWF, WIEGO, and other trade unions in solidarity with the waste pickers' sector. The goal is to avoid duplication of educational efforts and economic resources while developing a comprehensive curriculum tailored to the needs of waste picker affiliates. Popular education principles will play a central role in this effort, ensuring that learning exchanges are driven by worker-to-worker engagement and collective knowledge-building.

A critical first step will involve a baseline assessment of IAWP's internal strengths to identify and share best practices across the network. This will include social protection strategies, gender, sexuality, diversity and intersectionality sensitisation, occupational health and safety, oratory, English language learning, democratic practices, and organisational communication. The insights from this research, shaped by the waste pickers themselves, will form the basis of the curriculum and the timeline for its implementation, empowering them to take charge of their education.

The learning exchanges and workshops among waste pickers are not just about education but about empowerment. They will create a set of indicators that will assist IAWP in establishing its identity and bringing solid, data-driven evidence into the international arena for organising and advocacy-related work. These indicators will precisely reflect the trade and working conditions within the waste pickers' sector. For instance, through exchanges and learning sessions focusing on the commercialisation of recycled, reusable materials, waste pickers will gain valuable insights into market fluctuations, eventually establishing an IAWP Prices Observatory. This observatory will offer affiliates real-time market information, thus strengthening their negotiating power within the recycling value chain and EPR schemes.

2 Objectives

- **Identify and Share Good Practices:** Affiliates can learn from one another in critical areas such as social protection, occupational health and safety, identity, diversity, intersectionality, trade unionism, oratory, English and IT learning, and communication, both internally and with the broader public.
- **Promote International Learning Exchanges:** Address common issues such as leadership development, democratic governance practices, membership growth, and strategies for dealing with privatisation and negotiating with private companies and producers, including producer responsibility organisations, municipalities, and national governments, multilateral institutions including International Financial Institutions, dumpsite closures, and exclusion from waste management systems.
- **Strengthen Collective Bargaining Strategies:** Collaborate with other networks to build collective bargaining that is solid by using power and structure analysis and other collective bargaining tactics and strategies.

-
- Develop IAWP-specific indicators to measure growth in learning.
 - **Nurture Waste Picker Representation:** Leadership and oratory skill-building will enable waste picker representatives to advocate more effectively in local, national, and international arenas.

3 Key Components of Worker Education & Affiliate Capacity Building:

3.1. Baseline Research on Internal Capacities

The first phase of the education plan will focus on conducting a baseline assessment to evaluate the internal capacities of IAWP affiliates. This research will cover social protection, identity, diversity and intersectionality, occupational health and safety, literacy, oratory, English, and communications. Surveys, interviews and minutes of the meetings with affiliates will provide insights into successful practices that can be replicated across the organisation. The result will be a comprehensive repository of good practices that affiliates can use to strengthen their operations and advocacy efforts.

3.2. Social Protection and Occupational Health & Safety Workshops

Waste Pickers worldwide face unfair access to social protection systems. Regional workshops (in-person and virtual, depending on resources) will address these issues, focusing on sharing knowledge about national social protection frameworks and strategies for improving workplace safety. The discussion on social protection will also be included in in-person and virtual exchanges. These workshops will offer mutual exchanges where affiliates can learn from each other's experiences and solutions. Participants will gain practical tools to advocate for improved social protection and workplace safety access.

3.3. Class & Identity: Intersectionality and Diversity

The global trade union movement strives to ensure that disadvantaged identities, including caste, religious minority status, race, gender, and ethnicity, are integrated into the broader class struggle and workers' movements. These efforts aim to prevent the valorisation of worker identity based solely on other social identities and build a stronger, more inclusive worker movement. To this end, workshops will focus on intersectionality and its role in trade unionism and workers' politics. Discussions on intersectional politics will emphasise the inequality of power relations and serve as a platform to reorient these dynamics for more significant gender, racial, and caste equity, ensuring the empowerment of the most vulnerable groups. These workshops will encourage IAWP and its affiliates to promote diversity in leadership—encompassing gender, sexuality, ethnicity, values, and beliefs—within the organisation. They will be held as stand-alone sessions or integrated into broader workshops and meetings of the IAWP.

3.4. Leadership Training & Learning Exchanges for Democratic Practices, Membership Expansion

Effective leadership and democratic governance are vital to building strong waste pickers' organisations. This component will involve international exchanges where waste picker leaders from different regions can share their experiences promoting democratic practices such as elections, assemblies, and participatory decision-making. The aim is to strengthen organisational governance, ensuring all affiliates operate with transparency and accountability while fostering active participation from their members. These exchanges will provide practical insights into how waste pickers organisations can scale their operations while maintaining solid connections with their grassroots base.

3.5. Collective Bargaining Workshops

Building strong collective bargaining capacities is essential for waste pickers to secure better wages and prices, working conditions, and resource access. These workshops will be developed in collaboration with other trade unions with experience in collective bargaining, including the curriculum of WIEGO School; it will provide affiliates with the skills and strategies necessary to engage in collective bargaining. The focus will be on understanding the legal frameworks for collective bargaining, negotiating contracts, and advocating for the rights of informal economy workers. Furthermore, the workshops will also include power and structure mapping and planning bargaining and negotiation efforts using the mapped power relations and structures of influence. This activity will help waste pickers identify where they are situated within the broader value chain and where influence is concentrated. Waste pickers will be better equipped to strategise their advocacy efforts and negotiate within the sector by mapping key stakeholders, including corporations, governments, and informal actors.

3.6. Oratory and Public Speaking Workshops

Waste Picker leaders are often called upon to represent their organisations in national and international arenas, yet many lack formal public speaking and oratory training. In collaboration with other staff members, this plan will provide workshops to build the oratory skills of waste picker leaders, enhancing their ability to communicate effectively in high-stakes advocacy settings. The focus will be on practical techniques leaders can use to articulate their demands and confidently represent their communities.

3.7. English and IT Learning

Effective communication is crucial for promoting collaboration among waste pickers in different countries. In regions like Asia Pacific, where there is no common language within a country or the region, a lack of shared language can pose a significant barrier. To address this, the plan will provide basic English and IT training to assist members in communicating across borders and actively participating in international discussions. Additionally, we will develop practical learning modules to equip waste pickers with the necessary skills to engage effectively on digital platforms and in international forums.

3.8. Constitution Workshops for New Affiliates

As new affiliates join IAWP, they must collaborate to develop governance structures that reflect democratic values and adhere to IAWP constitutionalism. This component will offer workshops to guide new affiliates in updating constitutions and bylaws, strengthening democratic decision-making processes, and ensuring active participation from their members. These workshops will ensure new affiliates operate as democratic, transparent, and accountable organisations.

3.9. History of International Trade Unions Workshop

The sessions on the history of trade unionism will offer a historical overview of the international trade union movement. It will highlight key milestones and strategies that have shaped labour struggles globally. These sessions will allow waste pickers to learn from the past and position themselves within the broader workers' movement.

3.10. Learning Exchanges on Privatization and Dumpsite Closures and Integration of Waste Pickers in Waste Management

The privatisation and closure of dumpsites present significant challenges for waste pickers, who are frequently left out of formal waste management systems. We will organise learning exchanges to tackle these issues, focusing on sharing strategies for opposing privatisation and advocating for the inclusion of waste pickers in municipal waste management plans. Participants will learn how to effectively organise campaigns, form alliances with other social movements, and provide efficient waste management services.

3.11. Prices Observatory for Recycled Materials

Waste pickers often face unpredictable fluctuations in the prices of recyclable and reusable materials, which can significantly impact their livelihoods. As part of this plan, affiliates will participate in learning exchanges on market dynamics and pricing strategies. These exchanges will establish an IAWP Prices Observatory, allowing waste pickers to track market trends and advocate for fairer prices. This initiative will empower waste pickers to engage more effectively with the recycling and reuse markets and secure better earnings for their work.

ANNEX VII - IAWP- Advocacy Programme Plan

September 2024

Introduction:

International Alliance of Waste Pickers' (IAWP) international advocacy work influences policy and practice at global, regional and local levels, through a combination of exchange, research, workers education, and intervention in spaces of influence. During IAWP's Organizational Mapping Tool for Coalitions, Alliances and Networks (OMT-CAN) process in Nairobi in 2023, with the participation of waste picker leaders, the areas of leadership and development, communications, and advocacy- all linked under IAWP's advocacy agenda- were ranked among IAWP's top five priorities. Since 2008, IAWP (including its earlier form as Global Alliance of Waste Pickers) has been active on a number of key themes, including Extended Producers Responsibility, plastics pollution, greenhouse gas emissions mitigation, and sustained engagement with the International Labour Organization (ILO). IAWP has already achieved some significant outcomes from its advocacy work including the recognition of waste pickers as key stakeholders in plastics treaty negotiations, and impact on EPR policies. IAWP's congressional [resolutions](#) point to priority advocacy themes, including policy development for legal recognition and entitlements, especially related to just transition and EPR; strong social protection measures; organizational strengthening like collective bargaining and democratic organizing; and gender and the eradication of child labor. It is important to highlight that while advocacy work importantly reaches external audiences, much of the work is internal. Creating unified demands on issues requires strong organizational procedures and systems within and between local and global groups to ensure that IAWP's public-facing demands are representative of its base. IAWP must continue to maintain nuanced and regularly updated linkages between the local and regional demands and needs of waste pickers and IAWP's global advocacy work, and vice versa, which will enable waste pickers to make gains in the protection and improvement of livelihoods, and stronger organizations at all levels.

Goals of IAWP's advocacy work:

IAWP's advocacy work aims to secure rights for waste pickers to achieve a just transition within materials management systems, by strengthening organizational representation and communication, researching collectively identified issues, training and engaging with affiliates, and strategic intervention in spheres and spaces of influence. This includes developing and refining detailed and clear demands for decent work for waste pickers, including a strong social safety net, living income, healthy working conditions, a clean and healthy environment for sustainable cities, climate adaptation and mitigation measures, and adequate financial and technical support to design and implement sound materials management practices and policies, including through Extended Producer Responsibility, global treaties and declarations, and other relevant laws and policies. To achieve these goals, IAWP must also continuously strive for growing inclusiveness within the organization, in order to effectively unite affiliates around shared interests to protect our occupations and preserve our physical environment.

IAWP Advocacy Priorities

During IAWP's OMT-CAN process in 2023, leadership and affiliates requested the following from IAWP's advocacy work:

- The development of a global and national advocacy strategy
- A common agenda that helps affiliates exchange and confront challenges.
- The involvement of more waste pickers in IAWP's advocacy work.

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- Ensuring strong local organizing, including training in leadership and policy engagement.
 - More frequent virtual and in person exchange opportunities.
 - The development of an advocacy toolkit for affiliates to make use of.

IAWP's Congress resolutions emphasize the following themes:

- Just Transition: policy development for legal recognition and entitlements, especially related to just transition and EPR
- Social protections and a strong social safety net
- Organizational development, including democratic systems and collective bargaining, as well as gender equality and the eradication of child labor

Advocacy Process

Under a new governance structure, and with an expanding membership and rapid changes within the materials management sector, it will be important for IAWP to update its advocacy plan periodically, and to ensure that affiliates can engage on IAWP's advocacy agenda both internally and externally. Priority themes and some activities can be identified through a bi-annual (every two years) OMT-CAN process that assesses the organization overall but also enables detailed assessment of IAWP's advocacy work. From there, committees can be assigned the identified themes and create a plan for each theme, including desired outcomes (results), power mapping, SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis, outputs (deliverables) and activities.

Once plans are established for each theme, committees should decide how to delegate work among affiliates and staff. This process should also inform regional plans, so that regions are supported in their contributions to IAWP's advocacy work, including in the development of trainings.

Each year, results should be measured against the desired outcomes/results that were identified in the planning process.

The process for establishing or updating work groups or committees should be developed by Exco members or between Exco members and staff.

