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WOMEN'S ECONOMIC EMPOWERMENT AND EQUALITY (WE3) TECHNICAL ASSISTANCE

MUNICIPAL WASTE MANAGEMENT AND RECYCLING WE3 GENDER ANALYSIS REPORT

APRIL 2019

Contract No.: AID-OAA-I-14-00050/7200AA18F00018

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ACRONYMS

ADS	Automated Directives System
DESCO	*Centro de Estudios y Promoción del Desarrollo*
E3	Economic Growth, Education, and Environment
FUNDHARSE	Honduran Foundation for Social Responsibility
GBV	Gender-based Violence
GENDEV	Gender Equality and Women's Empowerment
IDB	Inter-American Development Bank
IFC	International Finance Corporation
ILO	International Labour Organisation
ISWA	International Solid Waste Management Association
KII	Key Informant Interview
LAC	Latin America and the Caribbean
LU	Land and Urban
OC	Ocean Conservancy
MWMR	Municipal Waste Management and Recycling
SME	Small and Medium-sized Enterprises
SOS	Save Our Seas Act
SWM	Solid Waste Management
TA	Technical Assistance
TFSA	Trash-Free Seas Alliance
UNEP	United Nations Environment Program
UNDP	United Nations Development Program
USAID	United States Agency for International Development
WE3	Women's Economic Empowerment and Equality
WEEE	Women's Entrepreneurship and Economic Empowerment
W-GDP	Women's Global Development and Prosperity Initiative
WMR	Waste Management and Recycling
WIEGO	Women in Informal Employment: Globalizing and Organizing
WoW	Women of Waste

KEY TERMS AND DEFINITIONS

Allyship: Supportive association with another person or group; specifically, with the members of a marginalized or mistreated group to which one does not belong.[1]

Critical mass in politics: Critical mass for women's involvement in politics is generally agreed to be 30 percent.[2]

Gender balance: Gender balance is generally agreed to be a male-female ratio of between 40 and 60 percent. McKinsey, a global consulting firm, analyzed data from 50,000 managers across 90 entities around the world and found that teams with a male–female ratio between 40 and 60 percent produce performance indicators that are more sustained and predictable than unbalanced teams in terms of employee engagement, brand awareness, client retention and financial metrics.[3]

Gender-based Violence (GBV): Denotes violence that is directed at an individual based on his or her biological sex, gender identity or perceived adherence to socially defined norms of masculinity and femininity. It includes physical, sexual and psychological abuse; threats; coercion; arbitrary deprivation of liberty; and economic deprivation, whether occurring in public or private life. GBV takes on many forms and can occur throughout the life cycle. Types of gender-based violence can include female infanticide; child sexual abuse; sex trafficking and forced labor; sexual coercion and abuse; neglect; domestic violence; elder abuse; and harmful traditional practices such as early and forced marriage, "honor" killings and female genital mutilation/cutting.[4]

Intersectionality: Refers to the complex and cumulative way that the effects of different forms of discrimination (such as racism, sexism and classism) combine, overlap and intersect—especially in the experiences of marginalized people or groups.[5]

***Machismo* and *marianismo*:** Describes beliefs and expectations regarding the role of men and women in many Latin American cultures. *Machismo* encompasses positive and negative aspects of masculinity, including bravery, honor, dominance, aggression, sexism, sexual prowess and reserved emotions, among others. *Marianismo* emphasizes the role of women as family- and home-centered; it encourages passivity, self-sacrifice and chastity. A *marianista* orientation depicts women in nurturing roles and prescribes respect for patriarchal values.[6]

Municipal Waste Management and Recycling (MWMR): Local government bodies manage the collection and disposal of solid waste generated from households and commercial establishments, including the recovery of recyclable materials from postconsumer waste streams.

Positive Masculinities: A term used to characterize the values, norms and practices that gender-based work with men and boys seeks to promote in order to end violence against women and girls.[7]

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[1] Miriam Webster Dictionary online: https://www.merriam-webster.com/dictionary/allyship
[2] See also Dahlerup (2006) 'The story of the theory of critical mass', *Politics & Gender*. **2** (4): 511–522
[3] Landel, M. (2015) https://www.mckinsey.com/featured-insights/leadership/gender-balance-and-the-link-to-performance
[4] This is the U.S. government's definition of GBV. Source: USAID GBV Toolkit (2014) p. 10
https://www.usaid.gov/sites/default/files/documents/1865/USAID%20Toolkit%20GBV%20EG%20Final%20Section%202.pdf
[5] Miriam Webster Dictionary online: https://www.merriam-webster.com/words-at-play/intersectionality-meaning
[6] Niemann Y. (2004)
[7] USAID (2015).

Solid Waste: Discarded and/or unwanted materials in a solid state that derive from household and commercial activities.

Solid Waste Management (SWM): The control, collection, transport, storage, processing, treatment and disposal of solid waste.

Value Chain: An economic system comprised of a set of enterprises or sequence of businesses that perform the full range of functions relating to a product – from the provision of inputs, to the production, transformation, transportation, trade and final sale of the product to end-users.

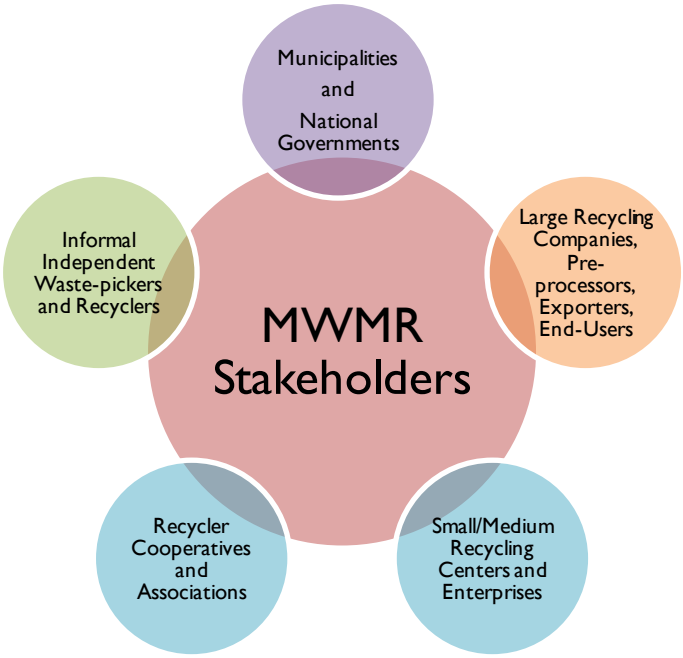
Waste Management and Recycling (WMR): The management, collection and disposal of solid waste generated from households and commercial establishments, including the recovery and reuse of recyclable materials.

Women's Economic Empowerment and Equality (working definition): Women's economic empowerment exists when women can equitably participate in, contribute to and benefit from economic opportunities as workers, consumers, entrepreneurs and investors. This requires access to and control over assets and resources, as well as the capability and agency to manage the terms of their own labor and the benefits accrued. Women's economic equality exists when all women and girls have the same opportunities as men and boys for education, economic participation, decision-making and freedom from violence. This requires collectively addressing barriers to commercial activity and labor market participation, such as restrictive laws, policies and cultural norms; infrastructure and technology challenges; unpaid care work; limits on collective action; and poorly-enforced protections.

EXECUTIVE SUMMARY

USAID's Economic Growth, Education and Environment/Land and Urban (E3/LU) and E3/Gender Equality and Women's Empowerment (GenDev) offices are collaborating to ensure the integration of women's economic empowerment and equality (WE3) into a new global program to reduce land-based sources of marine plastic pollution. This program will focus on countries where urbanization is growing, waste management systems are poorly managed, and plastics pollution poses a threat to the marine environment and, in some cases, tourism. To best understand the context, opportunities, challenges and innovative ways to integrate, address and strengthen WE3 in the waste management and recycling sector (WMR), Banyan Global, through the WE3 Technical Assistance (TA) task order under ADVANTAGE IDIQ, conducted a limited WE3 gender analysis, as a response to the request from E3/LU and E3/GenDev. The geographic scope of the analysis is global, with a specific focus on LAC. Country-level analysis of the Dominican Republic, Guatemala, El Salvador, Honduras and Peru is based on key stakeholder interviews and document review. Unlike a standard gender analysis, this review highlights areas affecting WE3 in the waste management and recycling sector.

Figure 1: WMR Sector Stakeholders



Women worldwide face a wide range of common, structural and gendered barriers that impede their full economic participation in the traditionally male-dominated WMR sector. These impediments exist for women throughout the WMR value chain – which encompasses informal and formal sector actors, such as recyclers and waste pickers, intermediaries and small and medium-sized recycling centers, as well as large private sector recycling and plastics companies and pre-processors (Figure 1). Women working in waste management roles at the municipal and national government levels likewise face gendered barriers to advancement. To a large extent, gender integration in the WMR sector globally has been negligible,

though awareness is slowly growing for the need to increase the participation of women in WMR. Very often, experts, governments, donors and other stakeholders working in WMR are not cognizant of the gender dimensions of waste and recycling and do not have specialized expertise in this area.

When compared to other regions, WMR in LAC is notably incipient and there is a general lack of public awareness around the importance of recycling and proper waste segregation and disposal. However, growing awareness of the economic value of waste and the benefits of a circular economy is incentivizing municipalities and the private sector to increase their involvement in WMR. Furthermore, the legislative groundwork and precedence for gender equality in the WMR sector are already present in several Latin American countries, indicating that at the national level the need for gender integration is understood even if budgetary allocations are low and implementation and enforcement may be lacking.

These developments present opportunities for new and strengthened levels of engagement for donors, such as USAID, to contribute to increasing gender equality and women's empowerment of the WMR sector both at the formal and informal levels. Increasing gender diversity is instrumental to addressing the immense challenges facing the WMR sector. A growing body of research indicates that diverse teams are 'smarter' since they are more likely to constantly re-examine facts and remain objective. In contrast, non-diverse teams are more likely to persist with entrenched ways of thinking that can blind them to key information and may even lead to poor decision-making that is not based on facts.[8] Engaging women in non-traditional jobs in the WMR sector and increasing their participation in decision-making and leadership positions expands the talent pool to tackle the challenges facing the WMR sector.

Moreover, the recent passage of the Save Our Seas (SOS) Act of 2018[9], the Women's Entrepreneurship and Economic Empowerment (WEEE) Act[10] and the launch of the U.S. Government's Women's Global Development and Prosperity Initiative (W-GDP)[11] by the White House, position USAID to become a thought leader at the nexus of gender and WMR. Notably, the W-GDP's three main pillars directly bolster USAID's goals in the sector: (1) Women prospering in the workforce; (2) Women succeeding as entrepreneurs; and (3) Women enabled in the economy. By driving the international donor community agenda and setting WE3 as a priority within WMR, USAID can help countries further their path to self-reliance, while preserving our oceans and creating long-term pathways for women's economic empowerment.

Methodology and WE3 Tools

Guided by USAID's Automated Directives System (ADS) 205 gender analysis domains, the analysis intentionally integrated a WE3 lens and tested WE3 analytical tools, including the WE3 illustrative gender analysis questions and literature review worksheet, developed under the WE3 TA task order. Five categories make up the WE3 illustrative gender analysis questions, which are geared toward making progress on WE3: markets; finance; decent work and income; assets; and human capital. These questions were used to help identify, prioritize and analyze relevant research and key informant interviews (KIIs) related to women's economic empowerment along the five ADS 205 domains of laws, policies and regulations; cultural norms and beliefs; gender roles, responsibilities and time use; access to and control

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[8] Rock, D. and H. Grant (2016).

[9] https://www.congress.gov/bill/115th-congress/senate-bill/3508/text

[10] https://www.congress.gov/bill/115th-congress/senate-bill/3247/text

[11] https://www.whitehouse.gov/briefings-statements/president-donald-j-trump-committed-womens-economic-empowerment-around-world/

over assets and resources; and patterns of power and decision-making. This gender analysis, integrating WE3, was based on an in-depth literature review and KIIs and included a focus on five countries in LAC: the Dominican Republic, El Salvador, Guatemala, Honduras and Peru.

Key Global Findings

The following findings reflect the most salient WE3 issues affecting the WMR sector globally. For each finding, the related ADS 205 domain is indicated. In several cases, the findings relate to several ADS 205 domains but only the most relevant is shown for each finding. Next, additional issues specific to the LAC region and the five priority countries are presented. These global and regional findings are discussed in further detail in Section 4 Findings and Conclusions.

1. **Gender integration in the waste management and recycling sector globally has been negligible**. Experts, governments, donors and other stakeholders working in WMR are not cognizant of the gender dimensions of waste and recycling and do not have specialized expertise in this area. This results in programs that do not adequately address the needs and conditions of women working in the sector and further exacerbates the problematic lack of data on women in WMR.

   ADS 205 Domain: Cultural norms and beliefs

2. **A traditional gendered division of labor exists throughout the WMR sector globally**. Women are represented in greatest numbers at the base of the recycling chain, most often as informal waste pickers and as sorters of recyclables with limited upward mobility. "Men's work" is typically associated with heavy-lifting and thus higher wages. Women have less access to equipment, vehicles and waste than men; thus, women are less able to access, collect and transport larger volumes and higher value recyclables. Informal women waste collectors work in abhorrent physical conditions subject to health hazards, violence, harassment and exploitation. They lack secure employment, wages and legal protections, as well as any recourse or representation. This results in tremendous gendered impediments and risks for women vis-a-vis men active in the informal sector.

   ADS 205 Domain: Gender roles, responsibilities and time use

3. **Gendered power relations within the informal sector restrict women's access to recyclables**. Worldwide, a gendered waste hierarchy exists wherein men control access to landfills and dumpsites, limiting women's access to higher value recyclable materials. This, in turn, can lead to extortion and sexual exploitation. Consequently, this exacerbates income disparities and in turn increases the economic and social vulnerability of women waste-pickers.

   ADS 205 Domain: Access to and control over assets and resources

4. **Sexual harassment and abuse are significant issues affecting women and inhibiting their advancement throughout the recycling value chain**. Enterprises and organizations working in the formal sector often do not incorporate any recourse for on-the-job sexual harassment and abuse of power affecting female workers, which inhibit women's ability to engage in other functions in the value chain.

   ADS 205 Domain: Cultural norms and beliefs

5. **The absence of data, in general, and sex-disaggregated data, are a widely acknowledged problem throughout the WMR sector globally**. This severely undermines the visibility and

contributions of women in the sector, while inhibiting the ability of governments, donors and other stakeholders to track and benchmark change.

ADS 205 Domain: Laws, policies, regulations and institutional practices

Figure 2: If the world continues on its current trajectory by 2050 there may be more plastic in the ocean than fish. Photo credit: Ouie Sanchez

Key Regional Findings

In the LAC region, the socio-economic, health and environmental dangers of poor solid waste management necessitate immediate interventions to reduce the flow of plastic to the ocean, protect livelihoods and preserve local tourism. Because many LAC countries are coastal with extensive networks of rivers and waterways, the mismanagement of urban and rural waste results in the pollution of beaches and the surrounding ocean, damaging marine ecosystems and deterring tourists. This phenomenon is further exacerbated by the fact that LAC countries have some of the fastest growing cities in the world, along with low levels of public awareness around the importance of waste management and the benefits of recycling. The increasing consumerism that comes with these growing and largely urban populations necessitates the immediate expansion of effective WMR practices and circular economy principles. LAC governments are adopting new national plans that focus on developing the WMR sector and, in some cases, include both gender and extended producer responsibility.[12] However, it is still unclear to what extent these plans will be implemented.

Women's active participation in decision-making regarding WMR in LAC countries is noticeably absent. Engaging women in non-traditional jobs in the WMR sector and increasing their participation in decision-making and leadership positions expands the talent pool with which LAC countries can tackle the challenges facing the WMR sector. A growing body of research indicates that diverse teams are 'smarter' because they are more likely to constantly re-examine facts and remain objective. It is therefore imperative

[12] This is the case in Argentina, Bolivia, Chile, Colombia, Costa Rica, Ecuador, Honduras and Bolivia. For additional information on the extended producer responsibility principle, please see section 4.2.2.1

to address gender impediments to the full participation of women in the WMR sector as an important component to developing effective WMR systems in the LAC region.

Following are the most salient issues affecting WE3 in the WMR sector in the region. As with the global findings, the related ADS 205 domain is indicated for each regional finding. In several cases, the findings relate to several ADS 205 domains but only the most relevant is shown for each finding. These findings are further elaborated upon in section 4.2, along with country profiles for each of the five LAC focus countries.

1. **Efforts to formalize the WMR sector must improve the working conditions of the estimated four million individuals** who rely on informal waste picking and collecting as their main source of livelihood. While women make up a significant portion of informal recyclers in LAC, there is no data to substantiate their representation vis-à-vis men at the national or regional levels.

   ADS 205 Domain: Laws, policies, regulations and institutional practices

2. **Women are generally excluded from the more lucrative intermediary levels of the value chain,** both in the public and private sectors.

   ADS 205 Domain: Patterns of power and decision-making

3. Women face both **sectoral and gendered impediments in access to credit that limits their abilities to contribute more fully to improving WMR systems.** Gender bias increases difficulties for women to access credit to buy equipment, vehicles or to support the growth of their small- and medium-sized enterprises (SMEs), but these difficulties are compounded due to lack of interest and awareness in investing in the WMR sector by financial institutions and microfinance organizations.

   ADS 205 Domain: Access to and control over assets and resources

4. As in many other Latin American countries, **traditional gender roles and power relations are strongly influenced by the *machismo/marianismo* dichotomy,** which impedes women's participation and progression in the WMR sector and exposes women to greater risks of GBV (see Box 1 on page 26 for more information).

   ADS 205 Domain: Cultural norms and beliefs

5. **The lack of municipal, regional and national-level gendered and sex-disaggregated WMR data** significantly inhibits the visibility of women in WMR, the development of the sector in general and the incorporation of women's priorities and effective WE3 approaches.

   ADS 205 Domain: Laws, policies, regulations and institutional practices

Recommendations

Drawing on desk review findings, KIIs and lessons learned from USAID's Municipal Waste Recycling Program (MWRP), recommendations are provided at three levels: global, regional and at the USAID Mission and Agency level. At the end of each recommendation, the specific AD205 domain related to the recommendation is indicated. In cases where multiple ADS 205 domains are related to the recommendation, only the most relevant ADS 205 domain is shown. These recommendations are presented in further detail along with suggested entry points in section 5.

Global Recommendations

WMR interventions should:

1. **Carefully tailor programs at the country level to address gendered barriers to women's economic empowerment along the WMR value chain.** A thorough gender analysis with a WE3 lens should be conducted at the country level, identifying specific laws (e.g., equal employment, pay and hiring practices, as well as GBV legislation), awareness and enforcement of legal codes and cultural norms and practices that impede women's equal and equitable participation.

   ADS 205 Domain: Laws, policies, regulations and institutional practices

2. **Incorporate activities that strengthen GBV awareness, prevention and reporting throughout the value chain,** drawing on best practices and gendered approaches developed by USAID for other sectors.

   ADS 205 Domain: Laws, policies, regulations and institutional practices

Figure 3: A woman collecting waste in the historic town of Ahmedabad in Guiarat. India.

3. **Strengthen women's leadership and organization within the WMR value chain.** Interventions should identify and work with existing women's organizations in the value chain to build their organizational, leadership and business management skills.

   ADS 205 Domain: Patterns of power and decision-making

4. **Improve gender equity in access to recyclables for informal male and female waste-pickers and collectors**. Interventions should ensure fair access to waste for all groups based on locations and collection patterns.

   ADS 205 Domain: Access to and control over assets and resources

5. **Increase women's access to, understanding and application of market information** to increase income and opportunities for informal female waste-pickers and women entrepreneurs.

   ADS 205 Domain: Access to and control over assets and resources

6. **Increase access to credit and professional training for female recyclers** to start and grow small-scale recycling enterprises, cooperatives and ancillary businesses. Partner with existing microfinance institutions, credit unions or other financial institutions that already have successful programs targeting women.

   ADS 205 Domain: Access to and control over assets and resources

7. **Demystify waste and recycling as masculine work, at all levels of the value chain.** Programs should engender the WMR sector by supporting awareness-raising and capacity-building interventions for key recycling value-chain stakeholders as well as academic and technical institutions.

   ADS 205 Domain: Cultural norms and beliefs

8. **Substantively include women in planning at all levels.** This includes women's active participation at all levels in project-planning and evaluation activities.

   ADS 205 Domain: Patterns of power and decision-making

LAC Regional Recommendations

1. **The design of WE3 WMR interventions must be tailored to specific country conditions and the location-specific context of value-chain stakeholders**. This approach should be grounded in a country-level gender analysis and appropriately tailored to stakeholders. The findings of the gender analysis should be used to design intervention that would include both capacity building for women – such as leadership training and awareness raising of legal rights – as well as training for men on allyship and bystander intervention.

   ADS 205 Domain: Laws, policies, regulations and institutional practices

Figure 4: A woman recycler in LAC navigating traffic with a pushcart full of recyclables. Photo credit: DESCO

2. **Interventions for improving the livelihood and conditions for informal female waste-pickers should incorporate a multi-faceted approach**. A "one-size-fits-all" model for informal female waste-pickers does not take their specific conditions and needs into account.

   ADS 205 Domain: Access to and control over assets and resources

3. **Foster and support strategies to increase women's access to capital and equipment** in the WMR sector. This should include work with existing microfinance institutions, credit unions, financial institutions, NGOs and USAID's Development Credit Authority, starting with those that already have a track record with customized programs for women.

   ADS 205 Domain: Access to and control over assets and resources

4. **Integrate gender in municipal WMR plans**. Women's pivotal role in the recycling sector and the relatively nascent development of the sector in LAC present both a huge obstacle and a tremendous opportunity to integrate gender in ongoing and upcoming revisions and roll-outs of WMR policies and plans.

