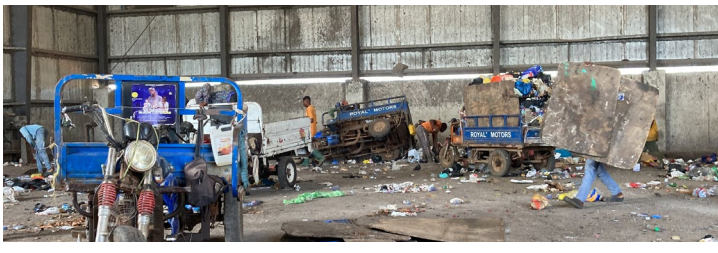


# FORMALIZING INFORMAL WORKFORCE



## PROBLEM

Many cities worldwide face significant challenges in managing solid waste. **Informal waste management workers comprise roughly 80% of the 24 million waste workers worldwide.** These workers' lack of recognition and integration into official waste management systems leads to dangerous working conditions and inefficient collection and recycling practices.



## SOLUTION

**Integrating informal waste collectors into the formal economy creates better job opportunities and improves waste collection efficiency by fostering collaboration between city officials, community leaders, and informal workers.** Programs led by community organizations and local governments engage informal workers in safe, dignified, and formal waste management roles. Actions include training workers to form associations, improving their hiring schemes by creating new contracting arrangements, and providing essential safety equipment like protective clothing. In Accra, these efforts resulted in both better working conditions and improved waste management.

## IMPACT

Accra's success has inspired replication efforts in cities including Addis Ababa, Bengaluru, Rio de Janeiro, and Dar Es Salaam.

In Accra, this solution contributed to:



## CHALLENGES THIS IDEA CAN HELP YOU NAVIGATE

- Inefficiencies in waste collection and disposal
- Dangerous working environments for those collecting waste and recyclables
- A lack of stable employment with adequate social protection

## ADOPT THIS IDEA: 3 KEY STEPS

### Start by

Understanding the roles informal workers play in your local waste management system and the challenges they face.



**Co-design your plan** 1

Bring together city officials, informal workers, communities, and key actors in the city waste and climate space to build trust, co-design ideas, and formalize an engagement plan.



**Recruit and train** 2

Bringing on workers as official collectors through new contracting arrangements, providing skills training, and creating partnerships with the private sector.



**Monitor and adapt** 3

Continuously monitor the implementation process, gathering feedback and integrating social protection measures to support the initiatives.