2024-26 Proposed Advocacy Activities

Approach	Proposed activities	Estimated cost	Resolution reference	Opportunities
Building Evidence:	Development of 2-3 case studies on EPR and EPR-related issues (including reuse/refill policy and investment, and Deposit Return Schemes)	\$10, unless making use of Matteo Saltalippi (Post-doc student)	Document in more detail the harmful impacts of existing EPR systems and waste pollution on our communities. (IAWP R4) Promote case studies related to the [EPR] subject and their international dissemination.(IAWP R4)	Collaboration with St Andrews University: Post-doc studies on Italy (reuse) and one other place. Ellen Macarthur Foundation interested in being kept updated. Costas Velis is interested in working with IAWP to gather updated numbers on the numbers of waste pickers in the world and our greenhouse gas mitigation impact. WIEGO work in Brazil to highlight the practical use of the GHG calculator
	Interest among waste pickers to test for plastics in blood, to inform social protections and occupational health-related communications and demands.	Donated, could request WIEGO for more	Advocate with national authorities and international institutions for broader household awareness concerning the hygienic conditions in all the localities we cover. (IAWP R1)	
	Consolidate findings from all greenhouse gas calculator test cases into a brief report, advocating that results be integrated into city GHG inventories to highlight workers contribution to mitigation. Facilitate the use of the Greenhouse Gas Calculator for two additional IAWP affiliates	"\$2.5k remainder for Franklin greenhouse gas calculator support already allocated, \$3k for research"	Positioning our voice in the participation spaces of the global agenda, socializing and training our waste pickers through useful tools such as press releases and audiovisual material, among others. (IAWP R6 to be approved)	

Approach	Proposed activities	Estimated cost	Resolution reference	Opportunities
Building Capacity	Via an IAWP committee on just transition: experience sharing, development of model policy language, fees for services, and success indicators for laws and policies that support the integration and protection of waste picker work.	\$60k for interpretation	<p>Develop models for inclusive EPR legislation. (IAWP R4)</p> <p>Encourage policies and resolutions to set out actions in the short and medium term, and ensure that their implementation is achievable. (IAWP R5)</p> <p>Advocate for and participate in the construction of municipal and governmental policies to ensure the transition from work schemes in landfills to decent work schemes for the provision and recognition of the collection and recycling service, including waste pickers. (IAWP R5)</p> <p>Encourage the revision, construction and implementation of laws and regulations with the municipalities and/or government institutions in charge of waste management by providing advice to the organizations, and the exchange of knowledge. (IAWP R5)</p> <p>Establish a global committee and dedicate funding to carry out this [EPR] work. (IAWP R4)</p>	<p>OPLN requested a collaboration on a study on the cost of just transition.</p> <p>GIZ has invited IAWP to join its Prevent Waste Alliance work group on EPR.</p>
	Provide periodic training on content relevant to global advocacy engagement spaces (Plastics treaty, climate COPs, ILC) as well as democratic principles, leadership and collective bargaining.	40k	<p>Positioning our voice in the participation spaces of the global agenda, socializing and training our waste pickers through useful tools such as press releases and audiovisual material, among others. (IAWP R6 to be approved)</p> <p>The IAWP to develop comprehensive guidance on various schemes and models that waste pickers' organizations can adopt to establish and sustain worker-run collective organizations. (IAWP R4)</p> <p>The IAWP to design and implement tailored collective bargaining and negotiation training programs aimed at equipping waste pickers with the necessary skills to engage in meaningful negotiations with companies. (IAWP R4)</p>	
	Facilitate regular thematic virtual exchanges among affiliates on key advocacy issues.	\$30k for interpretation for 6 sessions	<p>Share the existing experiences of affiliated members that have made progress in these [social protections] areas in order to support and assist other affiliated members. (IAWP R1)</p> <p>Promote training and edu-communication actions on the importance of women's role.(IAWP R2)</p> <p>Promote strategies among all its affiliates for the eradication and prevention of child labor, supporting education and socio-community care projects. (IAWP R3)</p> <p>Develop an international policy of support networks to promote and strengthen projects focused on the care, recreation and education of waste pickers' children around the world. (IAWP R3)</p>	<p>WIEGO's social protections team may be able to help frame social protection-related engagements- Laura Alferts work with labor ministries.</p>

Approach	Proposed activities	Estimated cost	Resolution reference	Opportunities
Building Capacity	Regional coordination support to affiliates based on regionally and nationally-identified needs.	To be Determined	<p>Support national requests from each AIR affiliate to their governments for the extension of Social Protection programs to workers in the popular economy. (IAWP R1)</p> <p>Establish national actions to access social security by identifying the waste picker population and including schemes and costs appropriate to their reality in order to be protected, as well as access to their family members (IAWP R1)</p> <p>Ensure that every State incorporates Convention 102 on Social Security, Recommendation 202 on Social Protection Floors, and Recommendation 204 on the Transition from the Informal to the Formal Economy. (IAWP R1)</p> <p>Endorsement and support of national-level campaigns by our affiliates to advocate for legal recognition of waste pickers' labour. This includes the formulation of national laws or policies aimed at universal enumeration of waste pickers. (IAWP R5)</p> <p>Establishment of a robust social safety net for waste pickers, including provisions for adequate, dignified and safe housing with ownership rights, tailored to the needs and comfort of waste pickers; pension schemes for elderly and disabled waste pickers; comprehensive health and medical insurance coverage; access to quality healthcare services; and the provision of high-quality education, including the setting up of schools, scholarships for the children of waste pickers, and childcare services. (IAWP R5)</p> <p>Actively support local initiatives that seek to promote Extended Producer Responsibility laws. (IAWP R4)</p> <p>Advise on EPR negotiations, helping waste pickers engage in institutional systems that promote economic and symbolic support for recyclers. (IAWP R4)</p>	
	Development of an advocacy toolkit that includes important data, communications tools like press release templates, guidance on using technology like googlelens and googletranslate for stronger communications, IAWP's advocacy strategy and key advocacy resources.	<p>\$10k for design, maybe ask WIEGO for comms training support (RISE)</p> <p>Collaborate with HNI?</p>	<p>"Positioning our voice in the participation spaces of the global agenda, socializing and training our waste pickers through useful tools such as press releases and audiovisual material, among others. (IAWP R6 to be approved)</p> <p>Specific request from IAWP's 2023 OMT process"</p>	<p>"HNI is also developing an advocacy toolkit and is interested in collaboration.</p> <p>WIEGO RISE"</p>

Approach	Proposed activities	Estimated cost	Resolution reference	Opportunities
Building Influence	Conduct power-mapping and strategic networking to expand IAWP's relationships with academic institutions, labor organizations, environmental and economic interest organizations, and government institutions (including the UN).	Conduct within just transition committee virtual meetings (budgeted above)	Promote alliances with other unions and workers' associations to advocate for the recognition of waste picker labor, encouraging the union of sectors that have historically been excluded. (IAWP R5)	Ongoing discussion with WIPO on protecting intellectual property rights of waste pickers
	"Repackaging of Just Transition principles into easily digestible formats Global communications of EPR position, and repackaging of content by the comms team. Preparation of bulletins that summarize advocacy actions and events."	Depends on communications capacity and partnerships	"Advocate with national authorities and international institutions for broader household awareness concerning the hygienic conditions in all the localities we cover. (IAWP R1) Sustain active campaigns in support of this [EPR] positioning, seeking to add more and more organizations and agencies that adopt it. (IAWP R4) Positioning our voice in the participation spaces of the global agenda, socializing and training our waste pickers through useful tools such as press releases and audiovisual material, among others. (IAWP R6 to be approved)"	"KKPKP still has money for a video-just transition was the original theme, but we can adjust this if we have a different idea. WIEGO's new waste picker mapping resource supports IAWP's EPR position demands. WIEGO-funded film on Dakar waste pickers by Rosalind Fredericks could be screened at INC5 or elsewhere. FACCyR film about their work could be screened at INC5 or elsewhere"
	UNEP hopes to collaborate to inform updated EPR guidelines in the Philippines (with UNIDO, HOPEX and GEF).	Request UNEP funding	"Develop models for inclusive EPR legislation. (IAWP R4) Encourage policies and resolutions to set out actions in the short and medium term, and ensure that their implementation is achievable. (IAWP R5) Advocate for and participate in the construction of municipal and governmental policies to ensure the transition from work schemes in landfills to decent work schemes for the provision and recognition of the collection and recycling service, including waste pickers. (IAWP R5) Encourage the revision, construction and implementation of laws and regulations with the municipalities and/or government institutions in charge of waste management by providing advice to the organizations, and the exchange of knowledge. (IAWP R5)"	
	Participation in global fora like the plastics treaty, climate COPs and ILCs (see below)	"120k Plastics treaty 20k COP Wiego for ILC?"		
Total		\$295,500		

Key Fora for International Advocacy:

1. Plastics Treaty (IAWP R5, R4)
2. Climate COPs and related fora (IAWP R5 and R1)
3. International Labor Conferences (IAWP R1)

For exploration:

4. United Nations Forum on Business and Human Rights (IAWP R4)
5. Basel Convention (IAWP R1 and R4)

Engagement Fora	Desired outcomes	Strategy	Allies and information sources
<p>Plastics Treaty Negotiations:</p> <p>Intergovernmental Negotiating Committees (INCs), intersessional meetings and subsequent COPs</p>	<p>Inclusion in the Plastics Treaty: Explicit mention of waste pickers and an article dedicated to Just Transition that includes waste pickers.</p> <p>Cross-Referencing: The preamble, Extended Producer Responsibility, Financial Mechanism, Waste Management, and other relevant treaty sections have cross-referencing waste pickers and Just Transition</p> <p>Post-Ratification Outcome: Development and publication of a universal yet flexible guideline document and reporting format for the Just Transition of Waste Pickers by a UN body tasked with operationalising the treaty.</p> <p>Financial Mobilization: Funds generated as a part of the treaty mandate support waste picker organizations in initiatives to reduce plastic pollution and improve waste and material management systems, including door-to-door waste collection, decentralized waste processing, and recycling. The funding mechanism leads to better income for waste pickers worldwide.</p>	<p>Working Group or Subcommittee meetings to strategise and prepare position papers for the negotiations.</p> <p>Waste Pickers Participation in Plastics Treaty Negotiations and inter-sessional meetings in person and virtually to advocate member states for language preferred by waste pickers in the text.</p> <p>Organisation of side events during the negotiations and virtual events before the talks, such as the Group of Friends of Waste Pickers.</p> <p>Alliance building with civil society organisations, labour, Indigenous Peoples, and Environmental Justice Groups, participating in their events in person (whenever finances permit) and online.</p> <p>Affiliates advocate within their respective countries and regions to urge their governments and strategic allies to support or propose text that addresses the needs and rights of waste pickers in the treaty and subsequent COPs. Once the treaty text is approved, affiliates push for swift ratification by their governments.</p> <p>Communicating examples of and challenges to a just transition to member states and allies to help inform the treaty process, as well as achievements from the negotiations with affiliates and allies via social media, print media and other forms of communication.</p> <p>Commissioning research on topics such as Just Transition, Deposit Return Systems, Living Income, Reuse/Refill, Plastic Credits and other relevant topics to keep IAWP position papers thorough and updated.</p> <p>Waste picker leaders receive training sessions (both in person when possible, and virtual) to understand relevant concepts related to plastics treaty, access to finances, and various forms of waste and material management systems.</p> <p>Current strategic issues:_____</p> <p>INC4 reflection: Need to engage China and Russia (via BRICS allies) to support just transition article.</p> <p>INC4 reflection: Need to clarify IAWP position on reuse and refill, as well as Deposit Return Systems.</p> <p>INC4 reflection: Need to better understand finance mechanisms issue to inform IAWP demands. The Circulate Initiative webinars and Hasiru Dala study on finance mechanisms may help."</p>	<p>Member states (Brazil, South Africa, Kenya, Ecuador)</p> <p>JTA, GAIA, Tearfund, CIEL, Indigenous Peoples Caucus, EJCAP</p> <p>ITUC, PSI, TUCs, LIE, Teamsters,</p> <p>Researchers (Niva, U of St Andrews, Leeds, Grid Arendal)</p> <p>Information sources:</p> <p>Grid Arendal</p> <p>Ellen MacArthur Foundation,</p> <p>Business Coalition,</p> <p>The Circulate Initiative</p> <p>Ocean Plastic Leadership Network</p> <p>Member states: USA, EU, nordic states, Canada</p>