   ADS 205 Domain: Laws, policies, regulations and institutional practices

5. **Within the formal WMR sector, encourage the adoption of non-discriminatory human resource practices that facilitate the attraction, promotion and retention of female talent**. This can be initiated through discussions and presentations to business associations, recycling companies and municipal governments about the contributions of women and the benefits of hiring female employees.

   ADS 205 Domain: Laws, policies, regulations and institutional practices

6. **Strengthen women's leadership and organizations within the local, national and regional WMR sector.** Identify and work with existing female recyclers, recycler organizations, labor organizations and women entrepreneurs, leaders and organizers in the WMR sector to build their organizational, leadership and business-management skills.

   ADS 205 Domain: Laws, policies, regulations and institutional practices

7. **Leverage existing voluntary socially-responsible certification programs** that promote gender equality and a safe, women-friendly workplace to increase women's participation and advancement in private sector WMR companies.

   ADS 205 Domain: Laws, policies, regulations and institutional practices

Agency and Mission Level Recommendations

1. **Strengthen expertise and understanding of the gender dimensions of WMR within USAID**. Provide specialized training in engendering male-dominated sectors[13] as it relates to waste management and recycling to relevant USAID Washington and Mission staff, implementing partners and other relevant stakeholders.

   ADS 205 Domain: Cultural norms and beliefs

2. **Address the need for sex-disaggregated and gendered data** by building capacity and support for missions to initiate gendered data collection for USAID-funded projects in the sector. Data is a pre-requisite for conducting research to better understand how gender interventions can increase the effectiveness of the sector and which interventions are most effective.

   ADS 205 Domain: Laws, policies, regulations and institutional practices

3. **Build awareness of the gender dimensions of waste at the global level**. The recent passing of the SOS and WEEE Acts of 2018, along with the White House's launch of the W-GDP and its focus on advancing WE3 by supporting women entrepreneurs and women in the work force, places USAID in a position to convene and drive an agenda in the international donor community around the importance of WE3 in WMR.

   ADS 205 Domain: Cultural norms and beliefs

International and Regional Cooperation Opportunities

The complexity of the challenge and the multi-sectoral solutions needed to address marine plastic litter, WMR and WE3 on global and local levels requires a diversity of partnerships, including not only NGOs, donors and governments, but also a diversity of private-sector partners – from multinational corporations[14] to recycling companies and retailers, hotels and impact investors. To bolster its efforts in WMR and WE3, USAID may pursue both informal and formal partnerships to leverage knowledge and resources and to scale effective solutions. Collaborations can range from joint research and convening to coordinated strategic programming and co-financing of private-sector investments.

While the team found a variety of organizations working at all levels of the sector were keen to cooperate with USAID on the issue of women in waste management and reducing marine plastic litter, few

[13] Such as incorporating "positive masculinities" training.
[14] Such as Coca Cola, PepsiCo, Walmart and HP who are engaged in recycling materials related to their products.

organizations globally and in LAC are working at the specific intersection of WE3 and WMR. The desk review and KIIs revealed that limited expertise and understanding exists around the gender dimensions of waste among leading development organizations working in WMR. Section 4.3 features the few organizations identified that work in this domain and highlights related donor initiatives that could strategically support WE3 in WMR.

Figure 5: Open dumping in the Philippines – a country comprised of thousands of islands – leads to garbage buildup in canals and waterways that flows out to the ocean untreated. Photo credit: Delila Khaled

1. WE3 GENDER ANALYSIS PURPOSE

The USAID E3/LU office is currently considering designing a new program to reduce land-based sources of marine plastic pollution. This program will have a global scope and work in and around cities of Asia, Africa and Latin America where waste management systems are poorly managed, and where plastics pollution poses a threat to the marine environment and, in some cases, tourism. This new program is envisioned to build on USAID's Municipal Waste Recycling Program (MWRP) currently being implemented in South and Southeast Asia.

USAID's E3/LU and E3/GenDev offices are collaborating to ensure the integration of WE3 into new activity design and implementation. In order to best understand the context, opportunities, challenges, and innovative ways to integrate, address, and strengthen WE3 in the LAC WMR sector, E3/LU and E3/GenDev requested that Banyan Global, through the WE3 TA task order under ADVANTAGE IDIQ, conduct a limited WE3 gender analysis to inform the design of the new program. This analysis broadly covers gender and WE3 issues affecting the WMR sector and identifies opportunities and recommendations for interventions that will strengthen and scale women's economic empowerment in the sector. The geographic scope of the analysis is global with further analysis focusing on the LAC region. Country level analysis of Dominican Republic, Guatemala, El Salvador, Honduras and Peru is based on key stakeholder interviews and document review.

Compelling evidence makes it clear that the economic playing field for women and men is not equal. Though the benefits of WE3 are clear, promoting WE3 requires a specific skill set beyond the general understanding of gender constraints. As part of the gender analysis conducted on the WMR sector, new tools for integrating a WE3 lens into gender analyses were developed under the USAID ADVANTAGE WE3 TA task order and applied and tested for their usefulness. The lessons learned and feedback from this initial testing of the WE3 tools will be used to refine them prior to sharing broadly throughout USAID.

2. DESIGN, METHODS AND LIMITATIONS

2.1 ASSESSMENT METHODOLOGY AND STEPS

2.1.1 WE3 GENDER ANALYSIS

Based on an in-depth desk review and KIIs, the analysis provides an overview of the roles and status of women and men in the WMR sector and identifies WE3-related gender disparities therein. Guided by USAID's ADS 205 domains, the analysis intentionally integrated a WE3 lens and tested WE3 analytical tools being developed by the USAID ADVANTAGE WE3 TA task order. Specifically, the newly developed WE3 gender analysis illustrative questions are organized by five categories relevant to making progress on WE3: markets; finance; decent work and income; assets; and human capital. These questions were used to help identify, prioritize and analyze relevant issues related to women's economic empowerment along the five ADS 205 domains of laws, policies and regulations; cultural norms and beliefs; gender roles, responsibilities, and time use; access to and control over assets and resources; and patterns of power and decision-making. The team used the WE3 gender analysis illustrative questions and analysis of initial findings to refine the research questions and used the accompanying WE3 literature review worksheet to capture

the literature review findings and identify the gaps in data to inform the development of interview tools for KIIs.

2.1.2 RESEARCH QUESTIONS

1. What gender and economic empowerment issues impact the waste recycling sector globally, and in the LAC region in particular? How do they differ for women working in different formal and informal roles within the sector?

a. What are the key similarities and differences between the five LAC countries regarding effective gender policy and women working in the waste recycling sector (such as cultural norms, vulnerabilities, intersectionality, health, legislation, policies, pay, infrastructure and programs)?

b. What decision-making and leadership roles and opportunities do women in the WMR sector have globally and in LAC?

c. What gender-based violence – including sexual harassment – and time-poverty risks do women in the recycling sector face? How does it impact their ability to leverage equality and economic empowerment opportunities?

d. What role do women have in collective action and organizing in the sector? Are they excluded from organizing efforts that increase safety and wages?

e. What are the access-related barriers to economic empowerment for women working in the waste recycling sector? Are these barriers implicit or explicit? How are these different for women vs. men, and for women working in different roles within the sector?

2. What critical data and knowledge gaps exist regarding gender and the waste recycling sector and how can they be effectively addressed?

3. What are successful strategies and best practices for addressing the gendered barriers to women working in the waste recycling sector in LAC? What are the areas of opportunity for USAID's activities in the five LAC countries to strengthen and scale sustainable interventions?

4. What opportunities for cooperation and partnerships could be developed to strengthen USAID's gendered impact on waste recycling in the five LAC countries?

2.1.3 DESK REVIEW

The desk review comprised an in-depth examination of literature pertaining to WMR and gender. It focused primarily on municipal-level stakeholders and examined their roles and experiences along the plastics and recycling-sector value chain. These stakeholders include municipal government; private-sector companies; recycler associations and cooperatives; as well as informal sector enterprises and waste-pickers. The review also focused on the efforts of donors, international associations and NGOs focusing on recycling and reducing land-based sources of marine litter. Table 1 specifies what percentage of the WMR literature that mention gender.

Table 1. References to Gender in WMR Literature by Percentage

WMR Literature	Gender Referenced (%)
Literature that mentions gender	17%
Literature that integrates gender	17%
Literature that does not mention gender	66%
Literature that contains data	76%
Literature that does not contain data	24%
Global or regional studies	61%
Individual country studies	39%

At the start of the desk review, the team compiled more than 82 documents and conducted an initial scan to identify both information gaps and priority issues to guide further research as well as the development of KII questionnaires. Additional research was subsequently conducted. In total, 200 resources were consulted, including donor and international non-governmental organizations (INGO) reports, documents and websites; academic papers; books; and news articles (please see Annex B).

2.1.4 KEY INFORMANT INTERVIEWS

The team conducted remote key informant interviews during January through March 2019 with a total of 38 individuals across 13 organizations in 15 countries across the United States, Asia, Europe, Latin America and the Caribbean. To obtain a broad view of the sector, a wide selection of experts working at all levels of WMR were consulted including: USAID personnel in Washington, D.C., the target five LAC Missions, and the four Asia Missions involved in MWRP; technical and programmatic staff from INGOs and multilateral development agencies active in WMR and marine litter globally and within LAC; female professionals working at various levels of the WMR sector; and, in the LAC region, private-sector recycling companies and environmental associations. Table 2 outlines the number of KIIs conducted per organization.

Table 2. Number of Key Informant Interviews by Organization

Organizations	No. KIIs
USAID LAC Missions	10
USAID Asia Missions	7
USAID Washington	1
NGOs, Associations, Companies	17
Multi-lateral Donor Agencies	3
Total KIIs	38

The team developed a general set of guiding interview questions as well as specific sets of interview questions tailored for each of the following KII groups: 1. USAID staff working on MWRP in Asia; 2. Women entrepreneurs; 3. Donors and NGOs; 4. Private sector; 5. Informal waste-pickers; and 5. Municipality of the Central District in Honduras[15] (Please see Annex D for a complete list of KIIs and refer to the WE3 Gender Analysis Inception Report for a complete list of interview questions). The team designed questions, referring back to the WE3 tools and key aspects of the economy, to gain further insights into the current context (women and men's roles, legal environment), cultural attitudes (expectations, norms), gendered access (resources, leadership, and decision-making) and the existence of gendered impediments to WE3. The team asked additional questions throughout the course of the interviews and ongoing desk research to confirm anecdotal findings and attempt to fill data gaps. Finally, interviewees were also asked to share best practices, lessons learned and recommendations on how WE3 impediments in WMR could be reduced or removed.

2.2 LIMITATIONS AND ASSUMPTIONS

2.2.1 TESTING NEW WE3 TOOLS

As the team was conducting the gender analysis and drafting the report, it was also testing the WE3 tools. The team provided feedback on how to modify the new tools to increase their accessibility and user-friendliness for future gender analyses with a WE3 focus. The global and regional geographic scope of the analysis presented the greatest challenge to successfully applying the WE3 tools being tested.

[15] Given the limitations to conducting fieldwork, the team was unable to secure extensive KIIs with in-country sector stakeholders such as municipalities in Honduras.

2.2.2 DATA

Very limited data or descriptive statistics about women in waste are available. Studies and experts worldwide, including in LAC, repeatedly cite the absence of data as a critical impediment to the sector. The limited data that does exist is generally not disaggregated by sex. This data deficiency is especially problematic for developing gender-integrated programs and projects since the baseline level of women's involvement in the sector is undocumented. While many studies on gender and waste have been conducted, these studies tend to use qualitative data and case study methodologies. While qualitative data is important, quantitative data is needed in order to benchmark change and track progress.

To date, the team was able to identify only one global comparative study[16] on the status of women in solid waste management (SWM), which was conducted by Women of Waste – a working group established under the International Solid Waste Management Association (ISWA) – and presented at the 2018 ISWA World Congress. On the one hand, the report sheds important light on the roles of women at all levels of the sector (notably the formal sector and other ancillary sectors related to SWM, such as environmental engineering and international development) that are not otherwise addressed in most studies of SWM. On the other hand, because the study was conducted solely via an online survey, data from women working in the informal sector and lower levels of the value chain that have less access to the Internet is not sufficiently captured.

3. BACKGROUND AND CONTEXT

3.1 GENDER, WASTE AND RECYCLING

Globally, there is very little information about women's involvement in the waste and recycling sector. Part of the problem is the lack of uniform occupational coding that would distinguish individuals working at various positions in waste and recycling as a distinct labor category through international organizations such as the International Labour Organisation (ILO).[17] Even at the country level, data on women's involvement in the WMR is limited. An extensive desk review of WMR documents conducted for this report provided a similar picture. Globally, women are only playing a limited role in the traditionally male-dominated sector and are most visible in waste collecting and sorting activities. As with other male-dominated sectors, increasing women's full participation into the sector necessitates addressing structural barriers to full participation.

A growing body of evidence is demonstrating the business case for gender diversity and performance. A recent study by McKinsey & Company that analyzed more than 1,000 companies in 12 countries concluded that gender-diverse companies are more likely to be more profitable than their national industry averages.[18] Though still in the minority, increasingly businesses are understanding the strategic benefits of gender diversity. In an interview with the director of a successful recycling company in LAC with gender parity in its workforce, we learned that the culture of gender diversity had already been established years

[16] Godfrey, L. et al. (2017).
[17] For example, the mining industry occupation coding covers a full range of positions including supervisors, managers, professionals, technicians, plant operators and laborers while WMR sector workers are only referred to as: refuse workers, garbage and recycling collectors, refuse sorters, sweepers and related laborers. For further information see: https://www.ilo.org/public/english/bureau/stat/isco/docs/resol08.pdf
[18] Hunt, J. et al. (2018).

earlier while still under the male co-founder and director's management. He emphasized the importance of hearing both male and female opinions before deciding. For him, gender diversity was not a concession that needed to be made to include women; rather it was the smart way to run a business.

Integrating gender by emphasizing a WE3 approach and setting WE3 targets and objectives moves beyond increasing women's participation to enabling women's full contribution at all decision-making levels and ensuring equal compensation benefits and access to information and opportunities. This process necessitates an approach which does require a balanced headcount of women and men in order to create conditions that maximize the opportunities for effective engagement.

Figure 6: Photo credit: International Solid Waste Association (ISWA)

Successfully integrating women's economic empowerment and progress toward gender equality of the WMR sector would allow the right skills to be matched to the right job and provide the conditions to ensure that all individuals feel enabled, valued and compensated in accordance with their capabilities. Transforming a male-dominated sector to reach gender parity takes partnerships and commitments that align stakeholders to work congruently at complementary levels of public and private-sector engagement. Achieving WE3 and an effective WMR sector can be complementary. And it can be done. Sweden is an example of a country that is a global leader in terms of waste management and recycling[19] as well as increasing gender equality throughout its economy including in the WMR sector.[20] For example, the board of directors of the Swedish Waste Management, a trade association for Swedish municipalities and associate members from the private sector, is currently made up of 30 percent women.[21]

3.2 USAID SUPPORT FOR WMR AND WE3

USAID's work in the area of waste management is rooted in the U.S. Government's commitment to reduce marine litter. As this issue has risen to critical prominence in the global development agenda,

[19] Sweden is able to recycle nearly 100 percent of household waste, either using traditional recycling methods or through energy recovery https://sweden.se/nature/the-swedish-recycling-revolution/

[20] Sweden was ranked in 3rd place in gender equality (2018 Global Gender Gap Index),

[21] For more information see Avfall Sverige: https://www.avfallsverige.se/om-oss/vad-vi-gor/styrelse/.

governments and donors worldwide are turning their attention to land-based sources of ocean plastic pollution. Recognizing the need for immediate and concerted action to improve WMR and shift toward a circular economy, the U.S. Congress, under the Fiscal Year 2015 appropriation, mandated USAID to provide "small grants to support initiatives to recycle waste which threatens human health and the environment and which, if recycled, could generate income, improve agriculture and produce energy."[22]

USAID subsequently launched its flagship WMR initiative in 2016 – the Municipal Waste Recycling Program (MWRP). The program targets four countries in Asia that are among the top contributors to ocean plastic pollution: Indonesia, the Philippines, Vietnam and Sri Lanka. Employing a local systems approach, MWRP provides small grants to non-governmental partners – such as civil society organizations; youth-led or women-led organizations; private-sector companies, associations, cooperatives and academic institutions – to identify and scale municipal waste management solutions, with a focus on reducing plastics pollution reaching the ocean.[23]

The U.S. Government renewed its commitment to reduce marine litter in January 2018, when Congress reauthorized and amended the Marine Debris Act of 1952, reissuing it as the Save Our Seas Act. The Act mandates Congress, the Department of State and other federal agencies to "promote international action, as appropriate, to reduce the incidence of marine debris, including providing technical assistance to expand waste management systems internationally."[24]

A few months later, the U.S. Government also took decisive legislative action to bolster its commitment to WE3. Affirming USAID's longstanding work in this domain, Congress passed the Women's Entrepreneurship and Economic Empowerment Act of 2018. The bill requires USAID to ensure that gender equality and female empowerment considerations are integrated into its strategies, projects and activities, and establish a mandate to conduct effective gender analyses. It also amends the Foreign Assistance Act of 1961 to expand USAID microenterprise assistance authorities to include programs for small and medium-sized enterprises, particularly those that serve and are owned and managed by women.[25]

USAID's Gender Equality and Female Empowerment (GEFE) Policy explicitly seeks to "improve the lives of citizens around the world by advancing equality between females and males, and empowering women and girls to fully participate in and benefit from the development of their societies."

Recognizing that the promotion of WE3 requires a specific skill set beyond the general understanding of gender constraints to women's empowerment, USAID performed an assessment of its WE3 portfolio, finding that in order to advance its work in this area, it would be important to establish a common understanding of WE3, advance a set of principles and ensure WE3 considerations are integrated throughout USAID programming.

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[22] "In March 2015 remarks at the Plastic Waste and the Circular Economy Event, Under Secretary for Economic Growth, Energy and the Environment Catherine A. Novelli stressed the importance of transition to "a circular economy" that recaptures, reuses and transform waste into next-generation materials or energy as key to addressing "the unfortunate affects that plastic waste is having on the global ocean." *Request for Task Order Proposal, Solicitation No. SOLOAA-16-000094, Municipal Waste Recycling Program*, USAID, May 9, 2016. *Ibid.*

[23] https://medium.com/usaid-2030/stopping-plastic-pollution-in-our-oceans-a628c82541a1

[24] www.congress.gov/bill/115th-congress/senate-bill/3508/text

[25] www.congress.gov/bill/115th-congress/house-bill/5480

Most recently, the White House launched the Women's Global Development and Prosperity Initiative, bringing women's economic empowerment to the forefront of the U.S. Government's development agenda, and specifically at USAID.

The initiative focuses on three pillars:

1. Pillar One: Advancing workforce development and vocational education to ensure women have the skills and training necessary to secure jobs.
2. Pillar Two: Promoting women's entrepreneurship and providing women with access to capital, markets, technical assistance and networks.
3. Pillar Three: Striving to remove the legal, regulatory and cultural barriers that constrain women from being able to fully and freely participate in the economy.[26]

Anchored in the two U.S. Government initiatives (W-GDP and the WEEE Act), the Agency is developing a WE3 guide[27] to enable USAID staff to design, procure, implement, monitor and evaluate programs that increase WE3 outcomes. The guide is intentionally practical, providing practitioners with tangible solutions—in the form of tools, resources and samples.

Building on the significant momentum and U.S. Government commitment in both domains – WMR and WE3 – USAID is working to expand its MWRP portfolio globally, region with a core focus on WE3. In addition to providing context for the integration of WE3 in MWR activity design, this analysis also provides the Agency with the opportunity to test and refine analytical tools that can be used by USAID staff and partners in integrating WE3 in project design and activities.

4. FINDINGS AND CONCLUSIONS

4.1 GLOBAL FINDINGS

The key findings and recommendations presented in this section reflect the most salient gender equality and women's economic empowerment issues affecting the waste management and recycling sector globally. Additional issues specific to the LAC region and the five priority countries are presented in a subsequent section of this report.

4.1.1 LITERATURE REVIEW

Women worldwide face a wide range of common issues that impede their economic empowerment in the WMR sector, including gendered cultural stereotypes; discrimination and sexual harassment; and a lack of access to markets, high-value recyclables, credit, equipment, transportation and storage facilities. They also experience exclusion from governance, leadership and decision-making. These impediments are noticeably pronounced for those working in the informal sector, where women appear in greatest numbers within the recycling value chain.

[26] https://www.usaid.gov/what-we-do/gender-equality-and-womens-empowerment/womens-economic-equality-and-empowerment

[27] Through the Women's Economic Empowerment and Equality Technical Assistance (WE3 TA) task order, awarded under the Advancing the Agenda of Gender Equality (ADVANTAGE) indefinite delivery/indefinite quantity (IDIQ) contract.

Figure 7: Location of Stakeholders in the Recycling Value Chain

*These include formal and informal recycler cooperatives, associations, networksand movements.
**These include informal "junk shops," as well as private and informal material recycling facilities. (Adapted from Lobo, et al. (2016)).

At all levels of the sector, women and men working in WMR in developing countries are exposed to health and environmental risks, but those working at the base of the recycling pyramid are, by far, subject to the greatest hazards and do the most physically demanding work (see Figure 7). Informal waste-pickers and recyclers, especially those working at landfills, are exposed to many kinds of hazardous materials while collecting, transporting and sorting waste, including infected materials and sharp objects from medical, commercial and construction waste. They work long hours, often outdoors where they are exposed to harsh elements such as intense sun and rain and use little protective gear, if any. Many work on foot hauling large sacks or using push carts and other rudimentary forms of equipment and transportation, typically in disrepair. Waste is often brought into the home where women primarily are responsible for sorting – exposing not only themselves but their children and other potentially vulnerable individuals in the household to increasingly unsanitary conditions. In LAC, the relatively high fraction of organics (notably food) in the waste stream compared to other regions[28] is noteworthy, as this likely leads to the higher presence of pests at landfills and dumpsites and the increased health risks they carry.