Engagement Fora	Desired outcomes	Strategy	Allies and information sources
<p>Climate Change (COPs +):</p> <p>United Nations Framework Convention on Climate Change (UNFCCC) and the Intergovernmental Panel on Climate Change (IPCC)</p>	<p>Inclusion in Climate Action Plans: Ensure that climate adaptation and mitigation strategies protect the interests, livelihoods, and housing of waste pickers and other workers in the informal economy. Recognise the contribution of waste pickers to climate change mitigation and adaptation efforts.</p> <p>Financial Mobilization: Waste pickers should have access to funds aimed at climate change mitigation, adaptation, and addressing loss and damage. These funds should support projects related to waste management, climate-smart housing, and improved workplace conditions for waste pickers.</p> <p>Recognition of vulnerability and contribution of waste pickers and other workers in the informal economy in IPCC reports, with scientific papers authored on waste pickers cited.</p>	<p>Establish an internal working group or collaborate with existing working groups or major coalitions that follow climate negotiations. Many coalitions, including those of trade unions, track climate change discussions. It is crucial for IAWP to create an internal system to monitor these discussions and find effective ways to engage with global working groups that provide input or write position papers for Climate Change Negotiations.</p> <p>Networking with existing labor movements and coalitions for waste picker organizations at national, regional, and international levels to engage in climate discussions and learn mechanisms to access climate finance, including Loss & Damage resources.</p> <p>Explore how to influence adaptation at local level. Though adaptation is a global discussion, it is ultimately implemented at local level.</p> <p>Participation in side events in UNFCCC COPs and IPCC, CMA's Just Transition Work Program meetings, and encourage affiliates to engage with local and national institutions preparing climate action plans.</p> <p>Partner with institutions such as ICCCAD to commission research on the vulnerability of waste pickers' lives and livelihoods to extreme weather events, and draw in WIEGO work documenting climate impacts in 6 cities in Brazil. Possibly draw on FACCyR's work on socio-urban integration. Recommend mechanisms, including climate housing and workplaces, to help waste pickers cope with these extreme weather events.</p> <p>Develop manuals and modules for the capacity building of waste pickers through online or in-person training. These resources will help our affiliates engage with national and international action plans and platforms for climate change mitigation and adaptation. This includes preparing relevant position papers for use at both local and international levels. Collaborate with existing training institutions such as WIEGO School, SEWA Academy, Mahila SEWA Housing Trust, and UTEP, among others.</p> <p>Current strategic issues and opportunities:</p> <p>Need to better understand finance mechanisms under Loss and Damage and Adaptation issue to inform IAWP demands.</p> <p>Need to better engage in the CAM's Work Program on Just Transition dialogue under the the Paris Agreement</p> <p>Explore partnership with the UN Office for Sustainable Development (UNOSD) to see if we can commission research</p> <p>WIEGO collaboration with ICLEI on the preparation of climate vulnerability maps.</p>	<p>Trade unions (ITUC)</p> <p>GAIA, JTA, Indigenous Peoples Caucus</p> <p>Member states (via NAPs?)</p> <p>Researchers</p> <p>Adaptation Research Alliance</p> <p>Huaiyou Commission</p> <p>Other nets: IDWF, HNI and SNI</p> <p>Slum Dwellers International</p> <p>Climate Action Network (CAN)</p> <p>Climate Justice Network</p> <p>Mahila SEWA Housing Trust</p> <p>International Centre for Climate Change and Development (ICCAD)</p> <p>IIED</p> <p>ICLEI</p>

Engagement Fora	Desired outcomes	Strategy	Allies and information sources
<p>ILO</p> <p>International Labor Conferences</p>	<p>Influence the initial workpapers of the conferences with experiences of the waste picker sector.</p> <p>Growing implementation of R204</p> <p>Secure the political blessing of ITUC and T badges for IAWP.</p>	<p>2025: to participate as IAWP in the next ILC with a waste picker delegation with T badges (workers credentials), we need the political blessing from ITUC.</p> <p>2025 ILC will focus on protection against biohazards, decent work in the platform economy and innovative approaches to combating informality, and promoting decent work. Influence the initial workpaper with experiences of the wps sector to "overcome" informality. Also focus on protecting wp workers against biohazards.</p> <p>2025: develop a shared position paper with the other nets</p> <p>2025: orient IAWP affiliates on how the ILC works and provide training on ILC themes.</p> <p>Repackage and share IAWP's Just Transition position paper in the different offices of the ILO: Green Jobs, SSE, Informal Economy, Public Sector.</p> <p>Coming years:</p> <p>Work with WIEGO on the follow up of cross sectoral approach for implementation of R204</p> <p>Partnering with ILO to develop a sector specific OHS recommendation for waste pickers and relevant waste workers.</p> <p>Regional intersessional engagements, and assist on the national basis</p> <p>Research on the recycling approach of the ILO, by the group of experts, and their interest in e- waste</p>	<p>ITUC "approval" of the organization registration, with Maite Llanos. Also Claire Rupert from CUT Brasil. Kiril Buketov and Julie Duchatel from IUF. Daniel Bertossa from PSI</p> <p>ILO Green Jobs with Moustapha Kamal</p> <p>SSE with Simel Esim</p> <p>Public sector with Carlos Carrión Crespo</p> <p>WIEGO with ORP Lucía Fernández and the relationship with Pierre Martinot- Lagarde Special Advisor for Socio-religious Affairs ILO</p>

Regional advocacy plans with IAWP coordination

Based on the themes presented in this plan, which were identified from IAWP Resolutions and OMT process, each IAWP region (Latin America, Asia, Africa, North America, Europe) developed 1.5 year plans (October 2024- May 2026), which will be reviewed by the finance committee.

Events timeline

Highlighted events are those IAWP has funding and confirmed intention to attend.

Dates	What	Where	Who
August 24-28, 2024	Intersessional work for plastics treaty (IAWP not in person)	Bangkok	"Soledad Mella. By special invite only"
September 18 -23, 2024	Exco meeting	Nepal	Exco + staff
23-27 September 2024.	2024 United Nations Responsible Business and Human Rights Forum:	Bangkok	Two waste picker leaders to speak on a panel with GAIA and JTA. Funded by GAIA
Sept 22-29	UN Climate Week	New York	
September, 2024	Fifth global conference on strengthening synergies between the paris agreement and 2030 agenda for sustainable development (Date to be confirmed)	Rio de Janeiro, Brazil	
Oct 21-Nov 1, 2024	COP16 for Convention on Biological Diversity (CBD)-informal negotiation space for plastics treaty	Cali, Colombia	
Nov 11-22, 2024	Climate COP	Azerbaijan	Registration is via WIEGO
Nov 18-19, 2024	URBAN 20 (G20) Conference for Urban leaders from G20 cities to discuss climate action, social inclusion and sustainable economic development.	Rio de Janeiro, Brazil	
Nov 25-Dec 1, 2024/5	INC5	Busan, South Korea	
February 5-7, 2025	Tentative: Basics of MLE and Outcome Harvesting Training	Istanbul	To Be Determined

Dates	What	Where	Who
March 30, 2025	Sida nets plans due to WIEGO	Online	IAWP staff with Exco input
May 5-9, 2025	Meeting of Experts to adopt a code of practice for decent work in recycling	Geneva	WIEGO, nets
Post 2024	Plastics Treaty: Following the ratification of the Plastics Treaty, the International Alliance of Waste Pickers (IAWP) engages in subsequent Conference of Parties (COP) sessions for the Plastics Treaty.		
Post 2024	Annual participation in climate COPs		
Post 2024	Annual participation in ILC		

Proposed adjustments to advocacy coordination moving forward

- Better decentralize advocacy coordination and materials development by alleviating logistics and admin work of regional coordinators, who also serve as regional advocacy leads.
- Designate leads, including waste picker groups, for taking forward key pieces of work, including research, training, communications documents, outreach and relationship-building.
- Change the plastics treaty work group into a just transition committee, which can cover issues beyond the treaty, but also address treaty-specific issues when needed.
- Once committees are established, they can develop committee-specific plans, including the identification of desired outcomes (results), power mapping, SWOT analysis, outputs (deliverables) and activities.

ANNEX VIII - Budget for October 2024 to April 2026

Presentation of IAWP Budget for October 2024 to April 2026

Funding Source	Purpose	Amount	Amount Used	Amount Left
Ford Foundation	Organizational Strengthening	5,000,000	2,673,179	2,326,821
SIDA	Advocacy	560,000	39,709	520,291
Tearfund	Plastics Treaty Negotiations	20,000	0	20,000
INC Scholarship Cards	Plastics Treaty Negotiations	9,397	6,927	2,470
Membership Fees	No restriction	1,100	0	1,100
TOTAL				2,870,682
Amount available for use from October 2024 to April 2026				1,567,112
Amount available for use in future years				1,303,570

Budget for October 2024 to April 2026

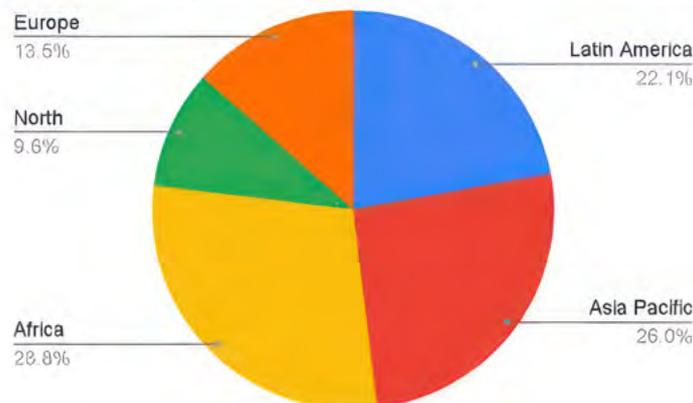
Area	Amount (USD)	Percentage
International	506,700	32%
Regional	520,000	33%
Staff	522,400	33%
Miscellaneous Spending	18,012	1%
SUM	1,567,112	100%

Budget for October 2024 to April 2026

Area	Amount (USD)	Percentage
ExCo In-Person Meeting	77,700	15%
Translation and Interpretation	70,000	14%
Miscellaneous Travel	100,000	20%
Worker's Education	30,000	6%
Website, Press Software	5,000	1%
Monitoring, Evaluation and Learning	20,000	4%
Formal Registration of IAWP	10,000	2%
Advocacy	192,000	38%
Miscellaneous (Recruitment, Bank Fees, etc.)	2,000	0%
Total International Spending	506,700	100%

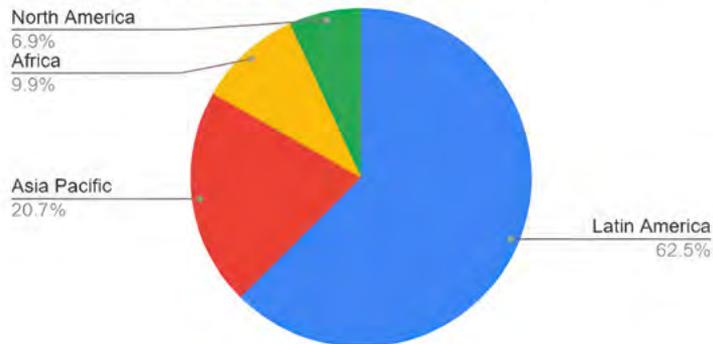
Budget for October 2024 to April 2026

Region	Amount (USD)
Latin America	115,000
Asia Pacific	135,000
Africa	150,000
North America	50,000
Europe	70,000
Total Regional Spending	520,000

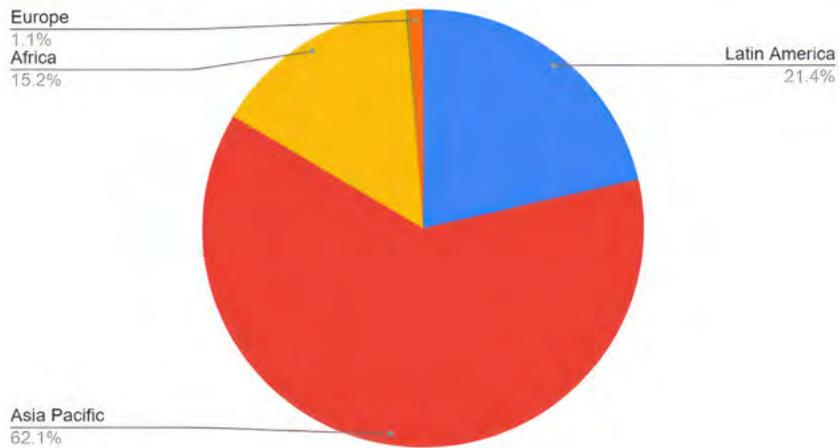


Reasoning

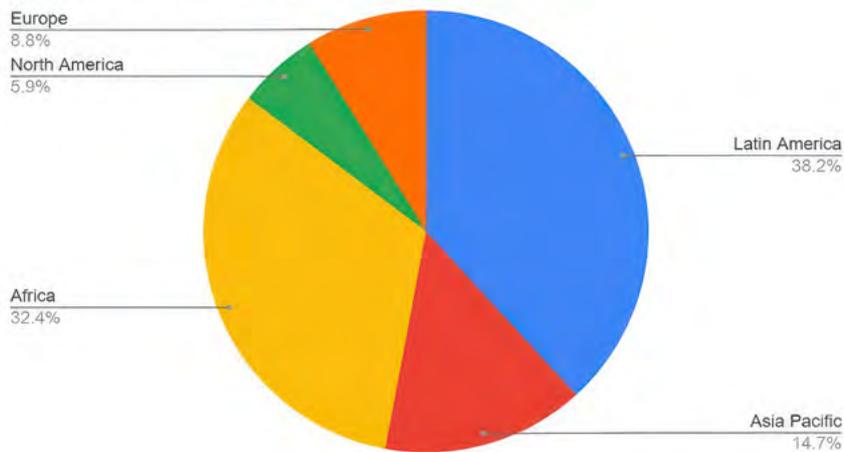
Regional Distribution Ford Foundation grant for the period 1 May 2021 to 11 September 2024



Number of Members per Region



Number of Countries Affiliated per Region



ANNEX IX - Affiliation Procedure

Steps for Affiliation of IAWP

Proposal of Affiliation Procedure by the Office Bearers

1. IAWP will publish an affiliation form on its website for those who want to affiliate. Interested parties can download the form, fill it out, and submit it.
2. In countries with an existing member organisation, the prospective affiliate should include their endorsement in the application by providing an endorsement or support letter.
3. In countries with no existing affiliate, the prospective affiliate should include the endorsement of one of the Executive Council members from the region.
4. The prospective affiliate submits the affiliation application and endorsements to an email address designated for receiving affiliation applications.
5. The office bearers will review the affiliation application with the endorsements within 15 days of receiving it. They will ensure the application and organisation comply with the IAWP constitutional affiliation norms. After reviewing it, they will submit their recommendation on whether to accept or reject it to the Executive Council.
6. Once the Executive Council receives the report and recommendation, the affiliation application will be discussed on the agenda of the upcoming meeting.
7. Through this draft proposal, the office bearers also request any ideas, recommendations and proposals from the Executive Council members for actively increasing affiliation.

ANNEX X - Kenya Leadership Meeting Report

Strategy and next steps for the Kenya National Association

By Sharon Okwany

Background of the Issues in Kenya

KeNaWPWA was established in 2021 to organise waste pickers in the different counties in Kenya. The association currently has 46,000 members majority of whom operate in 4 major counties; Nairobi, Kisumu, Mombasa and Nakuru. The Association structure has 9 leadership positions; the chairman, assistant chairman, secretary, assistant secretary, secretary general, treasurer, assistant treasurer and an organiser. The objective of the Association was to pool both human and financial resources to capture economies of scale

and scope. This has helped to increase the visibility of waste pickers in Kenya and their needs in the broader society. The association has also given waste pickers a collective bargaining power, allowing them to negotiate a better price for the materials, impact legislature in favour of small scale waste solutions, and strike better deals and agreements with the public or private sector.

However, the association has witnessed disputes amongst its leaders, leading to the suspension of the association's chairperson. In line with the guidance provided by the February 19th meeting of the IAWP Acting Working Committee, where waste picker colleagues from Africa and Latin America express their willingness to extend support to help

resolve the current situation. As such, the Acting Working Committee suggested that the association convene a General Meeting in accordance with the provisions laid out in your constitution.

Accordingly, the IAWP stood ready to assist with all logistical requirements and associated expenses to facilitate this meeting through the selected trusted local organisation identified by the association and according to the determined timing, location identified by the association. The associated recommended Gacheke Gachihi, a community organiser, and a

human rights activist from the Mathare Social Justice Center as the mediator and the documentation team.

The meeting aimed to examine the situation, map out gaps, and forge a common approach

to dealing with disputes. The meeting discussions delved into an overview of the organisational structure including processes of establishing a working committee that would be tasked to take the discussions to the next level.

Result of the first meeting

The Association's leadership held its first consultative meeting on 12th April 2024. The meeting was attended by 7 waste pickers' representatives from Nairobi, Nakuru and Mombasa namely Winfred Wanjira, Brian Gisore, Solomon Njoroge, James Githae, Rebeccah Muyuga, Khadija Kassim and Maulidi Mwinyikai with absensure of representatives from Kisumu County.

The meeting was structured towards offering a platform for engagement and candid conversations in line with identifying the internal challenges and identifying steps towards resolving the challenges, hostilities and conflict taking the form of dialogue and reconciliation.

The objective of the meeting was to look into the progress of the association and a probable path towards addressing the various issues the association is currently facing.

Some of the sources of the challenges identified during the meeting discussions include the

- Conflict between association's officials/leadership in the association leadership.
- Lack of clear leadership structures and roles
- External influence/ interference in the association's procedures

Challenges identified

- The existing leadership conflicts were mainly as a result of the centralised governance system which impeded traditional collective leadership and the active involvement of the chapters and representatives.
- The existing structure, which has a top national leadership, failed to develop solid associations at the county level, making it too bureaucratic and isolating most of the county associations.
- Given the diversity of the leadership, it was also noted there was division amongst the officials.
- There were also complaints from members of consistent attempts from individuals associated with the Waste Pickers to tarnish their character and self. This resulted in mistrust and fallout amongst the members affecting the overall association performance.
- It was also noted that partnerships with other organisations (donors/funders) both local and international contributed to conflicts within the association. This was mainly due to different organisations imposing different

structures and processes which in turn weakened the internal association structures and autonomy hence creating division amongst the members and affecting their participation in various activities and programs.

- Challenges in collective accountability were also sighted. Some county associations felt sidelined in their participation in the national association initiatives. For instance, there was a lack of collective fundraising as some leaders only engaged in fundraising for their personal advancement, contrary to the principle of accountability and collectivism.
- It was also sighted that some of the leaders used organisational opportunities for their individual advancements as opposed to the organisational culture of fairness and equity.
- Matters of inclusivity and collective decision making seemed to be cited among the factors impeding the national association's efficiency.

Agreed action points

After the dialogue process, the participants were tasked to discuss and present the possible solutions and way forward for future deliberations. The following action points/ recommendations were given

- The need to strengthen and establish county chapters.
- Establishing a steering committee of 9 members to see into the strengthening of the county chapters for a period of 6 months-9 months.
- Need to identify specific organisations to host the association's joint campaign funds.
- There is a need to map out and identify prospective collaborations while maintaining utmost independence and autonomy from external interferences with internal structures.
- There was a need to create a conflict resolution mechanism to counter future encounters. Insisting on the need to uphold the dialogue method in resolving similar experiences.
- The consolidation of the local structures targeted at organising a Waste Pickers National Assembly, which will develop a framework for transition and building a national network.

Wayforward/ Recommendation

From the findings it is evident that the mediation process assisted in identifying the issues and sources of conflicts amongst the association leaders. Therefore, it is important to consider both short term and long-term strategies when planning the future of the association. The following recommendations give a roadmap for the longevity and success of the association.

Short term (1 year)

- The need to strengthen and establish county chapters - While working to create structures at the national level, the county organisations should work towards strengthening and creating structures in their own associations. In the long term, the association can establish a Kenya waste picker alliance or network
- Rebuild trust and communication - The leadership can achieve this by conducting period leadership meetings grounded on listening, open and honest communication. There is also a need for the association to set up clear communication mechanisms for information exchange and decision making.
- Need to address Immediate Issues: There is need for personal reflections and individuals acknowledging their wrong doings and devising an action plan to discuss and fix the things that are specifically caused the conflict and division amongst the leadership through mediation

-
- Perform regular check-ins to track progress and manage any roadblocks through continuous conflict resolution processes: Given that this was the initial mediation talks, the association still needs to have strong conflict resolution processes that will encourage open communication and help prevent and resolve disputes at the national and county level of the association. Such processes may include regular mediation meetings, conflict coaching, and training seminars to equip leaders with effective conflict handling skills.

Medium term - (2 years)

- The national association needs to relook at its leadership design and process: By examining the existing processes, and association structure to identify bottlenecks and areas of opportunity. Reduce complexity, eliminate silos, and increase cross-functional collaboration to achieve efficiency, innovation, and responsiveness to various challenges and changes in the sector.
- Leadership Planning: The national and county associations also need to develop a robust leadership pipeline to ensure its longevity and capacity to maintain leadership positions from within. The association needs to engage an organiser to support in mentoring and leadership development.

ANNEX XI - Terms of Reference of Human Resource Management Sub-committee (HSC)

1. Establishment of Human Resource Management Sub-committee (HSC)

The International Alliance of Waste Pickers (IAWP) is an international union of waste pickers with membership-based organisations, associations, and unions from different countries worldwide. IAWP envisions greater visibility and recognition of waste pickers around the globe. To advance the mission, aims, and objectives of IAWP, we establish the Human Resource Subcommittee (HSC). This internal committee of IAWP operates as a function-based structure dedicated to overseeing all the organisation's Human Resource Management-related concerns in accordance with relevant laws and the provisions of the IAWP constitution and policies. These include hiring, appraisal procedures for staff members, complaints and grievance redressal among affiliates, Executive Council members, staff, and office bearers. The Executive Council approved the HR Subcommittee under the constitutional requirements of section 7.2.13, which outlines the powers and duties of the Executive Council.

2. Membership, Meetings, and Quorum

- The HSC is designed to be inclusive. It consists of five members: one Executive Member from each of the five regions: Latin America, Asia Pacific, Africa, Europe, and North America + three Office Bearers, i.e., President, Vice President, and Treasurer. This structure ensures that all regions and key roles are represented, making the HSC comprehensive.
- As per the constitutional mandate in Section 7.3.1 of the IAWP constitution, the President, who serves as the Chair of the Executive Council, will also lead the HSC. In the President's absence, the Vice President will assume the role of the Chair, ensuring the smooth functioning of the HSC.
- The HSC Secretary will typically be the General Secretary (head of the secretariat) without voting rights.
- Additionally, the HR Officer will be an invited member of the Committee without voting rights.
- The HR Committee will co-opt any HR Advisor and other technical advisors as needed, who will also not have voting rights.

- Any other member of the Executive Council may attend an HSC meeting with prior agreement from the HSC Chair.
- Other members of the Secretariat/Staff will attend and participate in HSC meetings as required by the Chair.
- A quorum will consist of at least one-third (1/3) of the substantive members of the Subcommittee.

3. Members of the first HR Sub Committee

- Voting members are as follows¹:

Sr. No.	Name	Position	Region	Organisation
1	Severino	President	Latin America	UNICATADORES
2	Sushila	Vice President	Asia Pacific	PBVS
3	Maddie	Treasurer	Africa	SAWPA
4	Samuel	Executive Council Member	Europe	Amelior
5	Barbra	Executive Council member	North America	GSA
6	Johnson	Executive Council Member	Africa	KLWP
7	Shanti	Executive Council Member	Asia Pacific	SASAJA
8	Robinson García	Executive Council member	Latin America	MNRRD

¹ As of July 2024

4. Main Functions, Roles, and Responsibilities

The HSC will offer strategic guidance on the human resource management aspects of the organisation.

- The HSC will assist in hiring staff for the organisation, including the General Secretary, to ensure that the staff is diverse and inclusive of different identities such as regional representation, languages, genders and sexualities, class, caste, religion, and race. It will also ensure no discrimination based on any form of identity within the organisation.
- The HSC will develop and implement the organisation's Human Resource management policies and manuals, including staff hiring, appraisal procedures and leave and exit policies.
- The HSC acts as the highest decision-making body for any appeals against decisions made during the hiring and appraisal processes.
- The office bearers will represent the HSC in the hiring interviews and during the performance appraisal process and provide a report on these to HSC members. If the office bearers cannot be present, alternative members from HSC can be nominated to participate in the procedure.
- The HSC addresses complaints and grievances and will develop relevant grievance redressal and conflict resolution policies and procedures.

5. Reporting, Performance Monitoring, and Capacity Building

- The HSC will report to the entire Executive Council every quarter or as needed.
- The Chair for HSC can request a meeting within a week's notice, and the meetings shall be based on the need and requirement basis.
- The Chair will provide minutes of all HSC meetings for review at Executive Council meetings.
- The HSC will review its terms of reference annually, assess its performance and effectiveness, and recommend any changes or areas requiring improvement to the Executive Council for consideration and approval.
- The Executive Council will appraise the performance of the HSC and its members annually and take appropriate actions.
- The Secretariat will provide a reasonable capacity-building budget to support the proper functioning of the HSC.

These Terms of Reference for the Human Resource Management Sub-committee have been approved for immediate application by EC on 22nd August 2024

Signed by:



Position: President

ANNEX XII - Terms of Reference of Finance Committee

1. Establishment of Finance Sub-committee

The International Alliance of Waste Pickers (IAWP) is an international union of waste pickers with membership-based organisations, associations, and unions from different countries worldwide. IAWP envisions greater visibility and recognition of waste pickers around the globe. To advance the mission, aims, and objectives of IAWP, we establish the Finance Subcommittee. This internal committee of IAWP operates as a function

based structure. The Finance Subcommittee (FSC) oversees all the organisation's financial management affairs in accordance with relevant laws and the provisions of the IAWP constitution and policies. The Executive Council approved the Finance Subcommittee under the constitutional requirements of section 7.2.13, which outlines the powers and duties of the Executive Council.

2. Membership, Meetings, and Quorum

- The Finance Subcommittee (FSC) will consist of five members, with one Executive Member from each of the five regions: Latin America, Asia Pacific, Africa, Europe, and North America.
- According to the constitutional mandate in Section 7.3.3 of the IAWP constitution, the Treasurer will serve as the chair of the FSC.

- The FSC Secretary will typically be the General Secretary (head of the secretariat) without voting rights.
- Additionally, the Finance Officer will be an invited member of the Committee without voting rights.
- The FSC will co-opt the Finance Advisor and other technical advisors as needed, who will also not have voting rights.
- Any other member of the Executive Council may attend an FSC meeting with prior agreement from the FSC Chair.
- Other members of the Secretariat/Staff will attend and participate in FSC meetings as required by the Chair.
- A quorum will consist of at least one-third (1/3) of the substantive members of the Subcommittee.