Compared to waste-pickers working at landfills, women and men working on the streets, and especially those operating in groups through recycler cooperatives and associations, work in better conditions and are more likely to use equipment and protective gear,[29] though they still suffer from illness, exposure and back pain due to the nature of their work.[30] Because informal workers have no legal status, they are excluded from social services and other benefits of formal employment to help mitigate these health and environmental risks. In the absence of childcare, their children often work alongside them, subject to the same hazards. Furthermore, the significant lack of data that plagues the WMR sector at all levels exacerbates the invisibility of the informal recyclers, in general, and women, inhibiting the development of effective donor interventions.

[28] Hettiarachchi, H., *et al.* (2018).
[29] Studies show that while men tend to work together to increase productivity, women tend to work together for security and mutual support. Source: Lobo, *et al.* (2016).
[30] IADB (2013).

Figure 8: Woman and children waste-pickers at a landfill in Mexico. Photo credit: UN Environment / Martin Medina

Recent developments, however, are creating opportunities for USAID to actively engage with local governments in improving WE3 in the WMR sector. Overall, awareness is increasing among municipalities about the value of waste and the potential revenue that can be generated from recycling as well as the economic importance of WMR in maintaining tourism and generating employment for a burgeoning population. In terms of WE3 specifically, the capacity and reach of women's organizations focused on improving the conditions and identifying the contribution of women working in WMR, both formally and informally, is gaining global attention and momentum. These and other key findings from the literature review are highlighted below. At the end of each finding, the specific AD205 domain related to the finding is given. In cases where multiple ADS 205 domains are related to the global finding, only the most relevant ADS 205 domain is shown.

1. **Gender integration in the WMR sector globally has been negligible**. **Experts, governments, donors and other stakeholders working in WMR are not cognizant of the gender dimensions of waste and recycling and do not have specialized expertise in this area.** This results in programs that do not adequately address the needs and conditions of women working in the sector, and further exacerbates the problematic lack of data on women in WMR. Based on the literature review, less than 35 percent of documents relating to WMR[31] even mentioned gender nominally and only a few (17 percent) provided any further gendered analysis. No concrete actions are being taken to integrate gender perspectives in most WMR frameworks and projects globally. The sector remains male-dominated throughout the WMR value chain.

   ADS 205 Domain: Cultural norms and beliefs

[31] Based on mainstream WMR documents, i.e. WMR-related documents that did not mention gender in their title or subtitle.

Figure 9: Elderly woman in Bangkok collects recyclables from residential neighborhood.

2. **A traditional gendered division of labor exists throughout the WMR sector globally**. Women are represented in greatest numbers at the **base of the recycling value chain, most often as informal waste-pickers and recyclers**, with limited upward mobility. They are predominantly responsible for work that is household-based and/or work that is perceived to require more focus, discipline and coordination, such as sorting, administrative work and communications. Men are predominantly responsible for work that includes heavy lifting: the use of equipment, motor vehicles and technology; and in decision-making and leadership positions such as intermediaries, business owners and managers. Men also occupy the top leadership positions in the private and public sectors, including corporate executives, regulators, mayors, ministers and heads of recycler organizations. Furthermore, **donors often use women's traditional roles as the basis for developing projects** to increase household recycling and affect behavior change; meanwhile very limited efforts aim to empower women to ascend the recycling value chain.

ADS 205 Domain: Gendered roles, responsibilities and time use

3. **Gendered power relations within the informal sector restrict women's access to recyclables.** At landfills, men tend to get first pick of the waste – taking the higher value recyclables and leaving the lesser valuable items for women. This exacerbates income disparities and, in turn, increases the economic and social vulnerability of female waste-pickers. Women also tend to have **less access to equipment and vehicles** for hauling, loading and transporting waste, thereby limiting the quantity they can collect and sell and **diminishing the efficiency and income generated from their work.**

   Gendered power relations in the informal sector can also result in increased health, work safety and sexual harassment, and abuse risks for women. Moreover, country culture may suppress acknowledgement and/or reporting of sexual harassment and abuse. Intersectionality can intensify the effects of gendered disparities, notably among women who are indigenous, minorities, migrants, poor and/or single mothers. Though discourse suggests that female waste-pickers want to be formalized, many experts indicate that some prefer to remain informal. Often the lack of childcare is a decisive factor in women's decision to work informally, since it allows full flexibility and control of working hours and allows them to work near or even engage in sorting recyclables inside their homes.[32]

   ADS 205 Domain: Access to and control over assets and resources

[32] For further information, see Riofrío, G. and T. Cabrera (2012).

4. **Sexual harassment and abuse of power are significant issues affecting women and inhibiting their advancement throughout the recycling value chain**. Enterprises and organizations working in the formal sector often do not incorporate any type of recourse for on-the-job sexual harassment of female workers, inhibiting women's ability to engage in other functions in the value chain. In the informal sector, social complacency toward violence against women, coupled with a lack of enforcement mechanisms, results in increased vulnerability for female waste-pickers and small-scale recyclers, inhibiting their ability to take on new roles in the value chain and advance their economic status.

   ADS 205 Domain: Cultural norms and beliefs

5. **The absence of data, in general, and sex-disaggregated data, are a widely acknowledged problem throughout the WMR sector globally.** This severely undermines the visibility and contributions of women in the sector, while inhibiting the ability of governments, donors and other stakeholders to track and benchmark change.

   ADS 205 Domain: Laws, policies, regulations and institutional practices

4.1.2 LESSONS LEARNED FROM MWRP

USAID's objective in establishing a municipal waste recycling portfolio is to evaluate the effectiveness of promising grants programs and obtain recommendations on how the Agency might support scaling these efforts. As of September 2018, a total of 18 MWRP grants were disbursed. The six grants from the first funding cycle were in operation for a full year.

These grants underwent mid-term evaluations in November and December 2018, but the evaluation reports are not yet available. Twelve grants were made in the second and third funding cycles, which have been in operation for less than six months. There are four grants in the pipeline for Indonesia, which will be this country's first round of MWRP grants.[33] This section thus attempts to identify emerging lessons learned from MWRP, drawing on two primary sources: KIIs with USAID personnel[34] and the program's annual reports from October 2018.

Lesson 1: The need for data-driven investments is imperative for WMR and women's advancement in the sector.

Program partners at all levels need support with data collection and monitoring. The absence of data was a common problem cited during KIIs, which was attributed to the weak capacity of grantees to capture project-level data on the one hand, and the overall lack of sector level data on the other. This makes it difficult to measure the impact of MWRP activities in terms of reducing the flow of plastic waste to the ocean, as well as improving the economic status and working conditions of those working in the recycling sector in general, and women. Furthermore, it contributes to the invisibility of women in the sector and

[33] Source: MWRP Year Two Annual Report – FY 2018, USAID, (2018).

[34] The team interviewed seven staff members from USAID Missions in the Philippines, Vietnam and Indonesia. It should be noted that the participating Asia Missions are not responsible for direct oversight and implementation of MWRP, which is managed out of Washington, D.C. Also, at the time of these interviews, MWRP grant activities had not yet commenced in Indonesia. In addition to Asia Mission personnel, the team interviewed a senior staff member from USAID Washington's Land and Urban Office.

undermines their important contributions.[35] Measuring women's economic contribution to recycling is essential to better understand women's position in the sector, and to enable smart data-driven investments that **bolster both development outcomes and women's visible engagement**.

Lesson 2: A concerted effort must be made to engage women in planning and decision-making at the project design level in order to formulate solutions that are location-specific and incorporate their specific needs.

Figure 10: USAID MWRP grantees in Sri Lanka sort and then cart away waste. Photo Credit: Pradeep K. Pathirana

It is not enough to engage women at the point of project implementation; they must have a voice at the table in project planning and design to ensure that activities appropriately meet their specific needs and constraints. For example, many WMR interventions focus on the formalization of informal waste-pickers and recyclers – a significant contingent of whom are women. However, many of the waste experts interviewed noted that informal female waste collectors oftentimes prefer to remain independent and do not want to formalize. This is due to various reasons: flexibility of work hours as well as the freedom to work from home – sorting recyclables – where they can simultaneously care for their children and remove themselves from the threat of sexual harassment and abuse often faced while working in the streets and at dumpsites. Appropriate interventions should not impose solutions on women who have other methods for ensuring their priorities are met. Female waste-pickers tend to already be overburdened and time-poor and their specific requirements in terms of schedules, safety and childcare requirements must be considered while giving them the option of a pathway to safe and secure employment.[36]

Lesson 3: Addressing the magnitude of the marine debris problem requires a broader approach beyond a small-grants program – one that proactively engages and builds partnerships with the private sector and at all levels of the MWR value chain, while incorporating WE3.

Though private-sector entities are eligible to apply for MWRP grants, the program attracted NGOs primarily. While MWRP grantees have been effective in raising awareness and mobilizing communities, more needs to be done to engage the private sector (e.g., hotels, supermarkets, plastics processors and

[35] Remarks made by Ly Ngoc Nguyen, founder and director of the Center for Environment and Community Research (CECR), in Hanoi, Vietnam, during a webinar hosted by the USAID's Office of Land and Urban: Women in Waste Management: An Opportunity. Source: https://urban-links.org/webinar-women-in-waste-management-an-opportunity/. CECR was one of the first grantees funded under MWRP in Asia.

[36] Source: KIIs plus Women in Waste Management: An Opportunity webinar: https://urban-links.org/webinar-women-in-waste-management-an-opportunity/.

packaging companies, etc.). In short, private-sector partners are needed to catalyze the scale and diversity of solutions needed to transform WMR and reduce plastics pollution.[37] Careful consideration must be given to how to effectively incorporate WE3 in such efforts at all levels of the value chain so that project outcomes lead to transforming traditional roles for women in the WMR sector. This will result in increased and sustainable improvements to women's livelihoods, access to resources and ability to advance to greater levels of decision-making, leadership and income. Section 4.3 features the few organizations identified that work in this domain and highlights related donor initiatives that could strategically support WE3 in WMR.

4.2 LAC REGIONAL AND COUNTRY FINDINGS

Figure 11: Men and women sort plastics at a private materials recycling facility in Mexico. Photo credit: UN Environment/Martin Medina

In addition to the issues affecting women working in the WMR sector globally, there are several issues specific to the five LAC-focus countries. In general, when compared to other regions, WMR in LAC is notably incipient. Municipal governments require significant assistance and budgetary allocations to develop WMR systems and improve governance. Poor financial management, weak capacity and government coordination and a lack of financial and human resources are commonplace throughout the region.[38] As a result, a low percentage of municipalities have SWM plans in place – the absence of which further inhibits the incorporation of WE3 in municipal waste management.

Throughout LAC, the socio-economic, health and environmental dangers of poor solid waste management are evident. Because many LAC countries are coastal with extensive networks of rivers and waterways, the mismanagement of urban and rural waste results in the pollution of beaches and the surrounding ocean, damaging marine ecosystems, deterring tourists, and diminishing livelihoods. This phenomenon is further exacerbated by the fact that LAC countries have some of the fastest growing cities in the world, along with increasing consumerism. This necessitates the immediate expansion and adoption of effective WMR practices and circular economy principles. New national plans are being adopted by LAC governments that focus on developing the WMR sector and in some cases, include both gender (see below for details) and extended producer responsibility.[39] However, it is still unclear to what extent these plans will be implemented.

Despite the fact each of the five LAC-focus countries have adopted either environmental or integrated

[37] Source: KIIs

[38] Lethbridge, Jane. Municipal Solid Waste Management in Latin America. Public Services International. (2016.)

[39] This is the case in Argentina, Bolivia, Chile, Colombia, Costa Rica, Ecuador, Honduras and Bolivia. For additional information on the extended producer responsibility principle, please see section 4.2.2.1

solid waste management legislation that addresses recycling[40] (along with one-third of all countries in the region), this has yet to result in a significant increase in recycling at the municipal level. This is due mainly to the fact that: (1) the legal provisions for resource recovery are generally expressed as principles or objectives in the laws, without establishing specific measures for enforcement regarding the final disposal of specific materials;[41] and (2) the regulatory bodies responsible for implementing these laws lack the necessary resources to do so[42] (for a summary of relevant SWMR legislation in the focus LAC countries please see table 1 in Annex F).

Of the five focus countries, three (Peru, the Dominican Republic and Guatemala) recognize the informal sector in their respective legislation. This is reflective of the growing awareness among governments about the importance and contributions of informal recyclers in increasing recycling rates. Nevertheless, "there are no measures aimed at ensuring their health, the protection of the environment, access to dignified work and child protection in place,"[43] which also has significant implications for efforts to incorporate WE3. Such measures would contribute to productivity, promote the protection of health and children and ensure access to dignified employment (for additional country-specific details regarding the legal framework for WMR and WE3, please see the country profiles in section 4.2.2 below).

Yet another challenge facing the sector that was frequently cited during interviews with key stakeholders throughout LAC is the general lack of public awareness around the importance of recycling and proper waste disposal. Despite some awareness raising efforts and campaigns that are underway, extensive assistance is still required to educate the local populations on waste disposal, separation of organic and non-organic waste, proper collection, composting, as well as the economic benefits of recycling, reuse and reduce. Cleanup of waterways and beaches is also needed.

Against this daunting landscape, however, there are positive developments emerging. **At the national level within LAC, there is growing awareness of the benefits of a circular economy and the importance of waste management and recycling, especially in relation to marine plastics pollution and the threat to LAC's blue economy.** All 33 LAC Ministries of Environment recently committed to combating marine litter and improving recycling efforts.[44] However, the 2018 report developed by the United Nations Environment Program at the request of the LAC Forum of Ministers of Environment and the Assembly of the United Nations for the Environment to guide the design of possible policies and programs for WMR, only mentioned women and gender in one textbox that focused specifically on the informal sector.[45]

This presents opportunities for new and strengthened levels of engagement for donors such as USAID to contribute to the development of WMR systems that integrate gender and recognize the informal sector. Since no other donor is proactively addressing WE3 in WMR – resulting in a major gap in donor discourse and interventions – USAID could spearhead efforts and thought leadership in this area (please see section

[40] El Salvador addresses recycling within its national environmental law. The remaining four focus countries – Guatemala, Honduras, Peru and the Dominican Republic – have national integrated solid waste management policies in place that include recycling.
[41] UNEP (2018b).
[42] Lobo, S., et al. (2016).
[43] UNEP (2018b: 230)
[44] UNEP (2018a).
[45] Ibid: Box 4.10 Waste Management and Gender, p. 184

4.3 International Cooperation Opportunities, and section 5.3 Mission and Agency Level Recommendations, for further details).

In terms of enabling legislation, all five focus countries in LAC have incorporated gender equality or equity considerations in either their National Strategic Plans (the Dominican Republic, El Salvador and Honduras) or in their national-integrated solid waste management policies (Guatemala and Peru). This indicates that at the national level, the need for gender integration is understood even if budgetary allocations are low and implementation and enforcement may be lacking.

These sector characteristics and constraints are important factors that need to be considered when designing, monitoring and evaluating WE3 interventions in WMR. It is critical that women's participation in these activities be supported not only as participants but also as decision-makers and influencers in the shaping and implementing both policies and programs. Significant and concerted support will be required over the long-term to establish sustainable WMR systems that fully incorporate WE3 issues.

4.2.1 REGIONAL FINDINGS

Regional-level findings are shown below. At the end of each regional finding, the specific ADS 205 domain related to the finding is given. In cases where multiple ADS 205 domains are related to the finding, only the most relevant ADS 205 domain is shown.

1. **Experts in the LAC region underscore that efforts to formalize the WMR sector must address the working conditions of the estimated four million individuals who rely on informal waste picking and collecting as their main source of livelihood.**[46] Many of these informal recyclers and waste-pickers in LAC are women. In some cases, there appears to be a fledgling involvement of women in leadership positions within cooperatives and some national recycler movements. However, men continue to dominate the decision-making in this space. With few exceptions, the leadership and legitimacy of the national recycler organizations movement remains weak. Women remain relatively invisible in policy, planning and investments by both governments and donors. Anecdotal evidence also indicates that men generate more income than women. This is attributed to the fact that men enjoy greater access to higher quality materials and transport vehicles,[47] and because of the threat of sexual harassment and violence, which creates insecure work environments for women. The presence of gangs also increases the danger of violence against women working in the informal recycling sector. Lack of childcare, healthcare and access to resources and equipment have a further gendered effect on women in the informal sector.

   ADS 205 Domain: Laws, policies, regulations and institutional practices

2. **Women are generally excluded from the intermediary levels of the value chain both in the public and private sectors.** Research shows that most trade between suppliers and buyers in the WMR sector in LAC occurs without written agreements; hence relationships are an essential part of trade at this segment of the value chain – loyalty, trust and length of relationships matter. Intermediary actors in the value chain include small businesses who buy up recyclables and sell them at a higher price to larger recycling companies. This part of the value chain is dominated by men. In addition, anecdotal evidence indicates that only a minority of business owners operating in waste and

[46] Based on experts from Latin America convened for the 2013 Be Waste Wise Panel: Integrating the Informal Waste Recycling Sector in Latin America, The 2013 Global Dialogue on Waste (2013).
[47] Rudin, V. et al. (2013).

recycling are women, who tend to own small businesses at the base of the value chain. Furthermore, female employees are often segregated into activities such as sorting, administration and communications. In the WMR sector, the prevalence of workplace sexual harassment and abuse does play a role in gendered segregation of labor.[48] Women are much less likely to be involved in activities such as transportation, machinery operation, management and decision-making, which are associated with higher income.

ADS 205 Domain: Patterns of power and decision-making

3. **Women face both sectoral and gendered barriers in accessing credit which limits their abilities to contribute more fully to improving WMR systems.** The lack of awareness and understanding among financial institutions as to the market opportunities for lending to the WMR sector, as well as the generally **negative public perception of the waste sector**, along with the often-limited access for women to credit, could create severe impediments for women entrepreneurs to grow their businesses in the waste and recycling sector.

   ADS 205 Domain: Access to and control over assets and resources

4. **As in many other Latin American countries, beliefs, expectations and attitudes towards traditional gender roles and power relations are strongly influenced by the *machismo/ marianismo* dichotomy,** which impedes women's participation and progression in the WMR sector and exposes women to greater GBV risks (see Box 1).

   ADS 205 Domain: Cultural norms and beliefs

5. **The lack of municipal, regional or national-level gendered WMR data significantly inhibits planning and development of the sector** in general, and the incorporation of women's priorities and effective WE3 approaches**.** The overall absence of data was cited as a constant obstacle by donors and experts working in the region. Except for the limited availability of estimations of women's involvement as waste-pickers in the informal sector for some urban areas, no data exists regarding women's involvement in waste management and recycling. In the absence of baseline data, assessing the impact of development outcomes of USAID interventions vis-à-vis WE3 and the reduction in the flow of plastics into the ocean remains an enormous obstacle.

   ADS 205 Domain: Laws, policies, regulations and institutional practices

4.2.2 COUNTRY PROFILES

In the following section, overviews of WE3 and WMR are provided for each of the five focus countries in LAC. Each country profile provides country-level data and descriptive examples of the specific issues that support or impede gender equality as it relates to the WMR sector. The profiles were developed around the five main areas described further below. Given the lack of country-level data on women in the WMR sector in most of the five countries, country-specific information is not consistently available for all five areas.

The five areas are:

[48] "For example, women were not allowed to enter a recycling plant because of incidents where the men 'just did not respect them' making sexual comments." Source: Lobo, S., et al. (2016:45)

1) **Country context:** Summarizes key country-level population characteristics and includes the perceptions of corruption and trust in local government as well as neighborhood safety and homicide rate (which are used as a proxy for the prevalence of gang violence). In all five focus countries, prevailing cultural norms and attitudes are still strongly influenced by *machismo* and *marianismo* traditional gender roles, which affect women's equal economic participation and progression.

2) **WMR and gender context:** Highlights recent high-level country-specific initiatives, including national plans and legislation that support WE3 and WMR. Additional information on the legal frameworks for the five focus countries in LAC are provided in Annex F.

3) **Sex biases in legislation that can affect women working in the WMR value chain**: Indicates where gaps in the current legal framework exist that inadvertently enable the discrimination of women business owners in accessing credit, including women working in WMR. It also identifies where the absence of legislation can increase women's vulnerability to sexual harassment and exploitation at work (in the formal and informal sector). However, prevailing cultural norms and attitudes that reinforce traditional gender roles (*machismo* and *marianismo* – see Box 1) combined with weak implementation and enforcement of the legal code result in limited legal effectiveness.

Box 1: Traditional *machismo* and *marianismo* gender roles in LAC

In countries in Latin America, the social construct of traditional *machismo* encompasses both positive and negative aspects of masculinity. The positive aspects include characteristics like bravery and honor, while the negative aspects include characteristics such as dominance, aggression, sexism, sexual prowess and reserved emotions. According to *machismo* attitudes toward gender roles, male dominance in the household and public sphere is considered appropriate.

The counterpart to *machismo* is *marianismo*. *Marianismo* emphasizes the role of women as nurturing caretakers who are family- and home-centered; it encourages passivity, self-sacrifice and chastity. *Machismo* and *marianismo* can negatively influence both male and female attitudes towards women's economic activity, especially in traditionally male-dominated sectors such as WMR and in leadership and decision-making roles. It can also impede both women's reporting of abuse and all forms of GBV, as well as the enforcement of GBV legislation due to the culturally-sanctioned expectations of *machismo* behavior.

Source: Niemann, Y. (2004).

4) **Formal sector:** Using the data that is available, the participation and visibility of women in the workforce and in decision-making positions in the public and private sectors are presented. Additional country-comparative data on the inclusion of women in the economy, compiled from USAID's WE3 Dashboard, are presented in Annex E. In most cases, women lack visibility, either as employees or managers, in the formal WMR sector. During our KIIs, we were told about and spoke with women entrepreneurs with recycling companies as well as women employed with companies or municipalities. Unfortunately, data is not available to verify total numbers or positions held by women in the sector or the value chain. The lack of data hampers a more robust understandings of the magnitude of women's involvement and how it varies between LAC countries.