3. Members of the first Finance Committee

Voting members are as follows¹:

Sr. No.	Name	Position	Region	Organisation
1	Maddie	Treasurer, Chair of the FSC	Africa	SAWPA
2	Severino	President	Latin America	UNICATADORES
3	Kulsum	Executive Council Member	Asia Pacific	BWPU
4	Pietro	Executive Council Member	Europe	Rete ONU
5	Josefa	Executive Council member	North America	AIW

¹ As of July 2024

4. Main Functions, Roles, and Responsibilities

- The Finance Subcommittee will provide strategic guidance on the financial management aspects of the organization.
- It will guide and advise on financial management policies, risk management plans/strategies, budgeting, and financial reporting.
- The FSC will guide and advise on joining and affiliation fees and any changes to them.
- The committee will ensure that IAWP operates within the financial guidelines set out in law, the IAWP Constitution, and Policies.
- It will ensure accountability and sustainability of operations and that the organization's financial obligations and funders' conditions are met.
- The FSC will establish and regularly review the organization's remuneration policy and advise the Executive Council on remuneration matters in general as part of the budgeting and sustainability strategy. This remuneration includes staff members' salaries and honorariums for elected office bearers, as mandated in the constitutional amendment at the first elective congress of IAWP in 2024.
- The FSC will ensure the maintenance of accounts and records and that financial information is accurate and presented to facilitate good governance, leadership, and management of IAWP.

-
- The committee will present proposed budgets and periodic financial reports to the Executive Council within set timelines.
 - The FSC will act as an Audit & Assurance Committee throughout the year to ensure due process is always followed.
 - It will propose terms of reference and remuneration for external and internal auditors for approval by the Executive Council, facilitate their work, and develop a suitable implementation plan for audit recommendations/management letter points.
 - The FSC will also handle any other special assignments, roles, and responsibilities as assigned by the Executive Council from time to time.

5. Reporting, Performance Monitoring, and Capacity Building

- The Finance Subcommittee will report to the entire Executive Council every quarter or as needed.
- The Chair will provide minutes of all FSC meetings for review at Executive Council meetings.
- The FSC will review its terms of reference annually, assess its performance and effectiveness, and recommend any changes or areas requiring improvement to the Executive Council for consideration and approval.
- The Executive Council will appraise the performance of the FSC and its individual members annually and take appropriate actions.
- The Secretariat will provide a reasonable capacity-building budget to support the proper functioning of the FSC

These Terms of Reference for the Finance Sub-committee have been approved for immediate application by EC on 23rd July 2024

Signed by :Maditlhare Koena

Position: Treasurer

ANNEX XIII - Composition of the Executive Council

Position	Region	Name	Organization	Country	Gender
President	Latin America	Severino Lima Jr	Unicadores	Brazil	Male
Vice-president	Asia	Sushila Sable	PBVS	India	Female
Treasurer	Africa	Maditihare Koena	SAWPA	South Africa	Female
1	Asia 1	Pinakini	SEWA	India	Female
2	Asia 2	Kulsum Begum	BWPU	Bangladesh	Female
3	Asia 3	Pris Polly	PPIM	Indonesia	Female
4	Asia 4	Shanti Tamang	SASAJA	Nepal	Female
5	Asia 5	Randy C. Irog	MIRCA	Philippines	Male
6	Africa 1	Harouna Niass	Bokk Diom	Senegal	Male
7	Africa 2	Hortance Kufuku	ARCK	DRC	Female
8	Africa 3	Johnson Doe	KLWP	Ghana	Male
9	Africa 4	Nana Martine	UAP	Burkina Faso	Female
10	Africa 5	Molobaly Dombia	AMTTDO	Mali	Female
11	North America 1	Josefa Marin	AIR-NYC	USA	Female
12	North America 2	Barbra Weber	GSA	USA	Female
13	Latin America 1	Elbia Pisuña	RENAREC	Ecuador	Female
14	Latin America 2	Abel Balderas	Lázaro Cárdenas	México	Male
15	Latin America 3	Yenny González	MNRP	Panamá	Female
16	Latin America 4	Robinson García	MNRRD	Dominican Republic	Male
17	Latin America 5	Paulina Margarita González	FACCYR	Argentina	Female
18	Europe 1	Samuel Le Coeur	Amelior	France	Male
19	Europe 2	Pietro Luppi	Rete ONU	Italy	Male

Biographies



Severino Francisco de Lima Junior

President

Severino Lima Junior, a grassroots waste picker from the COOCAMAR Cooperative located in Natal-RN has been involved in waste picking since he was a teenager, starting out in the city's old rubbish dump, founding the ASCAMAR and COOCAMAR organizations that began the work of door-to-door selective collection in the municipality of Natal. Together with leaders from various states in Brazil, the MNCR National Movement of Waste Pickers with a major meeting in Brasília in 2001. Brasília in 2001, thus holding the first national meeting of waste pickers. Collectors of recyclable materials, which gave rise in 2016 to the organization UNICATADORES National Union of Waste Pickers of Brazil currently affiliated with the IAWP INTERNATIONAL ALLIANCE OF WASTE PICKERS, carries out various activities of national

and international relevance. Activities of national and international relevance, together with leaders from Chile and Colombia build the RED LACRE Latin American and Caribbean Network of Waste Pickers. With the participation of the following countries: Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Peru, Uruguay, Costa Rica, El Salvador, Guatemala, Honduras, Panama, Dominican Republic, and Mexico.

He is a delegate member of the IAWP, nominated by the Brazilian delegation to participate in the UNEA conferences on the International Plastics Treaty, and has been very active in the INC meetings.

Severino has participated in the plastics treaty negotiations known as INCs (Intergovernmental Negotiations Committee). As a delegate and IAWP representative at INC-3 and INC-4, he received a registration badge from the Brazilian government, giving him a voice among the Brazilian negotiators. He also worked with the government to organize an event in collaboration with the International Alliance of Waste Pickers. Of Waste Pickers at the INC-4 negotiations in Nairobi. Receiving a badge from the Brazilian government as part of the official delegation to attend the INCs and then organizing an event in collaboration with the Brazilian government, is a testament to the fact that he is a strong leader with good negotiating skills.

Participating on behalf of UNICATADORES Brazil in the latest ILO International Assembly held at the UN headquarters in Geneva, where together with sister networks STREET NET, FITH and HOMENET he has been seeking an alliance to build the INTERNATIONAL ALLIANCE OF WORKERS AND WORKERS OF THE SOLIDARY CIRCULAR ECONOMY within the precepts of the Just Transition. Just Transition.

It is currently coordinating the participation of waste pickers in the COP 30 climate conference to be held in Brazil in 2025 in the city of Belém, which is part of the Brazilian AMAZONIA Brasileira with the aim of promoting greater participation by waste pickers in this important international event.



Sushila Sable

Vice-President

Sushila Sable was born in Shirner village in Jalna district, Maharashtra, India. Her childhood was marked by the harsh realities of poverty exacerbated by the 1972 drought. Forced to migrate to Mumbai with her family in search of a better life, Sushila found herself thrust into the challenging world of waste picking at a young age. Despite the adversity she faced, Sushila never lost sight of her dreams.

While searching for recyclable materials on the streets of Ghatkopar, Mumbai, she yearned for an education, often watching enviously as other children went to school. Her journey to literacy began at the age of 30 when she read her first letters. Today, at 58, she proudly fulfills her long-held

desire to learn English, showcasing her unwavering commitment to self-improvement. Married off at a young age, Sushila courageously left her abusive husband to pursue a better life for herself and her son.

Returning to her mother, she resumed waste picking and eventually became involved with the Stree Mukti Sangathana (SMS), a pivotal moment that transformed her life. Inspired by a play performed by SMS activists, Sushila helped establish self-help groups (SHGs) and later Federation of SHGs for waste pickers, overcoming barriers of illiteracy and financial exclusion to open bank accounts for her community. Her leadership and determination didn't stop there. By 1999, she had formed her own SHG with ten members and rose to become the president of the Parisar Bhagini Vikas Sangha (PBVS) with more than 2500 members in Mumbai and 500 in Thane, advocating tirelessly for the rights and dignity of waste pickers.

Under her guidance, PBVS became a formidable force, representing thousands of waste pickers across Mumbai and Thane in Maharashtra, India. Sushila continues to be associated with the Stree Mukti Sanghatana (Women's Liberation Organization) established in 1975.

Sushila's impact extended beyond her immediate community. Through her involvement with SMS and PBVS, she became a prominent voice on national and global platforms, advocating for waste pickers' rights and environmental sustainability. Her participation in international forums, including the United Nations Climate Change Conference, highlights her commitment to effecting change on a global scale. At present, Sushila serves as the Program Committee member of the Alliance of Indian Waste Pickers, an informal coalition of waste pickers organizations in India, with an outreach to 100,000 waste pickers. She also serves as the voting representative of Indian organizations in the Acting Working Committee of the International Alliance of Waste Pickers (IAWP), and a member of the Plastics Treaty Working Group within IAWP.

Despite the challenges she faces, Sushila remains undeterred in her fight for recognition and respect for waste pickers. Through her advocacy, she continues to push for their integration into solid waste management systems and the implementation of policies that safeguard their well-being and livelihoods.



Madithhare Koena

Treasurer

She is the NCC for SAWPA.

She is the one overseeing all activities of organization that are run accordingly.

She has also been our communication officer for more than 2 years now.

She is a Good communicator.

Play a vital role in EPR; INC-1 to INC-4.

Able to deliver under pressure above all.

Respect and understand the aims and vision of SAWPA



Kulsum

Executive Council member

Kulsum is a waste picker who has been recovering waste materials from dumpsites and streets for making her livelihood for the last 26 years in Dhaka City. She had to migrate with her father because of losing her homestead and means of livelihood by the coastal flood and river erosion. She worked for organizing 2868 waste pickers of 7 major cities of Bangladesh and now is the General Secretary of Bangladesh Waste Pickers Union. BWPU is closely working with Bangladesh Trade Union Centre and Grambangla Unnayan Committee for building its capacity and organizing waste pickers across Bangladesh.



Pinakini Anilbhai Solanki

Executive Council member

My name is Pinakini Ben Solanki, a waste recycler from the city of Ahmedabad, Gujarat State. I was born in a family where waste recycling has been the source of livelihood for generations, my mother was also a waste recycler and so was my grandmother. But the difference is that I was introduced to the Self Employed Women's Association (SEWA) at an early age which paved my way to the future. I learned about the importance of education and got a graduate degree and also made sure that both my children get good education from the beginning – today my daughter is studying medicine and my son just completed his high school. I am an

elected member of SEWA's executive committee and represent waste recyclers in the same. Additionally, I am part of the SEWA's Gitanjali – a waste recyclers cooperative making products from waste paper and the Value Creation Centre (VCC). Lastly, in line with SEWA's vision, work on empowerment of women workers including waste recyclers with 3 Vs – voice, visibility and viability.



Randy C. Irog

Executive Council member

Randy Irog was a hardworking individual who lived in the small village of Barangay Mintal in Davao City. Like many others in our neighbourhood, he struggled to make ends meet and often worked long hours to support himself and his family. Randy earns his livelihood by collecting recyclable materials from his community, homes, streets, and alleyways.

However, Randy faced challenges in his work as not everyone in the community supported his efforts. Despite being proud of his work, he often received harsh feedback from others. He was even denied entry into specific communities occasionally due to a lack of a registered vehicle or official verification from the authorities.

Despite these obstacles, Randy has been determined to succeed and sought assistance. He enrolled in PHINLA Global Program, which was carried out in collaboration with the Barangay Mintal Council and supported resource collectors like Randy. Through this program, Randy received the help and resources he needed to improve his collecting methods, increase efficiency, and expand his operations to provide house-to-house collection services to residents, businesses, and educational institutions.

Despite the challenges, Randy persevered. His hard work and determination paid off, and he became a respected and integral part of his community. Randy's understanding of the value of his work, not just in improving the environment but also in providing a vital service to his fellow citizens, is commendable. Today, as the Chairman of the Mintal Resource Collectors Association and IAWP Executive Council member, he continues to gather recyclable items, confident that his work is making a significant and positive impact on the planet and his community.



Shanti Tamang

Executive Council member

Shanti Tamang, Chairperson of Samyukta Safai Jagaran, first organization of Informal Waste Workers of Nepal. With all struggles in social status and economy as a waste worker, I have always strived for the empowerment of the waste worker's community. The organization was successful in establishing a first cooperative of Informal Waste Worker's named Samyukta Safai Jagaran Saving & Credit Cooperative Ltd. I am the chairperson of the cooperative too. I have come this far by learning and doing and being a strong advocate for the recognition and empowerment of informal waste workers. My future plan is to expand the reach of cooperative and organization to all informal waste workers in Nepal.



Harouna Niass

Executive Council member

Harouna Niass, of Dakar, Senegal, also the current President of the Association Bokk Diom des Recuperateurs et Recycleurs in Mbeubeuss. He started recycling when he was 25 years old. He is 42.

By working as a recycler with his association, Harouna is able to support his family as the sole provider. He says the profession also him to make a decent living.

When he is not recycling, Harouna supports other recyclers – whom he calls comrades – by organizing assemblies and helping spread the message that recyclers deserve to be treated like other workers. During his term as a president, Harouna supported the formation of Women Waste Pickers Committee in Bok Diom and a cooperative.



Hortance Kufuku

Executive Council member

Hortance Kufuku, from the DRC, is President of the Association des Collecteurs de Déchets du Congo-Kinshasa (ARCK) which has been in operation since 2008. Her educational background is in business sciences. The Association has members working in different locations and are grouped according to their sectors of activity: such as plastic, scrap metal and household waste. The Association supports workers through training and awareness of women's empowerment in the mobile sector. As an elected member of the IAWP Exco, Hortance aims to support fellow waste pickers by championing training and raising awareness on women empowerment and gender-based violence against women in the informal sector, knowledge exchange by creating opportunities for workers to share

their experiences with other workers across the regions, supporting in creating visibility for workers in the informal sector and mobilising financial resources.



Johnson Doe

Executive Council member

Johnson Doe is chairman of Kpone Landfill Waste Pickers Association. He was elected also as the leader of the first waste pickers cooperative in Ghana. He is a senior high school graduate and hoping to continue. He is married with 4 kids and lives with his family).

Molobaly Dombia

Executive Council member

Mrs Molobaly, born on 31 December 1963 in Tiemogola, in the Koulikoro region of Mali, is a remarkable woman. For over 30 years, she has been involved in the field of recovery and, despite her advanced age, she continues her efforts to provide for her family and support her community. In 2016, she was elected head of the association of reclaimers at the depot where she works, located in Olympus. Thanks to the merger of the depots and WIEGO's support in 2017, she was also elected president of all the reclaimers in Mali within the Association Malienne des Trieuses de Déchets sur les Dépôts d'Ordures (AMTDDO MALI). As an active member of this association, Ms Molobaly now sits on the



executive committee of the International Alliance of Recyclers (AIR).

Nana Martine

Executive Council member

Nana Martine is a founding member of UAP (Burkina Faso) and the coordinator of waste pickers in her administrative district. She has been working in recycling since 1998.



Pris Polly

Executive Council member

Pris Polly Davina Lengkong (Pris Polly for short) has been the Chairperson of Perkumpulan Pemulung Indonesia Mandiri (PPIM)—Ikatan Pemulung Indonesia (IPI) since 2019. He started working as a waste picker in his early years of youth. Later, he graduated with a Bachelor of Economics. He served as Deputy Secretary General of IPI from 1995-2000, Chairman of Education and Culture of IPI from 2000-2005, and Chairman of the Jakarta Chapter of IPI from 2014-2019. Pris Polly Davina Lengkong (Pris Polly for short) has been the Chairperson of Perkumpulan Pemulung Indonesia Mandiri (PPIM)—

Ikatan Pemulung Indonesia (IPI) since 2019. He started working as a waste picker in his early years of youth. Later, he graduated with a Bachelor of Economics. He served as Deputy Secretary General of IPI from 1995-2000, Chairman of Education and Culture of IPI from 2000-2005, and Chairman of the Jakarta Chapter of IPI from 2014-2019.



Barbra Weber

Executive Council member

Barbra (Barbie) Weber is the Co-founder and Co-Executive Director for Ground Score Association a Waste Picker organization in Portland, Oregon USA. Barbra organizes with various local, national and international organizations. Barbra is a second generation waste picker, a villager in a self governed informal settlement and she is a committed advocate on issues regarding hygiene access, environmental justice, worker rights, systemic poverty and systemic racism. Barbra believes in inclusive community

collaboration, she is a gifted public speaker, experienced organizer, and is well respected in her community. Her artistic endeavors include playing guitar in public and painting pottery for charity.



Josefa Marin

Executive Council member

Josefa Marin is the President of the newly-formed Alliance of Independent Recyclers, and a board member of the non-profit redemption center Sure We Can. She is based in Brooklyn (New York, USA), and has been recycling for over twenty years. She is originally from Puebla, Mexico.



Abel Balderas Ramírez

Executive Council member

Abel comes from a family of waste pickers; he has been a waste picker since he was 8 years old and is currently 44 years old. He is president of the Lázaro Cárdenas del Río Association of Dolores Hidalgo Guanajuato, Mexico and from there he leads the National Movement of waste pickers of Mexico. He is currently secretary of Organic Articulation for RedLacre and is a member of the Executive Board of the International Alliance of Waste Pickers.



María Elbia Pisuña Llulluna

Executive Council member

María Elbia Pisuña Llulluna, president of RENAREC, leads the Federation that represents more than 20,000 waste pickers in Ecuador. With 36 years of experience in waste picking, she began at the age of 14 and has worked

in dumps, streets and housing developments, standing out for her socio-educational work. Since 2008, he has expanded his focus to training citizens in waste management. Her international projection has strengthened organizations. She is currently a member of REDLACRE's communications secretariat. Its commitment includes a strong social component, for the recognition of waste picking as work and dignity.



Paulina Margarita González

Executive Council member

Paulina is a waste picker from the municipality of Tres de Febrero, Buenos Aires, Argentina. She began to recycle after her release from prison, initially on her own in order to be able to provide food for herself and her family. She formed the Cooperativa las Pibas Reciclan with the aim of providing a work space for women waste pickers who were working in the municipality. She made a special emphasis on the incorporation of people who have been locked up or who are going through consumption problems. In addition, the cooperative seeks to support those women who are under house arrest, unable to go out to work and perform their tasks, most of them being heads of household and responsible for the care of their children. It is part of the Federación Argentina de Cartoneros, Carreros y Recicladores (FACCyR), an organization that defends the rights of waste pickers throughout Argentina and fights for recycling systems with social inclusion. FACCyR promotes the creation of recycling systems within the Penitentiary Units of the Province of Buenos Aires so that those people who are detained begin a process of re-socialization through work and in conjunction with cooperatives of waste pickers.



Robinson García

Executive Council member

President of the association of waste pickers of the national district and president of the national movement of waste pickers of the Dominican Republic. Since he was 8 years old, he has been dedicated to waste picking in the transfer station of the national district along with more than 100 fellow waste pickers. The National Movement is a legal organization that integrates 14 organizations formed with the objective of strengthening and accompanying the organizational processes that include waste pickers in the country. Currently, Robinson is a representative member of Redlacre's communication secretary.



Yenny González

Executive Council member

President of the organization (MNRP, Panama) for 3 consecutive terms, member of the pro-environment cooperative, operational secretary of Red Lacre.



Pietro Luppi

Executive Council member

Pietro Luppi is a pioneer of the processes of self-organization of Italian waste pickers, promoting since 2002 the creation of independent networks, and coordinating in 2011 the creation of Rete ONU: the national network of Italian second-hand operators, which today represents about 4,500 vulnerable operators before the institutions; Pietro Luppi is currently the scientific director of the organization.



Samuel Le Coeur

Executive Council member

An activist for the rights of *biffins* and *récupérateurs* (waste pickers in French) since 2008, Samuel Le Coeur founded the AMELIOR association in 2012, which has members in Paris region and Marseille in France. Samuel is its national representative.

ANNEX XIV - Letter and Report from IAWP President

LETTER FROM THE IAWP PRESIDENT TO HIS EXCO MEMBERS, DELEGATES AND MEMBERS OF THE CURRENT STAFF

Dear comrades,

I have worked as a waste picker since I was 13 years old, when I discovered the old dump in Natal, which was called “garbage oven” due to the constant fires, especially caused by nighttime picking work. At that time, we didn’t have flashlights to shine light on the trash and collect the recyclables, so we made fires or made things with plastic and tires. It was a time when we, waste pickers, were unaware of our main role in society, which is environmental preservation.

Over more than 30 years of my life, 25 of them were dedicated to waste picking and the organization of waste pickers in Brazil, Latin America, the Caribbean and also on other continents. This led me, through alliances with waste pickers from other countries, to apply for the honorable position of President of the International Alliance of Waste Pickers (IAWP). I was elected on May 2nd, in Buenos Aires, Argentina, after a dispute with other comrade delegates from Latin America and other continents. I believe that my experience in conducting international issues and consolidating alliances, in addition to experience in building Red Lacre, was fundamental to the victory. I thank you for the commitment and trust you have given me. Even before being elected, I was already propagating themes such as “WE ARE OUR OWN VOICE”, “FROM WASTE PICKER TO WASTE PICKER”, “NOTHING FOR US WITHOUT US” and “NOBODY LEFT BEHIND”. I have been following important participation agendas over the years, especially after my election as President of the IAWP. Therefore, I come here to report some of these moments. Soon after the election, we went, together with WIEGO, Street Net, FITH and HomeNet to fulfill agendas of the ILO (International Labor Organization) and WIEGO ORP Council meetings, with the aim of consolidating our alliances with sister networks and giving start of the new management of the IAWP. We present to everyone our democratic election process and planning for the future steps of the IAWP, including the organization of human resources, the process of rehiring employees, staff members, the choice of the first general secretary and the constitution of necessary advice to carry out activities with the elected members of the IAWP, as the vice president and treasurer.

During the two weeks at the ILO, I divided my time between advocacy agendas with the government of Brazil, which presided over GRULAC ILO, and monitoring the selection process for the General Secretary. I also waited for the names nominated by ExCo members to compose the Finance Committee and worked to strengthen our alliance with sister networks, focusing on the next ILO agenda at the June 2025 Conference. We were made aware of the process to affiliate the IAWP to the highest labor body, so that we can participate fully, being our own voice in assemblies and other scopes of the ILO. It was a very intense two weeks, but with the feeling of duty fulfilled, which culminated in a meeting with President Lula and a reception at the home of the Brazilian ambassador, as shown in the attached photos. With gratitude and commitment,

Severino Junior



Severino Lima CATADOR-Brasil President... (Lima Junior) · Voto
 Presidente de WAP-International Alliance of Waste Pickers
 6 min · 🌐

Um encontro muito lindo e a forma com a qual o Presidente Lula reencontra os Catadores de Recicláveis na 112 Conferência da OIT em Genebra.

International Labour Organization
 211.707 seguidores
 7 d · 🌐

The Inaugural Forum of the Global Coalition for Social Justice was an inspiring and fast-paced event!

Heads of State, government ministers, world of work leaders and other Coalition partners, come together to discuss building resilient societies, aligning economic and social policies, and fostering social dialogue, with the aim of strengthening internal cooperation for a fairer world.

Explore, explore the highlights 📌

Visualizar tradução



ACTIVITY REPORT FROM THE PRESIDENT

May to December 2024

PARTICIPATION IN THE G20 IN MANAUS

We had the honor of participating in the G20 Brazil, an event that preceded the closing of the G20 and marked a historic moment for waste pickers recyclable materials. We were formally invited to have a speaking space during the G20 meeting, a meeting of great global economic powers, held in Manaus. This invitation represented a significant milestone in the trajectory of inclusion of waste pickers in global discussions about environment, sustainability and circular economy.

During the biodiversity meeting, a crucial moment to debate environmental issues, Mr. Adalberto Maluf, National Secretary for the Urban Environment and Environmental Quality of the Ministry of the Environment and Climate Change (MMA), highlighted Brazil's pioneering spirit in inviting pickers of recyclable material to speak for the first time at a G20 official meeting. He emphasized the importance of this gesture, which represents the recognition of the fundamental role of waste pickers in environmental preservation and solid waste management, pointing them out as protagonists in building a more sustainable and fair society.

Secretary Adalberto Maluf's speech not only reinforced the pioneering spirit of Brazil, but also recognized the relevance of the work of waste pickers, who are often invisible, but they play an essential role in circular economy and environmental preservation. By being included in the largest world economic forum, the waste picker movement took a significant step towards ensuring our voice and participation in decisions that directly affect our lives and the planet.

This opportunity to be present at the G20 Brazil and to be heard alongside global leaders, reaffirms Brazil's commitment to social inclusion and the valuing of informal workers, showing that environmental issues cannot be addressed without the collaboration and recognition of all actors who are on the front line of environmental preservation. The speaking space granted to waste pickers at the G20 is a reflection of progress in public policies and the maturing of the discussion on circular economy, where each person, regardless of their role, has a fundamental role in building a more sustainable future.



WORKERS AND WIEGO NETWORKS MEETING IN MANCHESTER

In Manchester, we held an important meeting with the aim of strengthening networks of formal and informal workers in the production chain. The event was attended by Rhonda Douglas, project coordinator and specialist in fundraising and crowdfunding, who led discussions about international financing opportunities. Grant opportunities were presented which provide values between 10 and 20 million dollars, aimed at consolidation and development of these labor networks.