5) **Informal sector:** Information on the specific characteristics women's informal WMR activities are described. Additional country-level information on the informal sector in terms of the existence of

informal recycling organizations and associations, highlighting women's waste-picker organizations is provided whenever possible.

Anecdotal evidence based on interviews for all five focus countries in LAC indicate that female waste-pickers in LAC often suffer from discrimination on multiple levels. They come from marginalized groups such as indigenous women who have less access to resources. They may also be single mothers who are burdened with childcare, household responsibilities and earning an income. Gang violence in urban areas was also mentioned as negatively affecting female waste-picker activities in the informal sector, especially at unregulated landfills and dumpsites. The prevalence of gang violence, extortion activities and heightened risk of sexual exploitation and assault is likely to negatively affect women's business activities, most notably in Guatemala, El Salvador and Honduras (see Box 2).

Box 2: Gang violence: Implications for gender and WMR sector development

Gang activity is prevalent in many countries in Latin America. Based on interviews and national data and statistics, gang violence has the greatest effect on the WMR sector in El Salvador, Honduras and Guatemala and to a lesser degree in the Dominican Republic and Peru.

Gang activity is different from other forms of corruption or criminal activities for several reasons. First, given that most gang members are teenagers, they are not invested in long-term gains but are looking for short-term profits. As opposed to more organized crime syndicates which may even help a business grow in order to demand higher cuts from the business's profits, gangs often demand increasingly higher 'protection' payments that can lead to shutting the business down.

Secondly, unlike corrupt officials who tend to target formal sector business activities, gang members do not differentiate between formal and informal businesses and actively engage in extortion of any successful money-making operation regardless of legal status. Third, if located within their designated territory, gangs are involved in controlling the operations and activities around landfills and dumpsites. For women waste-pickers, gang activity can also lead to greater risk of GBV.

Even as the high level of gang violence permeates the daily life of much of a country's population, its overall effect is not evenly distributed. Poorer urban areas as well as dumpsite locations are more likely to be affected.

4.2.2.1 HONDURAS

Country Context

Table 3. Selected measures of safety and trust in Honduras

Police Corruption: Individuals who reported that a police officer asked for a bribe (%)	Trust in local government	Unsafe neighborhood: Percentage of very insecure individuals	Homicide rate per 1,000 individuals
13.2%	54%	16.7%	44

Source: Police Corruption, Trust in local government and unsafe neighborhood data from LAPOP (2018); Homicide rate 2017 data from the Homicide Monitor (2018).[49]

[49] Igarapé Institute. (2019). "The Homicide Monitor."

Figure 12: Map of Honduras. Photo Credit: CIA World Factbook

In 2016, Honduras had an estimated population of 8.2 million (51.19 percent women and 54.7 percent urban);[50] 31 percent of its population was under 15 years of age and 7.4 percent was 60 years old or older. Honduras is characterized by a high-degree of inequality (Gini coefficient of 0.54 in 2013) with almost 65 percent of households found to live in poverty, 43 percent of them in extreme poverty.[51] Indigenous and Afro-descendant people make up 8.6 percent of its population, with nine indigenous groups present in the country.[52]

Honduras has one of the highest levels of homicides in Latin America coupled with a relatively high degree of corruption and lower levels of trust in the government. Gang violence is high in urban areas, though often restricted to certain neighborhoods or areas. Nonetheless, interviewees noted many people do not walk along the streets even in downtown Tegucigalpa due to safety concerns.

WMR and Gender Context

Gender equality was identified as a cross-cutting theme at all levels of education, work, control of resources and representation in public and political life in Honduras's National Plan 2010 – 2038. The plan also set annual targets for increasing the score for Honduras on UNDP's Gender Inequality Index.[53]

The current Integrated Solid Waste Management Regulation has been enforced since 2010 and includes articles that provide fiscal and other types of incentives for companies to establish recycling programs and systems, though awareness of these incentives among companies is weak. In addition, Honduran legislation expressly includes the Extended Producer Responsibility Principle (EPR),[54] a policy approach under which producers are given responsibility for the treatment or disposal of post-consumer waste. The SWM regulation is currently under review and is expected to be completed soon.[55] It is unclear if the new policy will be gender-sensitive.

Honduras is among the largest importers of plastic in Central America. In 2013 and 2014, for example, more than 94 percent of the plastic exported by El Salvador went to Honduras. KIIs confirmed that the supply of plastics for processing within Honduras was very limited, affirming the significant need to improve and scale recycling activities. However, since information on waste exports and imports and details of national recycling industry capacity in Honduras is unavailable, experts cannot analyze with certainty what is happening in the country.[56]

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[50] United Nations Department of Economic and Social Affairs (UN DESA). (2016).

[51] Data from 2012. Source: Ore, H., et al. (2016).

[52] Pan American Health Organization (PAHO) and World Health Organization (WHO) (2019).

[53] In Honduras, the baseline score for the Gender Inequality Index was 0.58 in 2009. The targets for raising the GII score for Honduras are as follows: 0.6 in 2013; 0.66 in 2017; 0.7 in 2022; and, 0.75 in 2038. Source: Government of Honduras (2010:141).

[54] The four main pillars that comprise the Extended Producer Responsibility Principle (EPR) are: the duty of preventing pollution, the life cycle concept, the polluter-pays principle and the internalization of costs.

[55] UNEP (2018).

[56] Source: Lobo, S., et al. (2016)

Sex biases in legislation that can affect women working in the WMR sector[57]

Legally, women enjoy the same rights as men in terms of access to employment and access to credit. There is also legislation that addresses sexual harassment in employment, which is subject to civil remedies and criminal penalties. However, there are some gaps in the current legislation. For example, the law in Honduras does not allow for discrimination by creditors based on sex but does not explicitly mandate nondiscrimination by creditors based on marital status in access to credit, which anecdotal evidence indicates can negatively affect an unmarried women business owner's access to credit.

There are legal sanctions for sexual harassment at work but no legislation on sexual harassment in public places, which can negatively affect informal female waste-pickers working in public spaces such as urban areas or dumpsites (see Annex F).

Formal sector

Table 4. Selected data on women's economic participation and leadership in Honduras

Female-to-male labor force participation rate (%) (2017)	Seats held by women in national Parliament (%) (2017)	Female share in senior and middle management (2016)
59%	26%	47%

Source: Gender Data Portal, The World Bank[58]

In Honduras, women hold 26 percent of the seats in the National Parliament, which provides some visibility and voice for women. This percent of representation, however, does not meet critical mass level in politics. Women's labor force participation rate is low, exhibiting a female-to-male ratio of less than 60 percent. But among skilled women, the female share in senior and middle management is close to 50 percent, which indicates that women are reaching decision-making positions at a gender-balanced level in the workplace. Anecdotal evidence indicates that this share may be driven by a limited number of sectors and many women may be concentrated in middle management.

In the private sector, most businesses in the recycling sector are male-dominated. In Honduras, a concentration of established medium- and large-scale recycling companies are in San Pedro Sula, many of which are family businesses run by male family members. The exception is *Vanguardia*, a woman-led recycling company that is actively engaged in promoting gender equality through the ESR certification process (see Boxes 3 and 4). Anecdotal evidence indicates that there are very few "visible" women entrepreneurs with small or growing companies in the recycling sector. The prevalence of gang violence may be an influencing factor.

Box 3: Social Responsibility Certification promoting gender equality in the workplace

The *Empresa Socialmente Responsible* (ESR) certificate is a voluntary certification given to companies in Honduras for socially-responsible business practices promoting gender equality. This ESR certificate also requires companies to develop a code of ethics that includes a sexual harassment policy. The certification process encourages companies to extend their commitments to engage in socially-responsible business practices with their suppliers. In Honduras, FUNDHARSE (see Box 4), a member of the *Integrarse* Network - an alliance of private organizations that promote corporate social responsibility (CSR) in Central America, awards the certification program. Similar programs are offered by *Fundemos* in El Salvador, CentraRSE in Guatemala and ECORED in the Dominican Republic. For further information see: https://integrarse.org/

[57] Data from the 2018 Women Business and the Law Database

[58] World Bank (2019). The Gender Data Portal.

Informal sector

Significant tension exists between formal and informal WMR sector stakeholders. Larger value chain stakeholders refer to informal recyclers as *zopilotes* (buzzards) while denying the value and dignity of their work and perpetuating stereotypes of Honduran recyclers as criminals and drug addicts. Recyclers have reported that the buyers are prejudiced against them because of their occupation, thus impeding their ability to negotiate sales/prices.[59] For female waste-pickers, this prejudice is intensified by significant gender discrimination, sexual harassment and exploitation, which can be further exacerbated by intersecting discriminations based on identities such as indigenous status, race, class, disabilities and marital status.

Box 4: Women at the Vanguard of Private Sector WMR in Honduras

Like most recycling businesses in San Pedro Sula, *Vanguardia* is family-owned. What sets it apart: it is a woman-run company with 60 percent female management – something notably uncommon in the male-dominated WMR sector in Honduras, not to mention worldwide. One of only three plastics production companies in the country, *Vanguardia* is a model for gender equality in the workplace and corporate social responsibility (CSR). *Vanguardia*'s reputation for being fair to women and family-friendly has contributed to high retention rates and the participation of women at all levels and in all aspects of the company – both management and industrial.

At the helm is general manager Sofía Moya de Peña. Sofia's mother started 26 years ago with a staff of nine. Today the company employs more than 330 individuals. Her daughter, Mariangela, overseeing research and development, acknowledged that she might not have worked in the sector if it were not a family business. She explained that while young women in Honduras support recycling, it is not a sector they think of working in.

But *Vanguardia* is changing the status quo when it comes to women in WMR. Sofía was quick to point out that women are not given preferential treatment; they are simply hired based on qualifications. She stressed that women employees are loyal, disciplined and responsible, as well as innovative problem-solvers. Women have equal voice in company meetings and decision-making because her father – who ran the company before – helped foster a culture of gender equality over many years.

Central to *Vanguardia*'s ethos is its Code of Ethics, which is based on the company's membership in Honduran Foundation for Social Responsibility (FUNDARHSE). *Vanguardia* prides itself on its commitment to CSR, with a focus on environmental sustainability and maintaining an "inclusive business." The company is committed to promoting gender equality and a harassment-free workplace (reinforced through regular staff trainings), and to increase women's participation and advancement in the private sector. This commitment extends beyond the company's direct employees to include conducting business with its suppliers.

Vanguardia works with a network of more than 200 suppliers nationwide and has recycled more than 155 million pounds of plastic from 1999 to date. Through its recycling program, the company provides training to its plastics suppliers in collection and classification of materials, supporting them to formalize and become microentrepreneurs. An unparalleled leader in the recycling industry, *Vanguardia* is at the forefront of environmental and social responsibility in Honduras and a model for WE3 in private-sector WMR.

Source: KIIs and https://vanguardiahn.com/sitio/en/index.php

[59] Source: Lobo, S., et al. (2016).

It was frequently mentioned that women in Honduras are active as waste-pickers but that the waste and recycling sector in Honduras was very male-dominated. Waste-picker organizations exist in Honduras but to a lesser extent than in other Latin American countries. Women are members of some of these organizations and in some cases are also part of women-only organizations such as *Miskitu Indian Mairin Asla Takanka* (MIMAT).[60] In 2003, indigenous women in the isolated Honduran region of Mosquitia near Puerto Lempira broke with traditional *machismo* gender-role expectations and formed the indigenous women's waste-picker association, MIMAT. A grant from the UNDP's small-grants program[61] supported the establishment of MIMAT and provided them with financing to purchase a small truck. Currently, MIMAT has approximately 1,300 women members across six municipalities. The purchase of a vehicle helped increase the effectiveness of their waste collection and sorting activities. Gang violence is less likely in rural areas such as Puerto Lempira but is likely to negatively affect women working informally in urban areas.

4.2.2.2 GUATEMALA

Country context

Table 5. Selected measures for safety and trust in Guatemala

Police Corruption: Individuals who reported that a police officer asked for a bribe (%)	Trust in local government	Unsafe neighborhood: Percentage of very insecure individuals	Homicide rate per 1,000 individuals
16.8%	53.4%	19.2%	26

Source: Police Corruption, Trust in Local government and unsafe neighborhood data from LAPOP (2018); Homicide rate 2017 data from the Homicide Monitor (2018).[62]

Figure 13: Map of Guatemala. Photo Credit: CIA World Factbook

Women in Guatemala represent 51.2 percent of the total population of 15.8 million.[63] Despite progress on democratic governance, poverty and inequality remain high in rural areas (70 percent poverty rate) and among indigenous groups (56 percent poverty rate). Moreover, when compared to countries with similar per capita income, Guatemala is among the countries with the highest poverty index in Latin America and the Caribbean: 53.7 percent poverty and 13.3 percent extreme poverty.[64] Guatemala has a very diverse population, including 24 linguistic groups and 4 ethnic groups: Maya, Garifuna, Xinca and Mestizo or Ladino and has a history of discrimination and social exclusion of indigenous populations in general, and women in particular.[65] The full involvement of women in economic development is being limited by interconnected territorial, ethnic and gender-related inequalities.

[60] In Spanish MIMAT is referred to as *Asociacion de Mujeres Indigenas Misquitas* Source: Garcia, R. (2015)
[61] UNDP (2019). "The GEF Small-Grants Programme."
[62] Igarapé Institute (2019). "The Homicide Monitor."
[63] 2014 estimate. Source: UN Women (2014).
[64] INE (*Instituto Nacional de Estadística*) (2011).
[65] In 2011, the illiteracy rate among indigenous women was 48 percent and 25 percent for men. This is compared to non-indigenous women at 19 percent and men at 11 percent. These numbers show high levels of social exclusion. Source: UN Women. (2014).

The Guatemalan civil war continued for 36 years (from 1960 to 1996) during which time gender violence was rampant. GBV continues at high levels and is often culturally sanctioned. Even though most gender-based violence remains hidden, statistics show that about 9 percent of women have experienced physical or sexual violence, or both, from an intimate partner from 2014 to 2015.[66] Reporting of abuse and all forms of GBV by women and the enforcement of GBV legislation is impeded due to the culturally-sanctioned expectations of *machismo* behavior.

The relatively high homicide rate and safety concerns of individuals in their neighborhoods indicate the existence of gang violence. Reports also indicate that police corruption is a common occurrence. A little less than half the respondents, a relatively low level, of the Latin American Opinion Poll (LAPOP) responded that they trust the local government.

WMR and gender context

In 2015, the Ministry of Environment and Natural Resources (MARN) developed the National Policy for Integrated Solid Waste Management, which included a focus on gender and inclusion. The plan, approved and in force, calls for SWM activities to promote the creation of decent employment that integrates gender equity and multiculturalism in a sustainable manner.[67] In order to increase public awareness in Guatemala of the need for proper waste management and sustainability, the sixth annual "Clean Our Guatemala" day was held throughout the country in 2018. More than 500,000 volunteers participated, collecting a total of 4,700 tons of waste and planting 900 trees.[68]

Sex biases in legislation that can affect women working in the WMR sector[69]

In Guatemala, some gaps in current legislation may inadvertently negatively affect women. For example, it is not explicitly stated that creditors may not discriminate based on sex nor does the law explicitly mandate nondiscrimination by creditors on the basis of marital status in access to credit.[70] Anecdotal evidence indicates it is more difficult for women business owners to access credit and loans in Guatemala, and they are frequently asked about their marital status when applying for credit or loans.[71]

In several areas there are also limited legal protections, which may keep women from participating fully and equally in the WMR sector's workforce (detailed descriptions are presented in Annex F). In the absence of these legal provisions, women may experience discrimination in the labor force in terms of equal pay, hiring, promotion, dismissal, family status and employment in the WMR sector.

In terms of GBV legislation, fewer safeguards against gendered discrimination and sexual harassment in the workplace and public places are present in Guatemala. Currently, there is no legislation addressing sexual harassment in employment, education or public spaces. There are also no civil remedies or criminal

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[66] Based on the proportion of partnered women aged 15-49 years experiencing intimate partner physical and/or sexual violence in the last 12 months in Guatemala. Source: *Ministerio de Salud Pública* with assistance from MSPAS, INE, ICF Internacional (2015).

[67] *Política Nacional para la Gestión Integral de Residuos y Desechos Sólidos*. (2015) http://www.marn.gob.gt/Multimedios/4041.pdf

[68] 'Clean Our Guatemala' is held on Earth Day and is an initiative of the Ministry of Environment and Natural Resources (MARN). For more information, see: http://limpiemosnuestraguatemala.com/ and http://www.marn.gob.gt/noticias/actualidad/Limpiemos_Nuestra_Guatemala_jornada_de_limpieza_en_todo_el_pas

[69] Data from 2018 Women Business and the Law Database.

[70] For further information regarding the specific gendered legal context in Guatemala, see Women, Business and the Law (2018) Country specific information: Guatemala.

[71] For more information see: Aidis, R. (2018).

penalties. As a result, women employed in the formal WMR sector in the municipality or in private companies as well as informal female waste-pickers working in public spaces such as urban areas or dumpsites are not legally protected from sexual harassment.

Formal sector

Table 6. Selected data on women's economic participation and leadership in Guatemala

Female-to-male labor force participation rate (%) (2017)	Seats held by women in National Parliament (%) (2017)	Female share in senior and middle management (2016)
48%	13%	45%

Source: Gender Data Portal, The World Bank[72]

Compared to women in the other four focus countries in LAC, women in Guatemala hold few seats in the National Parliament (13 percent) and have a very low participation in the labor force compared to men: only 48 percent. The share of women in senior and middle management positions is at gender-balanced levels of 45 percent. Anecdotal evidence indicates that this share may be driven by a limited number of sectors and many women may be concentrated in middle management.

Informal sector

The WMR sector in Guatemala is male-dominated. Women reported they had to exchange sexual favors for waste, or they were left with the least-favorable materials.[73] In addition, male waste-pickers are allowed to enter the area where the trucks directly dump the trash and can collect the most valuable items, while women are only allowed to occupy the fringes of the dump. Estimates of the numbers and characteristics of female waste-pickers in Guatemala are not available.

4.2.2.3 EL SALVADOR

Country context

Table 7. Selected measures of safety and trust in El Salvador

Police Corruption: Individuals who reported that a police officer asked for a bribe (%)	Trust in local government	Unsafe neighborhood: Percentage of very insecure individuals	Homicide rate per 1,000 individuals
4.8%	57.2%	14.6%	60

Source: Police Corruption, Trust in Local government and unsafe neighborhood data from LAPOP (2018); Homicide rate 2017 data from the Homicide Monitor (2018).[74]

El Salvador is the third largest economy in Central America, and the most densely populated, with 6.2 million mainly urban inhabitants, of which 53.5 percent are women.[75] El Salvador was engaged in a civil war

[72] World Bank (2019). The Gender Data Portal.
[73] Conveyed during a key informant interview.
[74] Igarapé Institute. (2019). "The Homicide Monitor."
[75] USAID. (2013). El Salvador Country Development Cooperation Strategy 2013 – 2017.

from 1980-1992, where thousands of people were displaced and over 70,000 people killed-- many of whom were women and children.[76] After the end of the civil war, criminal activity and particularly gang-related violence increased dramatically. In recent years, El Salvador has had one of the highest homicide rates in the world. Extortion and disappearances are also extremely high. Crime and violence have a large negative affect on small businesses due to lower revenues and sales.[77]

Figure 14: Map of El Salvador. Photo credit: CIA World Factbook

WMR and gender context

In 2011, El Salvador ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), which obligates state institutions to take actions to achieve equality for women in all spheres of life.[78] In 2017, the Salvadoran government launched its first National Action Plan (NAP) for Women, Peace and Security 2017 – 2022.[79] The development of the NAP included input from USAID and a number of other donor and multilateral organizations. One of the goals of the NAP is to create a culture of zero-tolerance for violence against women.

In many ways, the WMR sector in El Salvador has been shaped by the monopoly status of one company, *Manejo Integral de Desechos Solidos* (MIDES). MIDES manages the waste treatment and disposal for 71 out of the 262 municipalities of El Salvador (27.1 percent). The municipalities transport 100 percent of their solid waste for treatment in disposal facilities operated by MIDES. As a result, these municipalities are not able to initiate revenue-generating recycling activities, and there is no legal pathway to formalize waste enterprises, due to contract restrictions with MIDES. However, many MIDES contracts with municipalities are set to expire at the end of 2018 and beginning of 2019. The municipality of San Salvador has not renewed its contract, leaving the door open for alternative private-sector WMR solutions that would enable the municipality to generate profits from recycling and recovery. The election of a new national government in January 2019 coincided with these developments. Thus, it is still too early to tell what stance the government will take regarding the MIDES contracts. In October 2018, legislation was also presented to the Congress establishing a one-year deadline for companies to replace the use of plastic bags with articles made of other materials, reflecting the government's growing awareness and commitment to reducing plastic waste.[80]

Sex biases in legislation that can affect women working in the WMR sector[81]

In El Salvador, as in the other four focus countries in LAC, prevailing cultural norms and attitudes combined with weak implementation and enforcement of the legal code results in limited legal effectiveness. That said, women in El Salvador enjoy the same rights as men in terms of access to employment and access to credit. There is also legislation that addresses sexual harassment in employment that is subject to civil remedies and criminal penalties. However, there are some gaps in the current legislation. For example, the law does not allow for discrimination by creditors based on sex but does not explicitly mandate nondiscrimination by creditors based on marital status in access to credit, which

[76] Peace Women. (2019). National Action Plan: El Salvador.
[77] USAID. (2013). El Salvador Country Development Cooperation Strategy 2013 – 2017.
[78] Embassy of Spain in El Salvador. (2011).
[79] *Ministerio de Relaciones Exteriores – El Salvador* (2017) *Plan de Acción Nacional "Mujeres, Paz y Seguridad*."
[80] Source: Central America Data (2018).
[81] Data from 2018 Women Business and the Law Database.

anecdotal evidence indicates can negatively affect an unmarried woman business owner's access to credit. In several areas there are also limited legal protections that may keep women from participating fully and equally in the WMR sector's workforce in El Salvador (detailed descriptions are presented in Annex F.)