Five major global networks were present: the International Alliance of Waste Pickers, IAWP, HomeNet, IDWF and Streetnet. During the meeting, it was announced that the IAWP secured funding of 700 thousand dollars, destined for the next two years, through the Global Methane Hub (GMH). These resources will be applied to strategic initiatives aimed at the production chain of recyclable materials, with potential impact in various regions of the world.

One of the main steps forward was the definition that a work for the years 2025 and 2026 will be prepared during Expo Catadores, at the Red Lacre International Seminar. This planning will expand the impact of the activities of the participating networks, culminating in the presentation of results and advances during COP30, which will take place in the city of Belém, state of Pará, in 2025.

This meeting was essential to reinforce coordination between global networks of workers, providing a space to exchange experiences and development of strategies that strengthen the production chain. Access to international investments will enable not only the consolidation of these networks, but also the advancement of projects that promote positive impact and concrete improvements in the working conditions of its members in different continents.

As for next steps, the plan is to prepare and finalize the work plan during Expo Catadores and to engage in active participation in COP30. That event in Belém will be a crucial opportunity to share progress made, increase the visibility of network actions and promote strategic dialogue on sustainability and inclusion.

The experience in Manchester was a strategic opportunity for consolidating international partnerships and aligning actions that promote sustainable development and support for formal and informal workers. With the commitment of the organizations involved and the resources raised, these initiatives have great potential for transformation and positive impact.



MEETING AT COCA COLA HEADQUARTERS IN ATLANTA

The meeting held in Atlanta had as its main objective to promote the engagement between international organizations, companies and workers, highlighting the role of networks of waste pickers in strengthening sustainable and inclusive practices within the global production chain. Among the main participants of the event were the International Alliance of Waste Pickers (IAWP), Coca-Cola, the United States Chamber of Commerce, the International Organization of Employers Council (IOEC), the United States Labor Organization and the United States Business Union.

This meeting marked IAWP's first official participation in an international event promoted by Coca-Cola, and during the meeting, it was clearly presented the strategic importance and relevance of the work of waste pickers as key actors for the circular economy and sustainable waste management. IAWP's speech was impactful and well received by the participants, and focused on empowering waste pickers, the visibility of the importance of the work carried out by the waste pickers and reinforcing the need for social and economic inclusion in global discussions on sustainability and decent work.

Coca-Cola's invitation for IAWP to participate in this event represented a historic moment, as it included waste pickers in a large international forum, signaling an evolution in the collaborative approach with informal workers. The presence of IAWP contributed to broadening the perception of the relevance of waste pickers in corporate and union debates, in addition to establishing a channel for dialogue on ongoing partnerships and inclusive sustainability initiatives.

Thus, the meeting in Atlanta reinforced the importance of active participation of waste picker networks at global events, consolidating IAWP's commitment to seeking more visibility, strategic partnerships and recognition for the working class of waste pickers on the international stage. This event marks an important step towards the inclusion of waste pickers in discussions and decisions about sustainability at a global level.



LATITUD R MEETING IN WASHINGTON AT IDB HEADQUARTERS

The annual meeting of the Latitud R Program Council aimed to define investment guidelines for the coming years, renew strategic agreements and plan innovative actions aimed at strengthening networks of waste pickers in strategic regions. Important organizations participated in the event, such as Avina Foundation, Coca-Cola and Coca-Cola Foundation, PepsiCo, Nestlé, Dow and the Inter-American Development Bank (IDB), which make up the program alliance.

During the meeting, the Latitud R Program agreement was renewed for the period from 2026 to 2028, consolidating a long-standing partnership that already adds up to eight years of joint work. An investment of 6 million dollars was approved for the new cycle, with proportional distribution of these resources among participating organizations. The outlined work plan has as a main focus the strengthening of the Red Lacre, currently composed of representatives from 16 Latin American countries. Furthermore, international expansion was one of the main priorities, with actions planned for the African continent and greater investment in the organization of waste pickers in the Caribbean islands, such as Jamaica, Cuba, Haiti and the Dominican Republic, where it already operates. Another important aspect of the expansion will be the beginning of efforts in Latin American countries that do not yet have an independent organization of waste pickers, such as Venezuela, in addition to the resumption of investment in Suriname, a country that already received support from the program in its early years.

This renewal of the agreement and the approved financial contribution have significant strategic impacts. The continuity of the program reinforces the role of the Latin American network as a global reference in the articulation of waste pickers. Expansion to the African continent and the Caribbean islands aims to create a more integrated and organized global network of waste pickers, which will contribute to the sustainability and inclusion of these workers in the market formal. Furthermore, the planned actions will promote the circular economy in regions served, strengthening social inclusion and the generation of decent work.

The Latitud R Program Board meeting reaffirmed the commitment of partner organizations with social inclusion, sustainability and strengthening networks of waste pickers. Investments and renovation of the agreement for the period 2026-2028 consolidate the positive impact trajectory of the program, with great prospects for global expansion and deepening of regional actions.



MEETING WITH THE KING IN LONDON

The meeting at Buckingham Palace, hosted by the Ellen MacArthur Foundation, brought together around 200 world-renowned personalities, including leaders, representatives of global organizations and King Charles himself. The main objective of the event was to strengthen global articulations around environmental, economic and social issues, with a special focus on sustainable initiatives and circular economy. I was invited to participate in this historic event as a representative of the global movement of waste pickers, being the first waste picker in history to be received by a king in Buckingham Palace. This moment was presented as a symbol of increasing inclusion of waste pickers in high-level debates on sustainability and the environment.

During my interaction with King Charles, I highlighted the historic importance of this moment, not just for me, but for all waste pickers around the world, who see this gesture as a recognition of the relevance of its work in the circular economy and environmental preservation. I also emphasized the king's role as a global leader capable of driving environmental actions on a global scale. In a relaxed tone, I remembered the king's last visit to Brazil, when he was still a prince, and I highlighted the samba he danced in Rio de Janeiro. I took advantage of the opportunity to invite him to return to Brazil, now as king, suggesting that he do so during Carnival, one of the most emblematic celebrations in the country.

The event was of great relevance for several reasons. First, it strengthened global relations by symbolizing a significant advance in the dialogue between governments, international organizations and social movements. The presence of a representative of the waste pickers in an event of such magnitude reaffirms the relevance of this worker category on the global stage. Additionally, the reception at Buckingham Palace represented a milestone of inclusion for informal workers, promoting visibility and legitimacy for actions articulated by waste pickers in favor of the circular economy and sustainability. The opportunity to interact with King Charles and other global leaders enabled the exchange of ideas and opened paths for future partnerships that will strengthen waste pickers and environmental initiatives.

This event was not only a moment of great representation, but also an opportunity to reinforce the importance of waste pickers in global environmental issues. Interaction with King Charles cemented the role of networks of waste pickers as essential agents of the circular economy, opening new perspectives for international dialogue and cooperation in favor of a more sustainable and inclusive future.



During the meeting with King Charles in London, we also had the opportunity to meet the renowned American singer, songwriter and music producer Nile Rodgers, widely recognized as the “King of Jazz, of Soul and Black Music” on a global level. This was a moment of great cultural and symbolic relevance, which brought to light the importance of music as a tool for transformation and social inclusion.

The main objective of this meeting was to promote an enriching dialogue about the impact of music on connecting global communities and social movements. During the conversation, we explored possibilities for collaboration involving art as a tool to promote significant social change. Nile Rodgers’ trajectory was highlighted as a clear example of how music can transcend borders, uniting cultures and promoting positive changes. Additionally, we discussed essential topics, such as social inclusion, sustainability and the transformative role of music in raising awareness of global issues, such as inequality and environmental preservation.



This meeting represented an important cultural strengthening, as the interaction with an iconic figure like Nile Rodgers reinforces the importance of integrated artistic expressions in strengthening social and environmental causes. The conversation was a true celebration of the power of art to connect different realities, valuing the richness of Black music and its influence globally. In addition, the opportunity to dialogue with renowned cultural leaders worldwide, like Rodgers, contributes to increasing the visibility of social movement groups, such as that of waste pickers, expanding the reach of these initiatives.

The meeting also highlighted the importance of art as a powerful tool for amplifying voices and engaging communities around crucial issues for humanity, such as sustainability and social justice. This exchange of ideas and inspirations consolidated the understanding that global movements can significantly benefit from cultural engagement, expanding its impact and creating a more inclusive and sustainable future. The meeting with Nile Rodgers was, therefore, a remarkable moment, which reinforced the fundamental role of music and art in building a better world.

CLIMATE WEEK IN NEW YORK

For four days, we participated in the New York Climate Week, an event that brought together representatives of the International Alliance of Waste Pickers (IAWP), American waste pickers and partner organizations, with the main objective of strengthening the visibility and recognition of the work of collectors of recyclable materials in the United States, highlighting the initiatives of urban sustainability and social inclusion.

During the event, we had the opportunity to visit Sure We Can, a group of immigrant waste pickers located in Brooklyn, coordinated by an American NGO with religious links. Mrs Josefa, local representative, played a fundamental role in articulating the activities. During the visit, we discussed strategies to increase visibility of waste pickers in the United States, with a focus on valuing their work in an urban and multicultural context.

Furthermore, we presented proposals to increase public perception on the role of waste pickers in environmental sustainability, using Times Square, one of the most iconic cultural spaces in the United States, as a stage for awareness raising actions. We discussed the implementation of “concept carts”, equipped with sustainable technology, including solar energy and useful services to the public, such as sockets for recharging cell phones, with the aim of attracting tourists and local residents. This proposal aims to create a link between Times Square visitors and the figure of waste pickers, highlighting their importance for the circular economy and environmental preservation.

Also at the event, cultural and educational initiatives were suggested to promote the familiarization of the population with the work of waste pickers, through events, exhibitions and artistic interventions in Times Square. The idea is to transform public perception, positioning waste pickers as key agents to urban sustainability.

Participation in Climate Week resulted in important advances. Interaction with Sure We Can strengthened ties between local organizations and the IAWP, promoting the exchange of experiences and strengthening partnerships for future actions. Innovative proposals, such as concept carts and public interventions, were well received by participants, and have great potential to inspire pilot projects in New York. Furthermore, the discussions opened space to explore new ways of engaging with society at large, increasing the visibility of waste pickers in one of the largest urban centers in the world.

In conclusion, participation in New York Climate Week was a significant opportunity to advance the inclusion of waste pickers in the American urban scene. The proposed actions, such as the concept carts and awareness initiatives in Times Square, represent a step important for the valuing of this worker category and its essential contribution to global sustainability. The event reinforced IAWP’s commitment to continue articulating efforts to increase the visibility and impact of waste pickers at the international level.



CLIMATE WEEK AND MEETING WITH THE GOVERNOR OF PARÁ

During Climate Week in New York, we had the opportunity to participate in a meeting with the governor of Pará, Helder Barbalho, and Mrs. Inger Andersen, Executive Director of the United Nations Environment Program (UNEP) and Secretary-General Deputy of the United Nations. The main objective of the meeting was to discuss the role of waste pickers in the context of international negotiations on the environment and to debate the agendas of INC-5 (Fifth Meeting of the UNEP Intergovernmental Negotiation Committee).

The meeting was attended by the governor of Pará, Helder Barbalho, Mrs. Inger Andersen, representing UNEP and the UN, and Mrs. Barbara Weber, from Ground Score, an organization of waste pickers located in Portland. During the meeting, we discussed INC-5, held in November, as part of the integrated actions during Climate Week. We highlight the importance of including waste pickers in global policies and negotiations related to the environment and highlight the strategic role of waste pickers in implementing sustainable practices, especially in solid waste management and the circular economy.

The coordination with UNEP also addressed the need to strengthen the participation of waste pickers in intergovernmental processes, ensuring visibility and resources for initiatives that promote social and environmental inclusion. The exchange of ideas also focused on practical solutions that can be implemented locally, regionally and globally.

The meeting consolidated the relevance of waste pickers as fundamental agents in negotiations on sustainability and environmental preservation. Coordination with the Executive Director of UNEP and the government of Pará reinforced the need to integrate the demands of waste pickers into the global actions of INC-5 and other UN initiatives. The presence of representatives from local organizations, such as Ground Score, highlighted the importance of connecting global and local movements to strengthen waste picker networks.

This meeting was a significant moment to give visibility to the role of waste pickers on the international stage and strengthen their inclusion in global environmental negotiations. The partnership between governments, local organizations and the UN reflects the commitment to sustainable and inclusive solutions, highlighting the centrality of the work of waste pickers in the transition to a greener and fairer economy.



EXCO MEETING IN KATHMANDU

The meeting of the ExCo (Executive Council) of the International Alliance of Waste Pickers was held in Kathmandu, with the participation of all members, except the representatives of the United States, Josefa, and of Ghana, Johnson, who were absent due to visa issues. The main objective of the meeting was to plan the financial issues of the organization and prepare the hiring of new staff members, coordinators for the regions of Asia, Africa, as well as a financial coordinator.