Formal sector

Table 8. Selected data on women's economic participation and leadership in El Salvador

Female-to-male labor force participation rate (%) (2017)	Seats held by women in National Parliament (%) (2017)	Female share in senior and middle management (2016)
60%	32%	35%

Source: Gender Data Portal, The World Bank[82]

Women are active in politics and hold slightly more than one third of seats in the National Parliament in El Salvador, which indicates that women have reached a critical mass level in politics. Women's labor force participation is lower than the male rate resulting in a female-to-male ratio of 60 percent. While men have traditionally had higher levels of unemployment, women are more likely to be underemployed and 47.6 percent of women live below the poverty line.[83]

The share of women in senior and middle management positions is 35 percent, which indicates that women are close to gender balance in decision-making positions in the workplace. However, anecdotal evidence indicates that this share may be driven by a limited number of sectors and many women may be concentrated in middle management.

Informal sector

The Movement of Recyclers in El Salvador was created in 2012 but remains relatively small. Several co-operatives in El Salvador have signed agreements with municipal governments in the cities where they deliver services. Nevertheless, representatives of the recycler movement contend that they are not recognized at the national level due to the lack of legal registration.[84]

Individual and informal waste-pickers are active primarily in the rural areas in El Salvador, including female waste-pickers. Estimates of the numbers and characteristics of female waste-pickers either in urban or rural areas were not available.

4.2.2.4 THE DOMINICAN REPUBLIC

Country context

Table 9. Selected measures of safety and trust in the Dominican Republic

Police Corruption: Individuals who reported that a police officer sked for a bribe (%)	Trust in local government	Unsafe neighborhood: Percentage of very insecure individuals	Homicide rate per 1,000 individuals (2016)
17.4%	50.1%	30.9%	16

Source: Police corruption, trust in local government and unsafe neighborhood data from LAPOP (2018); Homicide rate 2016 data from the Homicide Monitor (2018).[85]

[82] World Bank. (2019). "The Gender Data Portal."
[83] UNDP. (2011).
[84] Source: Lobo, S., et al. (2016).
[85] Igarapé Institute. (2019). "The Homicide Monitor."

The estimated population in 2016 was 10.7 million[86] with close to a 50/50 split of women and men.[87] Although the Dominican Republic has one of the fastest growing economies in the region, more than one-third of its population lives in poverty and almost 12 percent live in extreme poverty. Almost 70 percent of the population lives in urban areas.[88] As an island nation, the Dominican Republic tends to experience higher transportation costs than the other four focus countries in LAC, which can directly affect the costs associated with recycling activities.

Figure 15: Map of the Dominican Republic. Photo credit: CIA World Factbook

While the Dominican Republic has a relatively low level of homicides in Latin America, it suffers from a relatively high degree of corruption, lower levels of trust in the government and an increasing crime rate. The fear of crime is high and though the characteristics, power, and actions of gangs vary dramatically throughout the region; this nevertheless represents a troublesome perception for Dominicans.[89]

Traditional *machismo* and *marianismo* gender roles still influence the stereotypical behavior expectations of men and women. Although there are no national statistics on sexual violence, Dominicans have expressed their perception and voiced their concern that the incidence of sexual violence is extensive and on the rise.

The process for reporting, investigating and prosecuting GBV cases is fraught with discrimination and often re-victimizes the women pressing charges.[90] The USAID Mission has been actively involved in trying to improve the handling of GBV cases.[91]

WMR and gender context

The Dominican Republic's willingness to work toward gender equality is reflected in the National Development Strategy Plan 2010 – 2013 in which a gender equality and equity approach is mandated in Article 12 as a core cross-cutting theme for all plans, programs, projects and public policies.[92] Several years earlier, the Ministry of Women launched a National Plan for Gender Equality (PLANEG) 2007-2017. But underfunding of this ministry limited implementation.

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[86] Pan American Health Organization (PAHO) and World Health Organization (WHO) (2019).
[87] World Population Review. (2019).
[88] UNDP and UNEP (2016).
[89] Source: USAID (2014). "Dominican Republic Country Development Cooperation Strategy (CDCS), FY 2014 – 2018".
[90] USAID (2014). "Dominican Republic Country Development Cooperation Strategy (CDCS), FY 2014 – 2018".
[91] Specifically, USAID has been involved with the Attorney General, the National Police and other judicial entities to improve processing and prosecution of GBV cases, improve case coordination in the criminal justice sector between the police, prosecutors, and judges, and with the Ministry of Health to refer patients to the criminal justice system who may be victims of GBV. At the community level, USAID has worked with the community justice house network services to explicitly include staff trained to properly handle and effectively prosecute GBV and domestic violence offenses. Source: USAID (2014). "Dominican Republic Country Development Cooperation Strategy (CDCS), FY 2014 – 2018."
[92] This updated national plan *Ley de Estrategia Nacional de Desarrollo 2030* was officially adopted in 2012 by the Ministry of Economy, Planning and Development. For further information see: *Ministerio de Economía, Planificación y Desarrollo* (2012).

In 2017, the government, together with public and private partners,[93] launched the Dominican Clean Program (*Dominica Limpia*),[94] made up of five components ranging from civic education and solid waste separation at the source to training and recycling. This program is currently being piloted in 17 municipalities but is planned to be extended to 50 municipalities by 2020. The Dominican Clean Program does not include a gender equality or equity approach but given the prominence of gender equality and equity in the earlier strategic national plan, it may be possible for USAID to engage in the expansion of this initiative applying WE3 goals.

Currently, there is a new SWM law in the Senate awaiting approval that will recognize and improve the conditions for waste-pickers in the Dominican Republic. While they are waiting for the law to be approved, the *Dominicana Limpia* program is already working on creating a system of rights and social claim for waste-pickers.[95]

In Santo Domingo, the National District Municipality has begun to contract with community foundations to provide solid waste services tailored for informal settlements. Several of the foundations jointly operate a recycling center, and with the revenue from municipal contracts, they offer a variety of social services, including gender equality advocacy and environmental awareness campaigns.[96]

Though plastics are estimated to comprise less than 10 percent of the total waste stream, there is still an equivalent to 10,000 tons of plastic used a year, of which only 24 percent is recycled. The roughly 7,600 remaining tons of plastic are sent to dumps and portions of it eventually end up in the ocean every year. The government is paying more attention to the importance of recycling and the reduction of plastic pollution in the oceans. However, the intractable fact remains that the business ecosystem for recycling remains weak, and there is not enough trade to make it profitable.[97]

Sex bias in legislation that can affect women working in the WMR sector[98]

In the Dominican Republic, women enjoy the same rights as men in terms of access to employment and access to credit. There is also legislation that addresses sexual harassment in employment that is subject to civil remedies and criminal penalties. However, there are some gaps in the current legislation. For example, the law in the Dominican Republic does not allow for discrimination by creditors based on sex but does not explicitly mandate nondiscrimination by creditors based on marital status in access to credit. Anecdotal evidence indicates that this can negatively affect an unmarried woman business owner's access to credit and loans. In several areas there are limited legal protections that may keep women from participating fully and equally in the WMR sector's workforce, presented in more detail in Annex F.

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[93] Private-sector partners: *Cervecería Nacional Dominicana* (Primary Beer Producer in the Dominican Republic) and *Centro Atabey* (Center for Innovation promoting the circular economy); Central Government partners: Presidency, Ministry of the Environment, Ministry of Education and the Dominican Municipal League; local governments partners: represented by the Dominican Federation of Municipalities (FEDOMU) and the Federation of Municipal Districts (FEDODIM). For further information see: *Federacion Dominicana de Municipios* (FEDOMU) (2019).

[94] *Federacion Dominicana de Municipios* (FEDOMU) (2019).

[95] They are also facilitating access to their identity documents, health, cooperative development plans and a series of rights that have been denied in some way and are necessary to advance the recognition, organization and formalization of waste-pickers. *Federacion Dominicana de Municipios* (FEDOMU) (2019).

[96] Source: Perdue, B. (2016).

[97] Source: *Diario Libre*. (2014).

[98] Data from 2018 Women Business and the Law Database.

Formal sector

Table 10. Selected data on women's economic participation and leadership in the Dominican Republic

Female-to-male labor force participation rate (%) (2017)	Seats held by women in National Parliament (%) (2017)	Female share in senior and middle management (2016)
68%	27%	37%

Source: Gender Data Portal, The World Bank[99]

Close to one-third of seats in the National Parliament are held by women in the Dominican Republic, giving women visibility and voice in politics at critical mass levels. Women's labor force participation rate is lower than men's at a female-to-male ratio of 68 percent. The share of women in senior and middle-management positions is close to gender-balanced 37 percent, which indicates that women can reach decision-making positions in the workplace. Anecdotal evidence indicates that this share may be driven by a limited number of sectors and many women may be concentrated in middle management.

Informal sector

There are an estimated 10,000 waste-pickers in the Dominican Republic, derogatorily referred to as *buzos* (i.e. divers). Since 2013, the National Movement of Recyclers of the Dominican Republic has brought together organizations from 11 provinces of the Dominican Republic that collectively represent more than 3,000 recyclers.

Anecdotal information indicates that women are engaged in waste-picking activities in the Dominican Republic. Additional research is needed on women's involvement as waste-pickers and as members of the National Movement of Recyclers as well as individual waste-picker associations. The future closure of landfills in the Dominican Republic may severely restrict the livelihoods of thousands of waste-pickers.[100]

4.2.2.5 PERU

Country context

Table 11. Selected measures of safety and trust in Peru

Police Corruption: Individuals who reported that a police officer asked for a bribe (%)	Trust in local government	Unsafe neighborhood: Percentage of very insecure individuals	Homicide rate per 1,000 individuals
18.8%	36.4%	22.1%	78

Source: Police corruption, trust in local government and unsafe neighborhood data from LAPOP (2018); Homicide rate data from the Homicide Monitor (2018).[101]

[99] World Bank. (2019). "The Gender Data Portal."
[100] Source: Global Alliance of Waste-pickers (2016).
[101] Igarapé Institute (2019). "The Homicide Monitor."

Peru has a diverse population of about 31 million, including an estimated 51 indigenous groups.[102] Peru is the only South American country included among the five LAC-focus countries in this analysis. Compared to the other four focus countries, Peru has the highest rate of homicides (78 per 100,000 inhabitants) and highest percentage of individuals that feel unsafe in their neighborhoods. Peru also has the lowest level of respondents that trust their local government and a relatively high level of reported police corruption. These results combined indicate a high level of gang violence as well as government corruption, especially at the local level. Peru is characterized by a very high level of domestic physical and sexual violence against women. It is estimated that violence against women cost the national economy 7.3 billion USD, or close to 7.5 percent of GDP.[103] In order to reduce sexual harassment and abuse of power in the workplace, the Ministry for Women and Vulnerable Populations (MMPV) introduced the *El Sello Empresa Segura, libre de violencia y discriminación hacia la mujer* (the Secure Company Seal, free of violence and discrimination against women) (see Box 5).

Figure 16: Map of Peru. Photo credit: CIA World Factbook

WMR and gender context

In 2016, Peru's MMPV approved a national plan on gender-based violence that applies to all levels of government and all entities involved in the prevention, punishment and eradication of such violence.[104] In the same year, it became the first country in South America to enact a Plan of Action on Gender and Climate Change.[105]

Figure 17: Women recyclers in Peru. Photo Credit: Environment and Poverty Invtiative of the UNDP/UN Environement/Sally Javiel

Peru enjoys a relatively robust and enabling legal framework as it relates to the environment and WMR. Peru's Ministry of Environment (MINAM) adopted a new Solid Waste Management National Plan (PLANRES) 2016 – 2024,[106] which was updated with the help of the UNDP's Poverty-Environment Initiative to include a gender approach and the mainstreaming of poverty and environment variables.[107]

More recently, the Integrated Solid Waste Management Law was approved, emphasizing circular economy, recycling and extended producer responsibility principles, among others. Peru's government passed the national

[102] Pan-American Health Organization (PAHO) and World Health Organization (WHO). (2019).
[103] CARE. (2018).
[104] *Ministerio de la Mujer y Poblaciones Vulnerables* - Peru (MMPV) (2016). *Decreto Supremo N° 008-2016-MIMP que Aprueba el "Plan Nacional Contra la Violencia De Género* 2016 – 2021.
[105] Source: *Ministerio de Ambiente* – Peru (MINAM) (2016) "*Perú es el primer país de Sudamérica en aprobar su Plan de Acción en Género y Cambio Climático.*"
[106] *Ministerio de Ambiente* – Peru (MINAM) (2016). "*Plan Nacional de Gestión Integral de Residuos Sólidos* 2016-2024"
[107] Source: UNDP and UNEP (2016). "Poverty - Environment Initiative: Peru."

"Recyclers" law and its decrees, *La Ley del Reciclador* No. 29419, in 2010 and leads the region in terms of legal recognition of informal recyclers. The law obligates municipalities to facilitate as well as implement separation at the source- collection programs while including formalized waste-pickers.[108]

Peru is also characterized by strong, locally led NGO involvement in developing waste-management systems. For example, in 2003 *Cuidade Saudable*[109] initiated a comprehensive solid waste management program for the city of Carhauze, which has resulted in household segregation of waste, waste collection, sorting of recyclables and waste management. The program is now being replicated in other cities such as Son Marcos, Chinca, Pucallpa and Huarmey. *Cuidade Suadable* has also created an online distance learning course entitled "Tools and Challenges for Comprehensive Waste Management".

Sex bias in legislation that can affect women working in the WMR value chain[110]

In Peru, women legally enjoy the same rights as men in terms of access to employment and access to credit. There is legislation that addresses sexual harassment in employment, which is subject to criminal penalties. Out of the five focus LAC countries, Peru is the only one with legislation against sexual harassment in public places, which is especially relevant for female waste-pickers, who typically work in densely populated urban streets and open dumpsites.

There are also limited legal protections that may keep women from participating fully and equally in the WMR sector's workforce in Peru, detailed descriptions of which are presented in Annex F.

Formal sector

Table 12. Selected data on women's economic participation and leadership in Peru

Female-to-male labor force participation rate (%) (2017)	Seats held by women in National Parliament (%) (2017)	Female share in senior and middle management (2016)
84%	28%	33%

Source: Gender Data Portal, The World Bank[111]

Compared to their counterparts in the other four focus countries, women in Peru have the highest female-to-male labor force participation rate at 84 percent. Women also hold slightly less than one-third of the seats in the National Parliament (28 percent). The share of women in senior and middle-management positions is about one-third (33 percent), indicating less than gender-balanced levels. Anecdotal evidence indicates that this share may be driven by a limited number of sectors and many women may be concentrated in middle management. In the formal sector, Peru developed its own system of certification of equality (see Box 5).

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[108] *Ministerio de Ambiente*-Peru (MINAM) (2010). "*Resolución Ministerial N° 005-2010-MINAM. - Reglamento de la Ley N° 29419. Ley que regula la actividad de los recicladores'.*

[109] Started in 2001 by industrial engineer and environmental activist Albina Rui, *Cuidad Saludable* focuses on strengthening the value chain of recycling with the economic, social and environmental inclusion of waste-pickers, contributing to improved working conditions, emphasizing occupational health and increasing their income.
For more information, see: https://www.ciudadsaludable.org/

[110] Data from 2018 Women Business and the Law Database.

[111] World Bank. (2019). "The Gender Data Portal."

Box 5: Gender Equality Seals for private and public companies in LAC

With the aim of combating gender inequalities in the labor force, in 2009, the UNDP launched the certification program of gender-equality seals for private and public companies. This voluntary certification program consists of six key areas:

1. Address and eliminate wage differences between women and men
2. Increase the participation of women in decision-making at the middle and upper levels of organizational management
3. Increase the participation of women in jobs traditionally occupied by men and vice versa
4. Develop and implement policies that improve work, family and personal conciliation with social co-responsibility
5. Recognize women's work in all fields, through strategies and inclusive and non-sexist communication
6. Eradicate sexual harassment at work and promote the prevention of violence against women

This program was implemented by national governments in ten LAC countries, including Honduras and the Dominican Republic. It is currently being developed in El Salvador.

Peru developed its own system of certification of equality, *El Sello Empresa Segura, libre de violencia y discriminación hacia la mujer* (the Secure Company Seal, free of violence and discrimination against women) for companies that demonstrate best practices in management aimed at promoting equality and nonviolence against women within their organizations and in their communities.

Source https://www.mimp.gob.pe/selloempresa/descripcion-sello.html

Informal sector

Though quantitative data is lacking, in many provinces in Peru, women make up the majority of waste-pickers. A qualitative study of female waste-pickers in Peru indicates that many of these are likely to be single mothers who consider informal waste-picking to be the best option for income due to the following reasons: 1) They can combine it with care for their children, including teenage children; 2) It is flexible (i.e. if they or their children are sick, they do not have to work); and 3) They can earn a daily cash income that can be used to meet daily expenses.[112]

Several organizations for waste-pickers exist in Peru, such as *Federación Nacional de Recicladores del Perú* and *Movimiento Nacional de Recicladores del Perú.*

In 2014 – 2017, a pilot project was initiated in Arequipa[113] in which female waste-pickers, who comprise more than 80 percent of recyclers in the city, were trained to engage in formalized recycling activities such as door-to-door collection. The project was successful in training women waste-pickers to engage in formal recycling activities and current interventions are focused on ensuring sustainability.[114]

4.3 INTERNATIONAL AND REGIONAL COOPERATION

To bolster its efforts in MWR and WE3, USAID may pursue both informal and formal partnerships to leverage knowledge and resources and to scale effective solutions. Collaborations can range from joint research and convening, coordinating strategic programming and co-financing private-sector investments.

[112] Riofrio, G. and Cabrera, T. (2012).
[113] This project was part of the Poverty and Environment Initiative (PEI) led by the Ministry of Environment with technical assistance from UNDP and UNEP in cooperation with UN Volunteers and the Municipality of Arequipa.
[114] UNDP and UNEP (2016).

The complexity of the challenge and the multi-sectoral solutions required to address marine litter, WMR and WE3 on a global and local level requires a diversity of partnerships, including not only NGOs, donors and governments, but also a diversity of private-sector partners – from recycling companies and retailers to hotels[115] and impact investors.

Several recent U.S. Government initiatives place USAID in a strong position to foster such transformational partnerships, leveraging not only the W-GDP, SOS and WEEE Acts, but also the recently passed BUILD Act of 2018[116] and newly available financing from the U.S. International Development Finance Corporation (USIDFC).[117] Collaboration with multilateral agencies, including the World Bank or IDB, may open avenues for the scaling-up of successful approaches initially funded by USAID. Finally, partnerships with international associations, NGOs and research entities can generate new solutions and knowledge that can be disseminated among USAID's WMR and WE3 stakeholders.

Throughout the KII process, the team found that organizations of all types working at all levels of the sector were keen to cooperate with USAID on the issue of women in waste and/or reducing marine litter. That said, few organizations globally and in LAC are working at the specific intersection of WE3 and WMR. Indeed, the desk review and KIIs revealed that limited expertise and understanding exists around the gender dimensions of waste among leading development organizations working in SWM. This section thus features the few organizations identified that work in this domain and highlights related donor initiatives that could strategically support WE3 in WMR.[118]

4.3.1 POTENTIAL INTERNATIONAL AND REGIONAL PARTNERS

The International Solid Waste Association (ISWA) is among the top international thought leaders and conveners in SWM. They are one of the few international bodies that have begun to address the broader issue of women in waste. Furthermore, ISWA is at the forefront of SWM reform in LAC. At the upcoming 29th annual ISWA World Congress (in October 2019), a special session on LAC will be held. Additionally, Women of Waste will hold a breakout session on gender and waste management.[119]

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[115] An example of a private sector, hotel-led WMR solution in LAC can be found in the Dominican Republic: Zero Waste at Punta Cana Resort & Club has become one of the largest recycling programs in the country. The resort recycles almost 50 percent of all waste it produces, while reducing operating costs. Meanwhile, with the volume of recyclables it generates, the resort helps create a market for them in Punta Cana. This in turn has encouraged dozens of hotels in the Dominican Republic to begin recycling. It has also led to the creation of several companies dedicated to recycling and integrated waste management. USAID can partner with other resorts in the Caribbean to replicate and expand this model, incorporating a WE3 component at the hotel and enterprise levels. For further details, see: https://revista.drclas.harvard.edu/book/zero-waste-punta-cana.

[116] https://www.congress.gov/bill/115th-congress/senate-bill/2463/text

[117] The BUILD Act consolidates USAID's Development Credit Authority and the Overseas Private Investment Corporation into a new U.S. International Development Finance Corporation. The new agency creates a unique opportunity for USAID to significantly scale up its use of financing tools for development. Source: https://medium.com/usaid-2030/stopping-plastic-pollution-in-our-oceans-a628c82541a1

[118] In addition to the potential partners highlighted in this section, the 2018 MWRP annual program reports provide numerous examples of global and Asia-specific initiatives and potential partnership opportunities for WMR.

[119] ISWA is currently accepting submission of abstracts for presentation at the upcoming Congress. In addition to the focus on LAC and the WoW session on gender, it should be noted that ISWA includes WE3 as a sub-topic under the sustainable cities' topic, dovetailing strongly with USAID's WE3 focus for MWRP. WoW leadership strongly encouraged USAID to submit an abstract for presentation at the conference.