During the meeting, we discussed strategies for management and allocation of resources, ensuring the strengthening of operations and the fulfillment of the Alliance's strategic objectives. Furthermore, the meeting highlighted the preparation for hiring new regional coordinators for Asia and Africa, as well as the financial coordinator. The hiring of regional coordinator for Africa and financial coordinator has been completed, marking a significant step forward in strengthening the leadership team.

The expansion of the secretariat reflects the Alliance's commitment in ensuring greater representation, operational efficiency and support for networks of waste pickers on different continents. Hiring regional coordinators will allow for more strategic action that is closer to the needs of waste pickers in Asia and Africa. Furthermore, the definition of the finance coordinator will strengthen the Alliance's ability to manage resources effectively, expanding its global impact.

The meeting in Kathmandu was an important milestone for the Alliance, with significant advances in financial planning and strengthening the secretariat team. The implementation of these initiatives reflects the organization's commitment to expanding its actions and ensuring a more integrated and efficient performance, aligned with global challenges faced by waste pickers.



ANNEX XV - Engagements in Thailand in September 2024

Event Report: *SEA of Solutions 2024*

Date: 18th - 20th September 2024

Venue: United Nations Conference Centre, Bangkok

The **SEA of Solutions 2024** event, held at the United Nations Conference Centre in Bangkok, marked a pivotal gathering of stakeholders committed to addressing plastic pollution and advancing sustainable development across the ASEAN region. Organized by SEA circular (an initiative by the UN Environment Programme and the Coordinating Body on the Seas of East Asia) and supported by the Government of Sweden, the event spanned three days of discussions, partnerships, and solution-focused sessions.

Day 2: Knowledge Session on Extended Producer Responsibility (EPR)

Krishna Ayyakanna, representing Thyaja Shramika Sangha and International Alliance of waste pickers, took part in **Knowledge Session 3: Understanding Extended Producer Responsibility (EPR)** on the second day of the event. The session explored the challenges and opportunities surrounding EPR policies in the ASEAN region, focusing on how to foster sustainable waste management and producer responsibility.



During his speech, Krishna emphasized the **importance of including waste pickers** in the EPR framework. He highlighted their critical role in the recycling supply chain and called for their **recognition and support** to ensure they are part of the decision-making process. Krishna also discussed the need for a **just transition for waste pickers** as global plastic policies evolve, particularly in light of the global plastics

treaty. His message focused on ensuring equitable treatment and access to social protections for waste pickers, who often work informally but are vital to managing plastic waste effectively.

Krishna was joined by esteemed panelists, including:

- **Kamala Ernest**, Project Coordinator, SEA Circular Project / Programme Management Officer, UNEP
- **Phan Tuan Hung**, Director General, Department of Legal Affairs, Ministry of Natural Resources and Environment, Viet Nam
- **Athalie Reyes**, EPR and Consulting Manager, PCX Solutions
- **Steve Hardman**, CEO, Plastic Collective
- **Nattinee Netrumpai**, Board of Director & Head of Corporate Affairs, Unilever Thailand The session was moderated by **Francesca Montevecchi**, Plastic Technical Specialist at UNEP, and delved into the current status of EPR in ASEAN, identified gaps, and discussed solutions for harmonizing policies across the region.



Day 3: Field Visit to Huhtamaki's Thailand Facility

On the third day, Krishna participated in a **field visit to Huhtamaki's Thailand facility**, a leading manufacturer in the packaging industry with over 100 years of global history. Huhtamaki operates in 37 countries and provides innovative packaging solutions aimed at protecting food, people, and the planet. Their **Thailand facility** is a key player in the company's flexible packaging operations and has been at the forefront of innovations that address sustainability challenges.



The visit highlighted how **upstream value chain** interventions, such as sustainable design and life-cycle management, can significantly contribute to controlling plastic pollution. Huhtamaki's efforts in **designing packaging with a life-cycle perspective** were showcased, demonstrating how thoughtful design and manufacturing processes can help mitigate the environmental impacts of plastic use. The visit provided a practical insight into how businesses can contribute to sustainability through innovative packaging solutions, reinforcing the importance of public-private collaboration in the fight against plastic pollution.

Krishna's participation in both the panel and the field visit helped amplify the voice of waste pickers and underscored the need for inclusive, sustainable solutions to address plastic pollution in the ASEAN region.

Event Update Report: *Human Rights Dialogue on Rights-Based Pathways to Climate Mitigation and Just Energy Transition*

Date: 22th - 23rd September 2024

Venue: Sukosol Hotel in Bangkok, Thailand

Krishna Ayyakanna participated in the Human Rights Dialogue on "Rights-Based Pathways to Climate Mitigation and Just Energy Transition," held from September 22nd to 23rd, 2024, at the Sukosol Hotel in Bangkok, Thailand. This closed-door event, organized by OHCHR SEARO, the UN Working Group on Business and Human Rights, and the UN Environment Programme, brought together experts from civil society organizations, environmental defenders, and Indigenous Peoples to address human rights challenges in the context of climate mitigation and energy transition.



Krishna highlighted the human rights issues faced by waste pickers, a marginalized group often overlooked in the global climate dialogue. He emphasized their significant contributions to climate mitigation through their vital work in recycling, waste management, and resource recovery. By preventing waste from ending up in landfills and reducing greenhouse gas emissions, waste pickers play a key role in the circular economy and climate change mitigation efforts.

However, Krishna also stressed the vulnerability of waste pickers to the impacts of climate change, particularly due to their socioeconomic status, poor working conditions, and lack of access to social protections. He called for stronger recognition of waste pickers' rights and more inclusive policies that provide them with better livelihoods, safety nets, and opportunities for full participation in climate-related decision-making processes.

During the discussions, Krishna had a productive conversation with Elisa Morgera, the UN Special Rapporteur on the promotion and protection of human rights in the context of climate change. She acknowledged the importance of waste pickers' contributions and assured Krishna that their concerns would be raised at the UN level. Furthermore, Morgera committed to staying in contact with the International Alliance of Waste Pickers to ensure their voices are represented in future climate dialogues across different regions.

Krishna's participation helped shed light on the often-overlooked role of waste pickers in climate mitigation and the urgent need to address the human rights issues they face in the face of the global climate crisis.



Event Update Report: 2024 UN Responsible Business and Human Rights Forum

Date: 23rd - 27th September 2024

Venue: United Nations Conference Centre, Bangkok

Introduction

Krishna Ayyakanna, Representative of the International Alliance of Waste Pickers and Vice President of Thyajya Shramika, played a pivotal role in the 2024 UN Responsible Business and Human Rights (RBHR) Forum. The Forum, which focused on exploring solutions for access to effective remedy and justice in Asia and the Pacific, gathered various stakeholders to address critical human rights issues, including the

integration of informal workers into sustainable solutions for plastic pollution. Krishna's contributions were central to the discussions, particularly in highlighting the role of informal waste pickers in global recycling efforts and advocating for their rights and inclusion in policy frameworks.

Forum Overview

The 2024 UN RBHR Forum centered around three parallel tracks:

1. **Domestic remedy**
2. **Transnational remedy**
3. **Complementary strategies for facilitating access to remedy**

These tracks emphasized the need for sector-specific solutions and the development of strategies that cater to the complexities of different industries. Key discussions during the Forum aimed to address the human rights challenges within supply chains, with a particular focus on the plastics recycling sector and the role of informal workers.



Krishna's Participation in Key Sessions

1. **VOICES of Waste Pickers: Responsible Business in the Plastics Recycling Supply Chain in Practice**

- **Date & Time:** 24 September 2024, 10:30-12:00 ICT
- **Organized by:** *The Circulate Initiative*
- **Panelists:** *Krishna Ayyakanna, Hayley Whatarau (Enodo Rights), Lê Anh (DUYTAN Recycling), Do Xuan Thuan (Vietnam EPR Office), and Anna Dear (Coca-Cola ASEAN & South Pacific)*
- **Moderator:** *Anna Douma, Director of Programs, The Circulate Initiative*

In this session, Krishna presented the critical contributions of waste pickers to the global plastics recycling supply chain, where they handle nearly 60% of the world's recyclable materials. Despite their significant role, these workers remain largely unrecognized and face exploitation, inadequate pay, and poor working conditions. Krishna advocated for the inclusion of waste pickers in responsible business strategies, emphasizing the need for protective policies,

fair wages, and greater collaboration between businesses, governments, and civil society to address the gaps in social protection and labor rights for informal workers.

He further highlighted the potential of Extended Producer Responsibility (EPR) policies to support the waste picking community if implemented with their active participation. Krishna's intervention drew attention to the urgent need for businesses to collaborate with informal workers to create ethical and sustainable recycling supply chains.

2. From Cradle to Cradle: Just Transition from Production, Supply Chains, to End-of-Life Management for a Zero Waste Future and Circular Economy

- **Date & Time:** 24 September 2024, 13:00-14:00 ICT
- **Organized by:** International Alliance of Waste Pickers, GAIA Asia Pacific, Philippine National Waste Workers Alliance, Thyajya Shramika Sangha, and HomeNet International

This session explored the challenges of creating a just transition towards a circular economy and the impact on informal workers. Krishna underscored the need for the active involvement of waste pickers in policy development related to waste management and the circular economy. He highlighted that informal workers are often sidelined in these discussions, despite their direct impact on environmental sustainability. Krishna also discussed how international and national laws frequently fail to acknowledge informal economy workers, resulting in policies that neither protect them nor offer sufficient social safeguards.

He argued for decentralized waste management systems that prioritize waste pickers' livelihoods, as opposed to incineration projects, which often destroy their jobs and harm the environment. Krishna's contribution was vital in stressing the need for community-driven solutions that ensure social equity while advancing environmental goals.



3. Bridging Rights and Responsibilities: Tackling Plastic Pollution Together with the Informal Sector

- **Date & Time:** 26 September 2024, 09:00-10:00 ICT
- **Speakers:** Krishna Ayyakanna, Vivekand Sistla (Unilever), and Salisa Traipitsiriwat (Environmental Justice Foundation)

In this session, Krishna delved into the intersection of plastic pollution, human rights, and informal labor. He discussed how plastic pollution not only degrades ecosystems but also disproportionately affects marginalized communities, including waste pickers. Krishna emphasized the importance of businesses adopting a human rights-

based approach to plastic management. He argued that the inclusion of informal waste workers is essential for sustainable and equitable solutions to plastic pollution.

Krishna also focused on access to remedies for communities affected by plastic pollution, highlighting that informal workers often lack access to legal recourse for damages caused by the plastic industry. He urged businesses and governments to work together to create inclusive mechanisms that address the human rights violations faced by waste pickers.



Key Contributions and Impact

Krishna Ayyakanna's participation was instrumental in highlighting the following key points:

- **Recognition of Informal Waste Pickers:** Krishna successfully brought attention to the vital role of informal waste pickers in addressing global plastic pollution, advocating for their inclusion in EPR frameworks and business strategies.
- **Human Rights in the Plastics Supply Chain:** He emphasized that informal workers are often subjected to exploitative conditions, lack of safety gear, inadequate pay, and social exclusion. His contributions underscored the need for businesses to uphold human rights in their supply chains.
- **Advocating for Policy Reform:** Krishna called for the revision of national and international policies to better protect informal economy workers, particularly in the context of waste management and the circular economy.
- **Inclusive Stakeholder Engagement:** Krishna championed the idea of involving waste pickers and other informal workers in environmental decision-making processes, particularly those affecting their livelihoods and working conditions.

Krishna Ayyakanna's contributions at the 2024 UN Responsible Business and Human Rights Forum were crucial in bringing the voices of informal waste sector workers to the forefront of discussions on plastic pollution, circular economies, and human rights. His advocacy for the inclusion of waste pickers in EPR frameworks and business strategies provided a much-needed perspective on how informal workers can be integrated into solutions that benefit both people and the planet. Through his leadership, Krishna helped push for more inclusive, fair, and sustainable approaches to tackling plastic pollution, ensuring that waste pickers are recognized as essential partners in the global fight against environmental degradation.

Update Report: In search of waste picker in Bangkok

Date: 26th September 2024

Venue: The petroleum and petrochemical college chulalongkorn university.

During the field visit to Huhtamaki's Thailand facility, Krishna connected with a local researcher from The Petroleum and Petrochemical College at Chulalongkorn University. He requested the researcher to help him connect with the local waste pickers in the Bangkok region. Based on this conversation, the researcher arranged a meeting with Asst. Prof. Manit Nithitanakul, PhD, at The Petroleum and Petrochemical College, Chulalongkorn University. During the meeting, Krishna gained insights into the condition of the waste pickers there, and the professor suggested connecting the local waste pickers with the International Alliance of Waste Pickers to help organize them in the region.

Links for photographs :

<https://www.flickr.com/photos/197823823@N06/sets/72177720320565473/>

<https://sos2024.sea-circular.org/image-gallery/>



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