ISWA's sphere of influence includes an impressive cross-section of private-sector actors, donors, academia and NGOs working at all levels of SWM worldwide and a network of more than 100,000 waste management professionals from across the industry.[120] Alongside this diverse membership base, ISWA has developed strong partnerships with several NGOs, financing institutions, and development agencies, including the Inter-American Development Bank (IDB), World Bank, the International Finance Corporation (IFC) and the United Nations Environment Program (UNEP), among others.[121]

Most recently, ISWA was instrumental in working with UNEP and assisting the LAC governments to prepare contributions for the fourth session of the UN Environment Assembly (UNEA).[122] This preparation effort culminated in the launch of the Waste Management Outlook for Latin America and the Caribbean report[123] – possibly the most current comprehensive regional assessment of SWM in the LAC region[124] – at the XXI Forum of Ministers of Environment from Latin America and Caribbean held in October 2018.[125]

Women of Waste (WoW) was established in 2017 with the support of ISWA. WoW is an informal group of women working in the waste management industry and the only international professional women's group focusing at all levels of the sector worldwide (formal and informal, and in developed and developing economies) that the team was able to identify. WoW's stated aim is to advocate and spotlight women's achievements in the waste sector.[126]

At the upcoming ISWA World Congress, WoW will hold a standalone session focusing on gender. The aim of the session is: "challenging waste managers to recognize the different effects and impacts of gender and to advance gender mainstreaming in the waste-management sector."

The team conducted KIIs with several of WoW's founding members, all of whom expressed interest in cooperation with USAID. Specifically, WoW proposed collaborating on a presentation at their breakout session on gender and waste at the upcoming Congress. They welcomed USAID to present the results of this study as well as the Agency's WE3 approach, together with WoW presenting the results of its recent online global survey of women in waste management (for more details on WoW, see Box 6).

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[120] Source: www.iswa.org/iswa/organisation/about-iswa/

[121] Source: www.iswa.org/iswa/organisation/international-cooperation/

[122] The fourth UNEA takes place in March 2019 in Nairobi, Kenya.

[123] The report is available at: https://wedocs.unep.org/handle/20.500.11822/26448. A summary for decision-makers is also available here: https://wedocs.unep.org/handle/20.500.11822/26436). The report has limited reference to gender but is possibly the most current comprehensive sources of data on SWM in LAC.

[124] ISWA Board Member Atilio Savino was the editor-in-chief of the report, and several members of ISWA were instrumental in its preparation. Source: www.iswa.org/nc/home/news/news-detail/article/waste-management-outlook-for-latin-america-and-the-caribbean-launched/

[125] The XXI Forum of Ministers of Environment from LAC is a high-level convening for the 33 countries of the region to address issues related to pollution, efficient use of natural resources and green financing, among others, and to prepare the contributions of the LAC region to the 2019 meeting of the UNEA. During the forum, the 33 LAC MOEs made formal commitments to address the issue of marine litter.

[126] Source: www.iswa.org/women-of-waste/

Box 6: Leading the Way: Women of Waste (WoW)

In 2016, five female waste experts from Greece, Germany, Israel, Peru and Sweden met at the International Solid Waste Association's (ISWA) annual World Congress and conceived the idea of forming an organization to support and spotlight women's work and achievement in the waste sector. ISWA lent its support to the initiative and WoW was launched the following year.

Filling another critical gap for WE3 in the waste sector, in 2018 WoW conducted the first online global survey of women working at all levels of the industry.[1] The results of this survey and additional case studies on women in waste will be presented by WoW at the upcoming ISWA World Congress in October 2019. Most recently, WoW presented opening remarks at an event hosted by the New York City Department of Sanitation on International Women's Day 2019 in support of the Sustainable Operations and Readiness/Resource (SOAR) program. SOAR enables minority and women-owned businesses to easily identify Department procurement opportunities, and take advantage of capacity-building initiatives.

Source: www.iswa.org/women-of-waste/

Ocean Conservancy (OC) and **Circulate Capital**[127] are making new waves in the area of marine litter. Launched in July 2018 in partnership with OC and Closed Loop Partners, Circulate Capital is a new investment firm that incubates and finances solutions that prevent ocean plastic pollution, with a focus on South and Southeast Asia (see Box 7). The firm invests in companies, innovation and projects that focus on waste management and recycling and will support the "incubation of eco-systems of companies, NGOs and municipalities that will, among other things, increase the pipeline of investable opportunities for all investors."[128]

Members of OC's Trash Free Seas Alliance (TFSA) spearheaded a more than $100 million investment in Circulate Capital.[129] Via TFSA, Ocean Conservancy could also open the door for USAID partnership with national and multinational corporations on extended producer responsibility. Beyond these many successful initiatives, OC is one of the few global organizations working in marine litter that is cognizant of the gender dimensions of waste. The organization has just completed a comparative study on the role of women in waste in Indonesia, India, the Philippines and Vietnam.[130]

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[127] Circulate Capital is an impact-focused investment management firm dedicated to financing companies, projects and infrastructure that prevent ocean plastic. The firm identifies, incubates, and invests in opportunities designed to intercept ocean plastic at the source by collecting, sorting, processing, and manufacturing using waste in countries known to contribute to ocean plastic. Circulate Capital was created in partnership with Closed Loop Partners and Ocean Conservancy, and are supported by leading intergovernmental organizations, associations and many of the world's largest consumer product goods and chemical companies, including 3M, American Chemistry Council, The Coca-Cola Company, Kimberly-Clark, Dow, PepsiCo, Partnerships in Environmental Management for the Seas of East Asia (PEMSEA), Procter & Gamble, and the World Plastics Council. Source: https://oceanconservancy.org/news/circulate-capital-launches-new-venture-invest-solutions-ocean-plastic/

[128] Initial investments are expected to begin the first quarter of 2019. The challenge faced by Circulate Capital is identifying a viable pipeline of investments, given the relatively nascent level of development of the sector and the size of existing operators in the recycling space. A long-term strategic partnership between the firm, OC and USAID would enable a coordinated effort to identify and cultivate promising investments while strengthening the recycling ecosystem.

[129] Source: https://oceanconservancy.org/blog/2019/02/25/new-initiatives-fight-ocean-plastic-eve-greenbiz/

[130] The report, "The Role of Women in Waste: Gender Perspectives on Waste in India, Indonesia, Philippines, and Vietnam," has not yet been published, though Ocean Conservancy shared a copy of the Executive Summary with the team and expressed a desire to share knowledge and coordinate efforts around this topic.

Box 7: Impact Investing to Prevent Marine Plastics Pollution

"Circulate Capital seeks to fill capital gaps and prove the investment market by financing opportunities that collect, sort, process, and manufacture using waste in areas known to contribute to the ocean plastic crisis," said Kaplan, founder and CEO of Circulate Capital. "Ocean plastic presents one of the most urgent and fast-growing ecological challenges of our time. Our objective is nothing less than to become a leading force behind solving the capital gaps of companies and infrastructure that prevent ocean plastic. Our firm isn't the only solution to ocean plastic, and we depend on enabling policies, regulatory environments, supply chains, and strong partnerships in the ecosystem. Our goal is to remove capital as a barrier."

Source: https://oceanconservancy.org/news/circulate-capital-launches-new-venture-invest-solutions-ocean-plastic/

Founded in 1997, **Women in Informal Employment: Globalizing and Organizing** (WIEGO)[131] brings an unparalleled track record when it comes to generating knowledge and tools around the gender dimensions of waste in the informal sector. WIEGO is already a partner with MWRP in Asia and brings long-standing experience working with informal women recyclers and organizations in LAC to secure labor rights, empower women, raise wages and improve working conditions. WIEGO could be an optimal partner for knowledge capture and capacity building.

The ***World Bank*** is another important international cooperation partner to consider in terms of strategic coordination and knowledge sharing. The team learned that the Bank is planning several studies of relevance, including a sanitation worker study that should address gender and waste and/or a standalone gender and waste study. Meanwhile, the Bank continues to increase its 1 billion USD Blue Economy portfolio and may be stepping up its commitment with a new program pillar focusing on marine litter, including in the Caribbean islands.[132] In late 2018, PROBLUE – a Multi-Donor Trust Fund (MDTF) housed at the World Bank – was launched to raise awareness and promote investments in support of healthy and productive oceans. One of the fund's four key themes is addressing the threats posed to ocean health by marine pollution, including litter and plastics.[133]

Finally, the **Regional Initiative for Inclusive Recycling** (IRR) provides a main regional platform for supporting actions, investments and knowledge related to inclusive recycling and involves actors from the public and private sectors, social organizations and recyclers.[134] The Multilateral Investment Fund and the Water and Sanitation Division of the Inter-American Development Bank, Coca-Cola, PepsiCo, the Latin American and Caribbean Network of Recyclers and the Avina Foundation created IRR in 2011. Avina now manages the initiative, and its headquarters is in Argentina. In addition to its many noteworthy initiatives – for example, implementing a program to include waste-pickers in the comprehensive management

[131] WIEGO is a global network focused on securing livelihoods for the working poor, especially women, in the informal economy. WIEGO creates change by building capacity among informal worker organizations, expanding the knowledge base, and influencing local, national and international policies and has a diverse constituency cutting across the fields of action, research and policy-making. The organization has more than 200 individual and institutional members in over 40 countries. Source: http://www.wiego.org/

[132] The team interviewed Ms. Silpa Kaza, Urban Specialist and lead author of the World Bank's seminal publication, What A Waste 2.0. Ms. Kaza stressed the importance of sharing knowledge and cooperating to leverage our collective efforts given the extremely limited data and awareness around gender and waste.

[133] www.worldbank.org/en/topic/environment/brief/the-world-banks-blue-economy-program-and-problue-frequently-asked-questions

[134] https://reciclajeinclusivo.org/quienes-somos/

systems for recyclable solid waste in the Dominican Republic – the IRR also developed one of the few existing toolkits on gender and recycling, recognizing the enormous gap that exists in this area.[135]

4.3.2 PRIVATE-SECTOR PARTNERSHIP OPPORTUNITIES WITHIN USAID

The Center for Transformational Partnerships (CTP) within the U.S. Global Development Lab (the Lab) leads and coordinates USAID's efforts to build impact-driven partnerships with the private sector. The Center develops and tests new models for collaboration and provides a range of support to USAID mission and bureaus as they integrate partnership approaches into their work.[136]

On February 7, 2019, United Parcel Service (UPS) signed a Memorandum of Understanding with USAID in support of the W-GDP. By signing the agreement, UPS has committed resources, support and expertise to improve the ability of women entrepreneurs to export their goods to market and engage in international trade. Similar agreements have already been signed with GAP Inc, PepsiCo and Walmart. Most of these multinational corporations operate in LAC and already support programs that target gender inequality and recycling in the region (such as PepsiCo in Guatemala), and are actively using recycling and waste-management solutions for their own operations.

Figure 18: Plastic waste on a beach in Haiti, where Dell launched its ocean-bound plastic pilot project. Dell, which claims to be world's largest technology recycler, became the first company to use ocean-bound plastic in its products in a venture that started in 2016 in partnership with ocean life charity Lonely Whale Foundation. Photo credit: Dell

Launched in 2018, USAID's **Partnering to Accelerate Entrepreneurship** (PACE) initiative[137] aims to catalyze private-sector investment into early-stage enterprises and help entrepreneurs bridge the "pioneer gap" — thus unlocking the potential of thousands of promising enterprises around the world. Working in partnership with more than 40 incubators, accelerators and see-stage impact investors, USAID creates public-private partnerships dedicated to testing ways to help entrepreneurs overcome barriers to growth. These partnerships are expected to leverage $145 million in combined public and private investments over their lifetime. Recognizing that women entrepreneurs tend to have more difficulties obtaining financing, the PACE initiative provides strategies for funders to promote gender equality in entrepreneurship through intermediaries (see Box 8).

Finally, with regard to potential country and regional partners in LAC, while this study did not allow for fieldwork or comprehensive KIIs within each of the five focus countries, the team has compiled a preliminary list of key WMR stakeholders including: LAC regional and national government entities; country-specific NGOs and recycler organizations; regional NGOS, associations and initiatives; and private-sector plastics and recycling companies. This table is available in Annex G.

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[135] Based on KII. The toolkit, Recycling, Gender and Recycling: Tools for Project Design and Implementation, IADB (2013), is available at: https://publications.iadb.org/en/publication/16755/gender-and-recycling-tools-project-design-and-implementation-regional-initiative

[136] Source: www.usaid.gov/GlobalDevLab/documents/center-transformational-partnerships

[137] https://www.usaid.gov/sites/default/files/documents/15396/CTP_Factsheet_PACE_2016.pdf

Box 8: Impact Investing using a Gender Lens for WMR Development in Central America

Equity investors with a socially responsible mandate are just beginning to invest in innovative private-sector companies that are addressing marine debris and developing new approaches to recycling and waste management. Most of this initial funding is focused in southeast Asia. Currently, both attention and momentum are growing among impact investors in WMR in Latin America. However, private-sector equity capital options are likely to leave a funding gap as promising young companies will not be able to access the over 1-million-dollar investment threshold typically offered by investors.

It may be strategic for USAID to fill this financing gap with a Latin American-focused program similar to the 2012-2015 global partnership between USAID and the Global Impact Investor Network (GIIN) that targeted investments in the infrastructure of the impact investing field, designed to facilitate flows of capital to promising enterprises in developing countries. The $6.5 million fund was comprised of both U.S. Government and private funds. GIIN has developed several tools for investors to allow them to evaluate potential investments according to SDG goals. GIIN is currently in the process of developing gender lens tools to integrate further gender specific WE3 related metrics.

4.4 CONCLUSIONS

This report presented the findings and recommendations based on a gender analysis, intentionally integrating WE3, of WMR sector stakeholders at the global level and regional level with a focus on five countries in LAC. The gender analysis was conducted using a WE3 approach which provided a greater emphasis on assessing gendered impediments to key aspects of the economy that impede women's economic empowerment and equality.

The global desk review indicated that 66 percent of mainstream WMR documents did not mention gender at all, 17 percent mentioned gender nominally and only 17 percent included gender in a more substantial way. These documents as well as other resources demonstrated that gender integration in the waste management and recycling sector globally has been negligible. It also became apparent that when women were active in the WMR sector it was usually based on a traditional gendered division of labor. The greatest impediment to understanding the gender dynamics within the WMR sector was the complete lack of sex disaggregated data.

Many of the global findings for gender in the WMR sector globally are valid in the LAC context. Some additional characteristics are summarized below.

In the LAC region, the economic and environmental dangers of marine pollution necessitate immediate interventions to improve WMR systems and practices to reduce marine debris. Mismanagement of urban and rural waste poses a threat to the surrounding marine environment because many LAC countries are coastal with an extensive network of rivers and waterways. This phenomenon is further exacerbated by the fact that LAC countries have some of the fastest growing cities in the world. These growing and largely urban populations coupled with increasing consumerism necessitates the expansion of effective WMR practices and circular economy principles. For example, in Peru, the per capita generation of waste at the local level has increased by 40 percent over the last 10 years.[138]

[138] TOC UNDP PEI Peru.

Three important elements of the WMR sector context in LAC

There are three important elements that characterize the WMR sector in LAC that should be considered in future programming:

1) LAC governments are adopting new national plans that focus on developing the WMR sector and in some cases, these national plans include gender as an important component. However, it is still unclear to what extent these plans will be implemented.

2) The solid waste management sub-sector in the LAC countries is characterized by weak governance, lack of enforcement and lack of government coordination, capacity and resources. At the local level, few municipal SWM plans exist, which also inhibits the inclusion of gender in the development of SWM activities. A general lack of awareness of the importance of proper waste disposal, sorting and recycling impedes sorting at the source and efficient recycling.

3) Informal sector waste-pickers play a significant and essential role in the WMR systems in LAC. Waste-pickers fill the gap in the limitations of municipal service delivery in urban areas and are instrumental in keeping recyclables out of landfills, dumpsites and waterways.

Women in the WMR sector in LAC

Figure 19: Photo Credit: Environment and Poverty Initiative UNDP/UN Environment.

Women are most visible in the WMR sector as waste-pickers. Many of these women choose waste-picking as the best option available for combining their childcare and household responsibilities with earning an income. Though data is lacking, anecdotal evidence indicates that women are paid less as waste-pickers than their male counterparts because of their restricted access to recyclables in terms of both quality and quantity. Also, female waste-pickers have less access to equipment and vehicles that would facilitate access to different markets as well as increase the recycling of larger quantities or heavier objects. Without childcare options, female waste-pickers may also earn less because they are less willing to travel further from their homes to gather recyclables. Female waste-pickers also experience greater health risks collecting at the dumpsites[139] and are exposed to greater risk of sexual harassment and violence and abuse. The presence of gangs at dumpsites near urban areas can further increase the risk of sexual violence for women. Though women are members of waste-picker associations, it is rare for them to be in leadership roles.

[139] Because they are sorting through waste and collecting smaller objects, women tend to spend a longer time at dumpsites, which increases their exposure to toxic waste.

Waste-pickers frequently sell their recyclables to intermediaries and in some cases to recycling companies. Men visibly engage at these two levels in the recycling process and very little is known about women's involvement. A few women lead established recycling companies, but little is known about women business owners. Access to vehicles, credit and networks, as well as gang activity, form additional barriers to women's engagement as intermediaries or SME owners in recycling. Gender bias and collateral requirements can create difficulties for women to access credit, but these difficulties are compounded due to a lack of interest and awareness in investing in the WMR sector. Data on women as intermediaries and SME owners in the WMR sector is non-existent.

Similarly, little is known regarding women's involvement at the municipality level in WMR. However, this is not unusual or specific to the LAC countries. Little data or visibility of women in the WMR sector characterizes the WMR sector globally. Adherence to traditional gender roles that steer women away from technical or managerial positions, a male-dominated culture, overt or covert discrimination and lack of exposure to the benefits of working in the WMR sector result in limited participation of women. Much can be learned and applied from the proven approaches and best practices process in other traditional male-dominated sectors both in terms of hiring and retention of female employees as well as promotion and advancement. Increasing visibility of women in waste management positions is a key component to this process.

In this way, the WE3 approach is useful as a tool to overcome the tendency for complacency with approaches and projects that only provide nominal benefits to women functioning within traditional gender roles by guiding the development of strategies to increase women's economic opportunities, voice and visibility in decision-making and leadership positions. Given that the WMR sector is male-dominated, successful interventions will necessitate a long-term view and require the active engagement and training of both women and men stakeholders.

Finally, in the face of the enormous challenges that LAC countries face in the pressing need to develop an efficient waste management and recycling sector and mitigate marine pollution, it is critical not to lose a gendered focus. Fully engaging women in non-traditional jobs in the WMR sector and increasing their participation in decision-making and leadership positions expands the talent pool which LAC countries can utilize to successfully tackle current and future WMR sector issues.

5. RECOMMENDATIONS

The challenges facing the WMR sector globally need the added benefits of gender-diverse teams to develop new approaches and increase commitment to sustainable environmentally-friendly solutions. A study analyzing the gender diversity of research and development teams found that companies with more women were more likely to introduce radical new innovations into the market.[140] Another study of more than 1,500 global corporations revealed that the more gender-balanced an executive team, the more likely the company is to invest in renewable power, low-carbon products and energy efficiency.[141]

However, gendered impediments such as sexual harassment limit women's full and equal participation in male-dominated sectors: Though sexual harassment exists in every occupation and industry, it is more

[140] Based on a study of 4,277 companies in Spain over a two-year period (Rock and Grant, 2016).
[141] McElhaney, K. and S. Mobasseri (2012).

prevalent in male-dominated sectors.[142] Overtime, sexual harassment can negatively impact women's workplace opportunities and career decisions, resulting in significant and often overlooked financial consequences.[143] Many women end up taking pay cuts and making sacrifices that harm their careers in order to escape sexual harassment in the workplace.[144]

5.1 GLOBAL SECTOR-LEVEL RECOMMENDATIONS

Drawing on desk review findings, KIIs and lessons learned from USAID's Municipal Waste Recycling Program (MWRP), eight global-level recommendations were developed. At the end of each recommendation, the entry point for interventions is given as well as the specific AD205 domain related to the recommendation is indicated. In cases where multiple ADS 205 domains are related to the recommendation, only the most relevant ADS 205 domain is shown.

1. **Carefully tailor programs at the country level to address gendered barriers to women's economic empowerment along the WMR value chain.** The value chain of engagement within the WMR sector is long, and gendered barriers may vary depending on the part of the value chain being targeted, as well as the specific regional and country-level conditions. A thorough gender analysis with a WE3 lens should be conducted at the country level, identifying specific laws (e.g., equal employment, pay and hiring practices, as well as GBV legislation), awareness and enforcement of legal codes, and cultural norms and practices that impede women's equal and equitable participation. If these gendered barriers are not addressed, the WMR sector will not be able to attract the skills, talents and expertise it needs to address the enormous challenges it faces in addressing land-based and marine pollution.

   Entry points: Key value-chain stakeholders, including municipal governments, private-sector enterprises, recycling organizations and enterprises, women's associations (governmental and non-governmental)

   ADS 205 Domain: Laws, policies, regulations and institutional practices

2. **Incorporate activities that strengthen GBV awareness, prevention and reporting throughout the value chain.** Draw on best practices and gendered approaches developed by USAID for other sectors such as energy and construction, as well as the GBV-integration strategies and best practices outlined in the 2014 USAID toolkit for Integrating GBV Prevention and Response into Economic Growth Projects (focusing on the sections presenting Value Chains, Enterprise Development and Access to Finance). Incorporate these types of strategies in project design and sector development strategies at the Mission level and USAID Washington. Women's participation in the WMR sector will remain low especially in non-traditional roles, if protection against workplace GBV is not ensured.

   Entry points: Municipal governments, recycler associations, recycling companies and NGOs

   ADS 205 Domain: Laws, policies, regulations and institutional practices

3. **Strengthen women's leadership and organization within the WMR value chain.** Identify and work with existing women's organizations in the value chain to build their organizational,

[142] Mclaughlin, H. et al. (2017).
[143] National Partnership for Women & Families (2019).
[144] Mclaughlin, H. et al. (2017).

leadership, and business management skills. Support the creation and expansion of women's networks in the WMR sector linking women at all levels and functions of the value chain within the country and across the region. Without targeted support, women's abilities to lead and significantly contribute to the development of the WMR sector will remain low.

Entry points: WoW, launched by ISWA and local women's organizations, networks and enterprises

ADS 205 Domain: Patterns of power and decision-making

4. **Improve gender equity in access to recyclables for informal male and female waste-pickers and collectors**. Ensure fair access to waste for all groups based on locations (landfills, households, etc.) and collection patterns (varying days and times that waste is collected and disposed). Build on successful models, such as the Payatas Landfill in Quezon City, metro Manila.[145] Without fair access to recyclables, the gender income gap between male and female waste-pickers and collectors will persist.

   Entry points: Municipalities, landfills, recycler associations, waste collection companies

   ADS 205 Domain: Access to and control over assets and resources

5. **Increase women's access to, understanding and application of market information**. Build the capacity of informal female waste-pickers and women entrepreneurs to understand and track changes in the recyclables market in order to better negotiate prices and to strategically plan for market fluctuations. Increasing women's access to market information will enable women to improve their income and livelihoods.

   Entry points: Recycler cooperatives and associations, small- and medium-sized recycling centers

   ADS 205 Domain: Access to and control over assets and resources

6. **Increase access to credit and professional training for female recyclers** to start and grow small-scale recycling enterprises, cooperatives, and ancillary businesses. Partner with existing microfinance institutions, credit unions or other financial institutions that already have successful programs targeting women to develop specialized lines of credit for various recycling sector enterprises. Work with USAID's Development Credit Authority (DCA) to establish credit guarantees for women-owned enterprises and other partners to establish seed funds. Provide capacity building for female recyclers to form and register businesses and provide technical training and support in contract negotiations and partnership building with the private sector and municipal government. For example, a program developed by a local credit union (COOPSMA) in Guatemala ended the practice of charging women higher interest rates and introduced home visits, which saved women entrepreneurs the time and effort of traveling to the credit union's offices and provided them with tailored information on other products and services specific to their needs.[146] Kiva could also provide another form of accessible financing (see Box 9). Limited access to credit can result in stunting business growth and limit the opportunities for women to improve their income and livelihoods in the WMR sector.

[145] Kaza, S. et al. (2018:131).

[146] For more information see: Aidis, R. (2018) Guatemala Women's Entrepreneurship Diagnostic, USAID report

Entry points: Microfinance institutions, credit unions and cooperatives, NGOs, women's associations, private-sector companies active in plastics recycling/marine litter initiatives, USAID PACE program

ADS 205 Domain: Access to and control over assets and resources

Box 9: KIVA - An alternative funding option for women in WMR in LAC

A possible funding option for businesses in the WMR sector in the five countries in LAC could be Kiva - an international nonprofit organization that connects individual lenders with mainly women-owned businesses seeking small loans in 85 countries. Through its online portal, Kiva provides businesses with 0 percent interest loans for up to 36 months. There are currently 489 active loan requests from women business owners, groups and cooperatives based in the five focus countries in LAC on the Kiva portal: 278 loan requests in El Salvador, 15 loan requests in the Dominican Republic, 72 loan requests in Guatemala, 55 loan requests in Honduras and 69 loan requests in Peru. Most loan requests range from a few hundred dollars to several thousand USD. However, there is currently a 60,000 USD loan request from El Salvador to help build a processing facility to boost small farmer income and generate long-term jobs for the community. The processing facility employees will be 75 percent women.

Source: www.kiva.org

7. **Demystify waste and recycling as masculine work, at all levels of the value chain.** Engage and support awareness-raising and capacity-building interventions for key recycling value-chain stakeholders as well as academic and technical institutions. Improve and/or incorporate gender-sensitive human resources practices in recycling companies and municipal governments and assist with adoption and enforcement. Work with key stakeholders and relevant programs at academic and technical institutes to attract, promote and retain women in waste management and recycling employment. Assist stakeholders to adapt existing USAID strategies for improving gender-sensitive human resources practices that have been developed for other male-dominated sectors such as utilities and public works. Incorporating social and behavioral change communications (SBCC) may be a useful approach for the traditionally male-dominated WMR value chain. USAID's Engendering Utilities report highlighting best practices provides useful strategies that could be applied in the WMR sector.[147]

   Entry points: Key stakeholders, including municipal government, private-sector recycling companies (large and small), academic and technical institutions

   ADS 205 Domain: Cultural norms and beliefs

8. **Substantively include women at the table in planning at all levels.** Ensure women's active participation at all levels of activities ranging from project design and impact evaluations at the mission level to engagement with stakeholders such as the municipal planning and policy staff. USAID's Engendering Utilities report includes a section titled "Employee Development System," providing useful strategies that could be applied in the WMR sector.[148] Women need to be present and on equal footing in order to be able to significantly contribute to project planning and evaluation activities.

   Entry points: USAID Washington and missions, municipal government, implementing partners

   ADS 205 Domain: Patterns of power and decision-making

[147] Maday, R and C. Novak (2018).
[148] Ibid.

5.2 REGIONAL RECOMMENDATIONS FOR LAC

In order to meet their waste management and recycling goals, USAID missions in the LAC region need to address the existing bias perpetuated in the male-dominated WMR sector. Homogenous male-only groups may feel more effective and collaborative, but recent research shows that even though working in gender-diverse teams may take more effort, they tend to lead to more effective performance.[149] In fact, working on diverse teams produces better outcomes precisely because it's harder.[150] By fully engaging women in non-traditional jobs in the WMR sector and increasing their participation in decision-making and leadership positions, LAC countries can expand the diversity of their talent pool to tackle current and future WMR sector issues and meet USAID mandates and WE3 priorities.

Figure 20: A municipal waste worker in LAC collects recyclables from public receptacles. Photo credit: DESCO

1. **The design of WE3 interventions in the recycling sector in the target LAC countries must be tailored to specific country conditions and value-chain stakeholders.** This approach should include capacity building for women – such as leadership, negotiations, awareness of legal rights and strategies to address unfair or gender bias cultural norms and practices – as well as "gender sensitization and transformation" training for men on "egalitarian and positive expressions of masculinities," that include awareness-raising and prevention of sexual harassment and violence against women in the workplace appropriately tailored to stakeholders at different levels in the value chain and the specific barriers faced by women at those levels.[151] In the project design phase, therefore, it is important to conduct an in-depth assessment of the specific nuances that exist for the target group paying special attention to local issues of intersectionality. For example, GBV vulnerabilities may be exacerbated due to criminal and gang control of informal aspects of the WMR sector in LAC countries.

   Given the very incipient nature of the sector and to ensure sustainability of the initiatives, capacity building will be required on a regular basis. Thus, it is recommended to build the capacity of local trainers and organizations in the private sector to carry out this work over the long-run in the WMR value chain. Beyond technical assistance, careful attention must be paid to how interventions in the

[149] Rock, D. et al. (2016)
[150] Ibid.
[151] Most initiatives in the area of gender-transformation training are relatively new and as such their impact is not yet fully documented. However, in the agriculture sector in Bangladesh, where women are typically paid 50% less than men, CARE Pathways was able to engage male day laborers in a Fair Wage Initiative as active supporters alongside women during rallies and in meetings with landowners to negotiate fairer wages. As a result of the joint advocacy, 7,077 women received increased wage rates and landowners began allowing lactating women to bring their babies and nurse them at work. For further information see: Engaging Men and Boys in Food and Nutrition Security: The Hidden Half of Gender Equality Programming (2014) https://www.spring-nutrition.org/events/engaging-men-and-boys-food-and-nutrition-security-hidden-half-gender-equality-programming

five target countries in LAC may impact intra-regional trade in plastics. In short, improvements in the plastics recycling market in one country could decrease the flow of plastics to another, driving down production and prices, which can further weaken the already vulnerable lower links in the value chain. El Salvador, for instance, exports more than 40 percent of its plastic waste to Central American countries. In 2014, El Salvador exported 92 percent of its plastic waste to Honduras alone.[152] Significant improvements in the recycling sector in El Salvador (where municipalities are looking to break a long-held private-sector waste management company contract in order to begin generating revenue from plastics recycling), could inadvertently result in a reduced supply of plastics to processors in Honduras, thereby destabilizing the plastics recycling market in that country.

Entry Point: Recycler cooperatives and associations, small scale recycling centers, recycling companies, local government entities, women's associations and NGOs

ADS 205 Domain: Laws, policies, regulations and institutional practices

2. **Interventions for improving the livelihood and conditions for informal female waste-pickers should incorporate a multi-faceted approach**. A "one-size-fits-all" model for informal female waste-pickers does not take their specific conditions and needs into account. Current research on female waste-pickers indicates that in order to improve their conditions, some women would like to formalize their work (as sorters, collectors, door-to-door recyclers), while other women would like to increase their safety and income earned informally either individually or organized into cooperatives. Lack of childcare is often a key impediment for women to formalize their activities. It is important for initiatives to consult with female waste-pickers and develop initiatives that meet their specific needs. Projects geared towards improving the conditions for female waste-pickers should take their specific needs into account as well as include further steps to increase their ability to move up the value chain (such as skill building, empowerment training, and access to credit and transportation equipment).

   Entry Points: Recycler organizations, NGOs, landfills and dumps sites

   ADS 205 Domain: Access to and control over assets and resources

3. **Foster and support strategies to increase women's access to capital and equipment** in the waste and recycling sector. Work with existing microfinance institutions, credit unions, financial institutions, NGOs, and USAID's Development Credit Authority starting with organizations that already have a track record with customized programs for women to unlock financing for waste and recycling SMEs. In addition, where they exist and/or were once established, work with female recyclers and women-run enterprises to take advantage of provisions for recycling incentives in existing legislation (e.g. Honduras and El Salvador). While these incentives are not specific to women, they present an opportunity for the sector that is not currently being tapped.

   Entry Points: Microfinance institutions, credit unions and other lending institutions that already have successful strategies to increase women's access to credit

   ADS 205 Domain: Access to and control over assets and resources

[152] Source: Lobo, S., et al. (2016).

4. **Integrate gender in municipal WMR plans**. Women's pivotal role in the recycling sector and the relatively nascent development of the sector in LAC present both a huge obstacle and a tremendous opportunity to integrate gender in ongoing and upcoming revisions and roll-outs of WMR policies and plans. Work with municipal governments to: (a) assess and integrate gender in institutional and WMR sector policies, plans and projects; (b) assist with training staff and raising awareness on the gender dimensions of waste and WE3, which should include gender sensitization, positive masculinities and gender-transformation components; and (c) identify entry points for municipal engagement with female recyclers and facilitate partnerships and innovation on issues of mutual interest, e.g., enforcement of plastics bans, segregation of waste requirements; and (d) capacity building to collect sex-disaggregated data.

   Entry Points: National and municipal government, regulators and associations of municipalities

   ADS 205 Domain: Laws, policies, regulations and institutional practices

5. **Within the formal recycling sector, encourage the adoption of non-discriminatory human resource practices that facilitate the attraction, promotion and retention of female talent.** Initiate through informal discussions and presentations about the contributions of women and the benefits of hiring female employees. Draw on the experiences, lessons learned, and tools generated through USAID environment, infrastructure, and basic services programs, including the Engendering Utilities project and other relevant projects in the areas of power, water and construction.[153]

   Entry Point: Partnering with municipal governments, small-scale recycling centers and small- and large-scale recycling companies

   ADS 205 Domain: Laws, policies, regulations and institutional practices

6. **Strengthen women's leadership and organizations within the local, national, and regional WMR sector.** Identify and work with existing female recyclers, recycler organizations, labor organizations, and women entrepreneurs, leaders, and organizers in the WMR sector to build their organizational, leadership, and business management skills. Support the creation and expansion of women's networks in WMR linking women at all levels within the country and across the region.

Figure 21: National recycler movements organize for march in Brazil. Photo Credit: ISWA.

   Entry Point: Recycler organizations, networks and enterprises; municipal government and other quasi-government associations overseeing waste management and recycling

   ADS 205 Domain: Laws, policies, regulations and institutional practices

[153] USAID is currently working in El Salvador and the Dominican Republic with the Engendering Utilities program, which has developed approaches that can be applied to the WMR sector.

7. **Leverage existing voluntary social responsibility certification programs** that promote gender equality and a GBV-free workplaces to increase women's participation and advancement in private-sector WMR companies, such as the Gender Equality Seals in Honduras and the Dominican Republic (in development in El Salvador), *El Sello Empresa Segura*[154] in Peru, ESR certificate by *Fundahrse* in Honduras, *Fundemos* in El Salvador, CentraRSE in Guatemala, ECORED in the Dominican Republic and the *Integrarse* Alliance in Latin America.

   Entry Point: Country-specific and regional certification programs and alliances

   ADS 205 Domain: Laws, policies, regulations and institutional practices

5.3 AGENCY AND MISSION-LEVEL RECOMMENDATIONS

1. **Strengthen expertise and understanding of the gender dimensions of WMR within USAID**. Provide specialized training in gender sensitization and transformation as it relates to waste management and recycling to relevant USAID Washington and mission staff, implementing partners and other relevant stakeholders. At the USAID Washington and mission levels, provide gender sensitization and transformation programs to WMR staff to ensure strong coordination between WMR and gender experts working in project design and evaluation and to develop user-friendly resources to guide gender integration in recycling projects.[155] Furthermore, ensure strong coordination in gender-integration efforts across relevant sectors in which USAID operates to maximize synergies. For example, support gender mainstreaming efforts in a ministry that oversees both water and solid waste management.

   Entry points: USAID Washington and missions

   ADS 205 Domain: Cultural norms and beliefs

2. **Address the need for sex-disaggregated and gendered data.** The problem of data collection in the sector and vis-à-vis women is too massive for any one entity to tackle, yet it remains critical to making informed decisions to advance WE3. In addition, significant quantitative research is required to document the gender dimensions of WMR, specifically to better understand how gender interventions can increase the effectiveness of the sector and which interventions are most effective. In the absence of reliable data and benchmarks, as well as specialized expertise in gender and WMR, missions will require support in gendered data collection for USAID-funded projects in the sector. Moreover, USAID's experience with MWRP in southeast Asia indicates that there is also a need to provide capacity building to local grantees in gendered data collection and analysis for this reporting requirement to be successfully fulfilled.

   Entry points: USAID-implementing partners and grantees; high-level international and regional sector and donor forums such as the International Solid Waste Association World Congress, the UN Environment Assembly and the World Urban Forum, among others; partnerships with donors, NGOs, multilateral agencies and global alliances active in solid waste management and recycling

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[154] *El Ministerio de la Mujer y Poblaciones Vulnerables* - Peru (MIMP). (2011). *Empresa Segura, libre de violencia y discriminación hacia la mujer*.

[155] For example, in Latin America, the Inter-American Development Bank – together with Coca-Cola and the Avina Foundation – developed a comprehensive and practical toolkit for donors, governments, NGOs, CBOs and recycler organizations to support the design, implementation, monitoring and evaluation of projects: "Gender and Recycling: Tools for Project Design and Implementation," Regional Initiative for Inclusive Recycling, 2013.

ADS 205 Domain: Laws, policies, regulations and institutional practices

3. **Build awareness of the gender dimensions of waste at the global level**. The recent passage of the SOS and WEEE Acts of 2018, along with the White House's launch of the W-GDP and its focus on advancing WE3 by supporting women entrepreneurs and women in the work force, places USAID in a position to convene and set an agenda in the international donor community around the importance of WE3 in WMR. This can be done by: (1) participating and presenting at key global donor forums; (2) sharing knowledge and lessons learned; and (3) spearheading regional gender and WMR sector working groups comprised of key regional stakeholders to coordinate data-collection efforts.

   Entry points: USAID-implementing partners and grantees; high-level international and regional sector and donor forums such as the International Solid Waste Association World Congress, the UN Environment Assembly and the World Urban Forum, among others; partnerships with donors, NGOs, multilateral agencies and global alliances active in solid waste management and recycling

   ADS 205 Domain: Cultural norms and beliefs

6. ANNEXES

ANNEX A: STATEMENT OF WORK

USAID/E3/Urban Women's Economic Empowerment Analysis in Municipal Waste Recycling in LAC

1. OBJECTIVE

USAID E3/Land and Urban (LU) office is currently considering designing a new global program to reduce land-based sources of marine plastic pollution with an initial focus on the LAC region. This new program is envisioned to build largely on its Municipal Waste Recycling Program, currently implemented in southeast Asia. As part of this new design, E3/LU and E3/GenDev are collaborating to ensure the integration of women's economic empowerment into the activity design, in addition to its integration and gender considerations throughout the activity. In order to best understand the context, opportunities, challenges and innovative ways to integrate, address and strengthen women's economic empowerment in the LAC municipal waste management and recycling sector, E3/LU and E3/GenDev request that Banyan Global, through the women's economic empowerment and equality (WE3) technical assistance (TA) task order, conduct a limited WE3 analysis to inform the design of the follow-on activity. This analysis should broadly cover gender and women's economic empowerment issues impacting the waste management and recycling sector and identify opportunities and recommendations for interventions that will strengthen and scale women's economic empowerment in the sector. The geographic scope of the analysis will be global in general with specific focus on LAC. Country-level analysis of the Dominican Republic, Guatemala, El Salvador, Honduras and Peru will be based on a limited number of key stakeholder interviews and documents.

Additionally, this will provide WE3 TA an opportunity to pilot tools, templates and processes for conducting WE3 analyses that can be shared more broadly throughout USAID and influence how Agency stakeholders assess, design, monitor and evaluate WE3 interventions and impact.

2. BACKGROUND

The Municipal Waste Recycling Program (MWRP) is currently being implemented in southeast Asia by Development Innovation Group (DIG) through an Annual Program Statement (APS). The U.S. Congress has directed USAID to use small grants to support efforts for reducing plastic waste that threatens human health and the environment. The overarching goal of the MWRP is to provide grants and technical assistance to organizations operating projects in Indonesia, the Philippines, Sri Lanka and Vietnam related to improving solid waste management and recycling, thereby contributing to the reduction of discarded plastics entering the oceans. In each of the four countries, inadequate waste management practices, particularly in coastal towns and cities, result in plastics pollution negatively impacting the marine environment. This failure to manage solid waste and plastics results in widespread damage to ocean environments and biodiversity, loss of livelihoods for coastal community residents and public health problems. In addition to their detrimental effect on marine environments,

these fundamental solid waste management issues result in serious employment challenges and stunt the development of local commerce and tourism. To address these challenges, it is critical to utilize sustainable municipal solid waste management approaches that maximize job creation and economic development opportunities, taking into account local social dynamics (in particular those affecting informal waste collectors), gender and youth issues.

More information about the MWRP can be found here and a detailed APS here.

3. METHODOLOGY

In order to identify and understand key women's economic empowerment challenges and opportunities, as well as key gender issues and dynamics, this WE3 gender analysis will examine gaps and differences between women and men in the waste recycling sector globally and specific for LAC region. WE3 TA will work with E3/LU and E3/GenDev to develop key research questions that address the types of subject matter below:

- What are key barriers to economic empowerment for women working in the waste recycling sector? How are they different for women and men and for women working in different roles within the sector?
- What data exists on the role of women in the sector globally? In LAC region? What efforts, if any, have been undertaken to increase data and information on the role of women in the sector?
- How do women's contributions in the sector lead to recycling, waste management, environmental goals?
- What are common challenges women in the waste management sector face? How does intersectionality impact their experiences in the sector and ability to leverage empowerment opportunities?
- How much are women versus men paid in the sector for different roles?
- What explicit and implicit restrictions in the sector limit women's empowerment and economic opportunity?
- What are GBV concerns and issues that women in the sector face? How does it impact their ability to leverage empowerment opportunities?
- What decision-making and leadership roles and opportunities do women in the sector have globally and in LAC?
- What role do women have in collective action and organizing in the sector? Are they excluded from organizing efforts that increase safety and wages?

The final structure of WE3 gender analysis will be based on the WE3 gender analysis documents in development under WE3 TA. The WE3 gender analysis documents will align with ADS 205. Key issues in the ADS 205 domains typically involves examining:

- Differences in the status of women and men and their differential access to assets, resources, opportunities and services.
- The influence of gender roles and norms on the division of time between paid employment, unpaid work (including subsistence production and care for family members) and volunteer activities.

- The influence of gender roles and norms on leadership roles and decision-making.
- Constraints, opportunities and entry points for narrowing gender gaps and empowering females.
- Potential differential impacts of development policies and programs on males and females, including unintended or negative consequences.

Banyan Global will send an inception report outlining detailed methodology, workplan and Gender Assessment table of contents for approval by USAID before the assessment begins. The overall analysis will be limited and will identify broad trends in the sector versus a comprehensive in-depth analysis.

4.RESULTS AND GOALS

The expected result from this analysis is a key set of recommendations that can be incorporated into new waste management and recycling programs, as well as an overview of key findings from the data and evidence that can assist in decision-making and prioritization of inclusion of WE3 into USAID waste recycling activities.

5.DELIVERABLES

1. Inception report, including a detailed methodology, workplan and table of contents:

Illustrative components of the inception report are detailed below.

- Detailed methodology
  - WE3 gender analysis structure and methodology in line with the WE3 TA-developed documents
  - Key roles and responsibilities of team members
  - Compilation of limited secondary data to be used in desk review (global and LAC regional)
  - Selection and profiles of limited key informants globally, regionally, and country specific
  - Remote consultation process and instruments to be used for remote primary data collection
  - Process and structure to present preliminary findings
  - Any need for databases for statistical analysis

- Work plan including but not limited to
  - Detailed schedule of desk-review activities
  - Development of question guide and structure
  - Key informant/expert interviews and fieldwork
  - Time for data processing and analysis
  - Drafting of desk-review key findings and recommendations
  - Drafting of overall key findings and recommendations
  - Drafting of final assessment report
  - Other relevant information regarding the assessment.

- Table of Contents is the outline for the gender-assessment report

<u>USAID inputs for inception report</u>

a. Provide a contact list (name, email and phone number) for the following:
    i. Key USAID staff globally
    ii. Key global, regional, and/or country-based stakeholders
    iii. Key experts in the waste management and recycle sector globally, regionally, and in each of the five countries (the Dominican Republic, Guatemala, El Salvador, Honduras and Peru)
b. Send out an introductory email to key internal and external partners about the gender analysis
c. Share/upload the key waste management and recycling documents from both USAID and non-USAID sources globally and regionally
d. Review the inception report and provide feedback
e. Approve Final Inception Report

2. Key informant interview list (remote) and interview guide with questions

<u>USAID inputs for key informant interview list and interview guide with questions</u>

a. Continue to provide key contact information globally, regionally and at the country level as new contacts become available
b. Share list with five LAC Missions for their feedback
c. Review key informant interview list and interview guide with questions and provide feedback
d. Approve final key informant interview list and interview guide with questions

3. Desk review (secondary-document sources) summary of findings and recommendations globally and regionally

<u>USAID inputs for desk review</u>

a. Share/upload NEW key waste management and recycling documents from both USAID and non-USAID sources globally, regionally, and at the country level as they become available
b. Review desk review key findings and provide feedback
c. Approve final desk review findings

5. Draft gender-assessment report (in English)

<u>USAID inputs required for gender-assessment report</u>

a. Review draft gender-assessment report and provide feedback

6. Final gender-assessment report incorporating USAID feedback on draft report

USAID inputs required for gender-assessment report

a. Review final gender-assessment report and provide feedback
b. Approve final gender-assessment report

7. Fact sheet on gender and waste recycling

USAID inputs required for fact sheet

a. Provide examples of preferred type of fact sheets (if available)
b. Review draft fact sheet and provide feedback
c. Approve final fact sheet

8. WE3 gender analysis documents and related tools tested and lessons learned captured to be incorporated into WE3 guide at a future date

6.SCHEDULES AND LOGISTICS

The draft gender-assessment report in March 2019 will inform the design of the new LAC-focused waste recycling program.

7.TEAM COMPOSITION

The assessment team should be comprised of an expert in women's empowerment and gender analysis as well as at least one member who is experienced working in the waste management and recycling sector. Spanish language is likely necessary and will be prioritized.

ANNEX B: DOCUMENTS CONSULTED FOR LITERATURE REVIEW

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ANNEX D: KEY INFORMANT INTERVIEWS

	Date/Time	Organization	Contact Method/Information	Attendees
1	January 16, 2019 1:30pm EST	USAID – HQ	Telephone call	• Clare Romanik, Urban Resilience Advisor
2	January 18, 2019 3:00pm EST	World Bank	Telephone call	• Silpa Kaza, Urban Development Specialist
3	January 23, 2019 11:30am EST	Ocean Conservancy	Telephone call	• Susan Ruffo, Managing Director, Special Initiatives • Keondra Bills Freemyn, Manager, International Government Relations
4	January 28, 2019 9:30am EST	USAID – Peru	Telephone call	• Katia Villanueva, Program Manager Specialist
5	January 28, 2019 11:30am EST	USAID- El Salvador	Telephone call WhatsApp	• Ruben Aleman, Project Manager
6	January 29, 2019 10:00 EST	ACESPA - Central American Association for the Economy, Health and the Environment	Telephone call Skype	• Victoria Rudin Vega, Director
7	January 29, 2018 8:00pm EST	USAID - Philippines	Telephone call	• Marian Cruz Navata, Urban Planning Specialist • Bernadette Cariaga, Gender Specialist
8	January 30, 2019 12:30pm EST	USAID - Honduras	Telephone call Skype	• Sofia Mendez Castillo, Project Manager Specialist
9	January 30, 2019	USAID - Indonesia	Telephone call	• Nur Endah Shofiani, Project Manager Specialist (WASH)

	7:45pm EST			• Mispan Indarjo, Point of Contact for Mission Concurrence Activity/MWRP • Jipy Priscilia, Gender Specialist • Trigeany Linggoatmodjo, Senior WASH Specialist
10	February 4, 2019 2:00pm EST	USAID - Guatemala	Telephone call	• Regina Soto, Mission Environment Officer
11	February 6, 2019 5:00pm EST	IDB - Honduras	Telephone call	• Estrella Peinado-Varas, Housing and Urban Development, Climate Change and Sustainability Department
12	February 11, 2019 10:00am EST	Independent Consultant and Co-founder Women of Waste (WoW)	Telephone call	• Maria Tsakona, Environmental Engineer
13	February 11, 2019 11:30am EST	WIEGO	Telephone call	• Sonia Dias, Sector Specialist, Waste-Pickers • Ana Carolina Ogando, Research Associate • Taylor Cass Talbott, Inclusive Recycling Project Officer • Frederico Parra, Regional Coordinator, Waste-Pickers Latin America
14	February 12, 2019 10:30am EST	Circulate Capital	Telephone call	• Grant Collins, Advisor
15	February 12, 2019 1:00pm EST	USAID – the Dominican Republic	Telephone call	• Erick Conde, Project Management Specialist/MEO, Agriculture and Environment Office • Ron Savage, Agriculture and Environment Officer • Luis Duran, Inclusive Development Specialist • Aneliya Nikolova, Development Program Specialist

16	February 12, 2019 8:00pm EST	USAID- Vietnam	Telephone call	• Corina Warfield, Acting Director, Environment and Social Development Office
17	February 27, 2019 9:00am EST	USAID - Honduras	Telephone call	• Michelle DaPra Wittenberger, Deputy Program Officer • Ritza Aliyez, Gender and Inclusion Specialist
18	February 27, 2019 10:30 am EST	International Solid Waste Association (ISWA) and Women of Waste (WoW)	Telephone call	• Georgina Nitzsche - International Partnerships and Events (ISWA) and co-founder WoW
19	February 28, 2019 11:30 am EST	Vanguardia Group Honduras	Telephone call	• Sofía Moya de Peña, Managing Director • Ruth García, Recycling Production Manager • Mariangela Peña, Research and Development
20	February 28, 2019 10:00 am EST	Banyan Global Honduras	Telephone call	• David Morgan, Senior Program Coordinator
21	March 4, 2019 9:30 am EST	Independent Consultant and Researcher and Women of Waste (WoW)	Telephone call Skype	• Gabriela Garces, Environmental Research and Management, Water, Waste Ecosystems, Bioenergy with expertise in Peru and Co-founder (WoW)
22	March 4, 2019 11:00 am EST	RISE Research Institutes of Sweden & Women of Waste (WoW)	Telephone call Skype	• Frida Jones, Researcher, and Project Manager and Co-founder (WoW)
24	March 5, 2019 10:00 am EST	UNDP - Peru	Telephone call	• Jorge Alvarez, Program Officer, Poverty and Environment Initiative (PEI)
25	March 6, 2019 11:30am	Banyan Global Honduras	Telephone call	• Louis Alexander, Principal Associate, Workforce Development Program in Honduras

ANNEX E: KEY DATA AND STATISTICS

Table 1: ACCESS TO CAPITAL[157]

	Inheritance Rights	Access to Land	Labor Force Participation	Informal Finance	Formal Finance	**Overall Access to Capital Score**
The Dominican Republic	5	5	2.7	0.7	2	**3.1**
El Salvador	5	2.5	2.5	2	1.4	**2.7**
Guatemala	5	2.5	1.9	2.8	1.2	**2.7**
Honduras	2.5	2.5	2.3	2.3	0.9	**2.1**
Peru	2.5	2.5	3.6	2.9	1	**2.5**
Latin America and the Caribbean	3.8	3.7	2.8	2.7	1.6	**2.9**
Key – scores range from 0-5 (higher is better)						

Table 2: ACCESS TO MARKETS[156]

	Entrepreneurship	Water and Sanitation	Road Quality	**Total Access to Markets Score**
The Dominican Republic	3.7	3.5	3	**3.4**
El Salvador	2.3	3.9	2.7	**3.0**
Guatemala	3.2	3.9	0.3	**2.5**
Honduras	2.3	4.2	2	**2.8**
Peru	4.2	3.4	2.1	**3.2**
Latin America and the Caribbean	3.2	4.1	2.5	**3.3**
Key: scores range from 0-5 (higher is better)				

[156] The "Access to Markets" domain includes data related to water and sanitation, women's entrepreneurship and road quality.

- The "Entrepreneurship" dimension focuses on the cost for women to start a business.
- The "Water and Sanitation" dimension assesses access to improved water and sanitation facilities in rural and urban areas.
- The "Road Quality" dimension assesses the quality of roads.

[157] The "Access to Capital" domain includes data related to women's access to formal and informal financial services, access to land, inheritance rights of daughters and widows and female labor force participation.

- The "Inheritance Rights" dimension measures whether daughters have equal rights to their male counterparts as heirs. In addition, the dimension assesses whether widows and widowers have equal inheritance rights.
- The "Access to Land" dimension looks at whether women and men have equal and secure access to land use, control and ownership.
- The "Labor Force Participation" dimension looks at the proportion of the female population aged 15 and older that is economically active.
- The "Informal Finance" dimension examines female access to informal financial services, such as borrowing from family, friends or private informal lenders.
- The "Formal Finance" dimension examines female access to formal financial services, such as holding an account, saving and borrowing from financial institutions.

Table 3: INNOVATION AND TECHNOLOGY[158]

	Environment	Science and Technology	Information and Technology	**Total Innovation and Technology Score**
The Dominican Republic	4.3	2.7	0.1	**2.4**
El Salvador	3.2	2	-[159]	**2.6**
Guatemala	3.1	-	-	**3.1**
Honduras	3.1	2.4	-	**2.8**
Peru	4	0.3	-	**2.2**
Latin America and the Caribbean	3.4	2.5	0.6	**2.2**
Key: scores range from 0-5 (higher is better)				

Table 4: LEADERSHIP, VOICE AND AGENCY[160]

	Private Sector Leadership	Political Leadership	Positions of Influence in Academia	**Total Leadership, Voice and Agency Score**
The Dominican Republic	5	1.6	4.1	**3.6**
El Salvador	5	2.4	4.7	**4.0**
Guatemala	3.3	1.2	-	**2.3**
Honduras	3.3	2	3.8	**3.0**
Peru	5	2.2	-	**3.6**
Latin America and the Caribbean	3.8	2.2	3.6	**3.2**
Key: scores range from 0-5 (higher is better)				

[158] The "Innovation and Technology" domain includes data related to the environment, women's participation in science and technology, and women's access to computers and the Internet.

- The "Environment" dimension measures household air quality and wastewater treatment.
- The "Science and Technology" dimension looks at female enrollment and graduates in science and technology programs.
- The "Information Technology" dimension looks at female access to computers and computers with internet.

[159] A score of "N/A" means that the country does not have data since 2001.

[160] The "Leadership, Voice and Agency" domain includes data related to women's role in positions of influence in academia and women in private sector and political leadership.

- The "Private Sector Leadership" dimension examines whether women can do the same jobs and job-related tasks as men.
- The "Political Leadership" dimension examines women's political involvement in national parliament, government ministries and as heads of state
- The "Positions of Influence in Academia" dimension looks at the numbers of female teachers in primary and secondary education who are trained.

Table 5: SKILLS, CAPACITY-BUILDING AND HEALTH[161]

	Laws About Domestic Violence	Education	Mortality and Life Expectancy	New HIV Infections	**Total Skills, Capacity-Building and Health Score**
The Dominican Republic	5	4	2.5	-	**3.8**
El Salvador	5	3.5	2.7	-	**3.7**
Guatemala	5	2.7	2.4	-	**3.4**
Honduras	5	3.9	2.4	-	**3.8**
Peru	5	3.7	2.8	4.9	**4.1**
Latin America and the Caribbean	4.8	4	2.6	4.5	**4.0**
Key: scores range from 0-5 (higher is better)					

[161] The "Skills, Capacity-Building and Health" domain includes data related to women's education, female mortality and life expectancy, women with new HIV infections and domestic violence legislation.

- The "Laws About Domestic Violence" dimension examines whether there is domestic violence legislation, specialized courts or procedures for cases of domestic violence.
- The "Education" dimension assesses female inclusion in education by examining female adult and elderly literacy rates, educational attainment and secondary general education.
- The "Mortality and Life Expectancy" dimension examines various health indicators related to female adult and maternal mortality rates, life expectancy and obesity.
- The "New HIV Infections" dimension assesses new HIV infections for female youth and adults.

ANNEX F: LEGAL FRAMEWORK FOR SWMR AND WE3 IN FOCUS LAC COUNTRIES

Table 1: SWM Legislation in Focus LAC Countries

SOLID WASTE MANAGEMENT AND RECYCLING LEGISLATION					
Country	**Legal Instrument**	**Status**	**Related Issues Addressed**		
			Recycling	**Gender**	**Informal Sector**
El Salvador	Environmental Law (1998)	In force	Yes	Not mentioned	Not mentioned
	National Environmental Strategy (2013)	In force	No data	No data	No data
	Solid Waste Management Improvement Plan for El Salvador (2010)	In force	No data	No data	No data
Guatemala	National Policy for Integrated Solid Waste Management (2015)	In force. Approval of National Policy and Law on Comprehensive SWM pending.	Yes	Yes	Yes
Honduras	Integrated Solid Waste Management Regulation (2010)	In force	Yes	Not mentioned	Not mentioned
The Dominican Republic	Dominica Clean Program (*Dominica Limpia*) (National-integrated SMW policy for municipalities)	In force. Approval of Integrated SWM Policy pending.	Yes	Not mentioned	Yes
Peru	Integrated Solid Waste Management Law (2016)	In force	Yes	Yes	Yes
	Solid Waste Management National Plan (PLANRES) 2016-2024	In force	Yes	Yes	Yes

Table 2: Gendered legislation in focus LAC countries that may affect employment and business growth opportunities for women

	The Dominican Republic	El Salvador	Guatemala	Honduras	Peru
Employment					
Does the law mandate equal remuneration for work of equal value?					
Does the law mandate nondiscrimination based on gender in hiring?					
Does the law mandate nondiscrimination based on gender in promotions?					
Does the law mandate nondiscrimination based on gender in dismissal?					
Is it prohibited for prospective employers to ask about family status?					
Can women* do the same jobs as men?					
Can women* work in jobs deemed morally or socially inappropriate in the same way as men?					
Sexual Harassment in the work place					
Is there legislation on sexual harassment in employment?					
Are there civil remedies for sexual harassment in employment?					
Are there criminal penalties for sexual harassment in employment?					
Sexual Harassment – General					
Is there legislation that specifically addresses sexual harassment?					
Sexual Harassment in Education					
Is there legislation on sexual harassment in education?					
Sexual Harassment in Public Places					
Is there legislation on sexual harassment in public places?					
Access to Credit – Important for Business Owners					
Does the law prohibit discrimination by creditors based on sex or gender in access to credit?					
Does the law prohibit discrimination by creditors based on marital status in access to credit?					

Key: Unmarked cells indicate the presence of legislation. Shaded cells indicate the lack of legislation;
* = Nonpregnant and non-nursing women
Source: Women Business and the Law 2018 database (https://wbl.worldbank.org/)

ANNEX G: RELEVANT REGIONAL AND NATIONAL ORGANIZATIONS IN LAC

Table 1: LAC REGIONAL AND NATIONAL GOVERNMENTAL ENTITIES

GOVERNMENTAL ENTITIES	LOCATION	WEBSITE
Regional Entities		
Economic Commission of LAC (ECLAC)	LAC	www.cepal.org/en
Forum of Ministers of Environment of LAC	LAC	http://hdl.handle.net/20.500.11822/26436
Country-Specific Entities		
Dominican Federation of Municipalities (FEDOMU)	The Dominican Republic	http://fedomu.org.do
Federation of Municipal Districts (FEDODIM)	The Dominican Republic	Unavailable
Ministry of Environment and Natural Resources (MARN)	El Salvador	http://www.marn.gob.sv/
National Commission on Solid Waste (CONADES)	Guatemala	Unavailable
MARN	Guatemala	http://www.marn.gob.gt/
Association of Municipalities of Honduras (AMHON)	Honduras	Unavailable
Ministry of Energy, Natural Resources, Environment and Mines (*Mi Ambiente*)	Honduras	www.miambiente.gob.hn
National Institute for Women (INAM)	Honduras	http://www.inam.gob.hn
Ministry of Environment (MINAM)	Peru	http://www.minam.gob.pe/

Table 2: LAC REGIONAL AND NATIONAL NON-GOVERNMENTAL ENTITIES

NGOs AND ASSOCIATIONS	LOCATION	WEBSITE
Country-Specific NGOs and Recycler Associations		
Zurza Environmental Sanitation Foundation (FUNDSAZURZA)	The Dominican Republic	Unavailable
National Movement of Recyclers of the Dominican Republic (MNRRD)	The Dominican Republic	Unavailable
Entity of Community Sanitation in La Zurza	The Dominican Republic	Unavailable
The Movement of Recyclers	El Salvador	Unavailable
National Foundation for Development (FUNDE)	El Salvador	http://funde.org/
Asiplastic - Salvadoran Plastics Industry Association	El Salvador	http://www.asiplastic.org/
Guatemalan Recyclers Business Association	Guatemala	Unavailable
RED LACRE-Guatemala	Guatemala	www.redrecicladores.net
Honduran Foundation for Corporate Social Responsibility (FUNDAHRSE)	Honduras	http://fundahrse.org/
National Network of Recyclers	Honduras	Unavailable
The Mixed Cooperative of Material Sorters	Honduras	Unavailable
Life Out of Plastic (LOOP)	Peru	http://www.loop.pe
Ciudad Saludable	Peru	www.ciudadsaludable.org
National Federation of Waste-pickers of Peru (FENAREP)	Peru	http://globalrec.org/organization/federaci%CF%8Cn-nacional-de-recicladores-del-peru-fenarep/
National Network of Waste-pickers of Peru (RENAREP)	Peru	http://globalrec.org/organization/red-nacional-de-recicladores-del-peru-renarep/
Regional NGOs, Associations and Initiatives		
Central American Assoc. for the Economy, Public Health, and Environment (ACEPESA)	Central America	www.acepesa.com
Avina Foundation	LAC	http://www.avina.net
Inter-American Association of Environmental and Sanitary Engineering (AIDIS)	LAC	www.aidisnet.org
Latin American Network of Recyclers (Red-LACRE)	LAC	http://www.redrecicladores.net/
Regional Initiative for Inclusive Recycling (IRR)	LAC	www.reciclajeinclusivo.org

Table 3: PRIVATE-SECTOR ENTITIES

RECYCLING COMPANIES	LOCATION	WEBSITE
BGM Recycling	The Dominican Republic	http://www.bgmrecycling.com/
ECOAMIGOS del Plastic/ASIPLASTIC	El Salvador	www.asiplastic.org
INVEMA/ZARTEX	El Salvador	www.invema.com.sv/home.html
Matriceria Industrial ROXY	El Salvador	www.matriceriaroxy.com
Coprove	Guatemala	www.reciclajecoprove.com
Reciclados de Centroamerica	Guatemala	www.recicla.com.gt
Serviplast Ecoplast, S.A.	Guatemala	www.ecpolast.com
Inversiones Materiales (INVEMA)	Honduras	www.invemagroup.com
Vanguardia	Honduras	https://vanguardiahn.com/sitio/en/index.php
Recicladores de Honduras	Honduras	www.recigroup.com/index2.html
Reciplast	Honduras	www.recigroup.com/index4.html
Santo Domingo Recycling, SADORE, S.R.L	Peru	www.companiess.com/santo_domingo_recycling_info2455579.html
Plastex Corp	Peru	www.companiess.com/plastex_corp_info2136412.html
Anre	Peru	www.companiess.com/anre_info1494062.html

ANNEX H: RESOURCES

Table 1: Resources for Engendering Male-Dominated Sectors

Engendering Male-Dominated Sectors	NOTES
Engendering Utilities: Increasing Women's Participation in the Power Sector through Human Resources Interventions: A Best Practices Framework https://www.usaid.gov/sites/default/files/documents/1865/gender-equity-energy-sector-best-practices.pdf	Provides practical examples of strategies for decreasing gender bias and increasing women's participation and advancement in the male-dominated power sector.

Table 2: Resources for Gender-Based Violence Protection and Prevention in the Workplace

Gender-Based Violence (GBV)	NOTES
Toolkit for Integrating GBV Prevention and Response into Economic Growth Projects, USAID, 2014 https://www.usaid.gov/sites/default/files/documents/1865/USAID%20Toolkit%20GBV%20EG%20Final%209-22-14.pdf	The sections on integrating GBV prevention in the value chain, enterprise development and finance development may be the most useful.
United States Strategy to Prevent and Respond to Gender-based Violence Globally, USAID, 2016	The sections starting with "Mainstream and Integrate Gender-Based Violence Prevention and Response Activities into Sector Work" and ending with "Collaborate with Civil Society and the Private Sector" may be the most useful.

Table 3: Resources for Positive Masculinities Training

Positive Masculinities	NOTES
Gender Equity and Male Engagement: It Only Works When Everyone Plays, ICRW, 2018 https://www.icrw.org/wp-content/uploads/2018/02/ICRW_Gender-Equity-and-Male-Engagement_Brief.pdf	Identifying the need for and providing useful strategies and best practices for multi-sectoral, intersectional, long-term program and policy efforts.
Working with Men and Boys to End Violence Against Women and Girls, USAID (2015) https://www.usaid.gov/sites/default/files/documents/1865/Men_VAW_report_Feb2015_Final.pdf	Based on a literature review to identify best practices, this report includes work-related situations.
Critical Positive Masculinity, Lomas, T. (2013), *Masculinities and Social Change,* 2(2), 167-193. http://www.hipatiapress.com/hpjournals/index.php/mcs/article/view/532/pdf	A theoretical article shifts the perspective of men as the problem to "critical positive masculinity" exploring the complex potential for positive change among men.
Journeys of Transformation: A Training Manual for Engaging Men as Allies in Women's Economic Empowerment. Piotre Pawlak, Henny Slegh, and Gary Barker (2012), CARE International - Rwanda and Promundo-US. https://promundoglobal.org/wp-content/uploads/2014/12/Journeys-of-Transformation.pdf	This manual provides group education sessions for engaging men as allies in women's economic empowerment. It emerges from experiences, in Rwanda – focused on personal life and private businesses but not work environments.