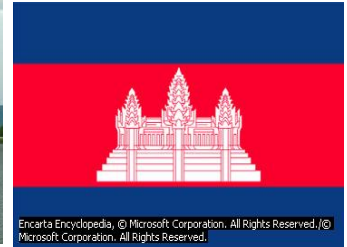
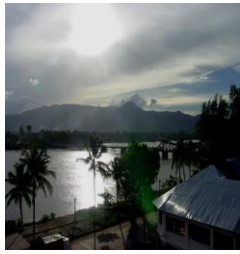


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# INTEGRATING THE INFORMAL SECTOR INTO WASTE-TO-RESOURCE INITIATIVES IN KAMPOT, CAMBODIA

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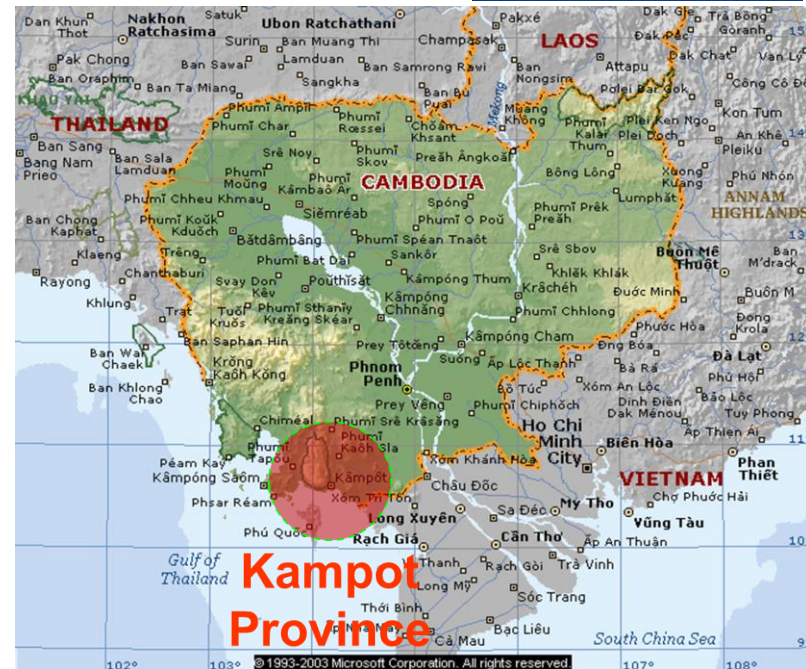


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## City of Kampot

City	: Kampot
Area	: 54 sq.km
Total Population	: 34,325 as of 2002 census
Total Sangkat	: 5
Total Villages	: 15
Waste Generation	: 30 tons per day

- City is located in a southwestern coastal province
- Located 148 km from Phnom Penh



## This city needs to improve municipal solid waste management

- Primary and secondary waste collection, household source separation and fee collection
- Transportation, recycling center facilities and disposal facilities dumping site.

# Waste management context

- Cambodia has several **guidelines and policies** on solid waste management, including a national 3R Strategy.
- **Implementation is challenging in most urban areas.** Small towns lack waste collection and disposal facilities and collection rates are around 50% or less. There are no sanitary landfills in the country and waste is disposed at open dumps, where burning is often a problem. Illegal dumping is common, often into rivers and open spaces.
- There is an **urgent need for new approaches** that are inexpensive and use appropriate technology that can be easily maintained and operated.
- In 2010, UN-ESCAP and the Ministry of Environment of the Royal Government of Cambodia organized a national workshop to begin to discuss a project for '**Sustainable and pro-poor municipal solid waste management.**'

# Overview of the project

- Project is implemented through an agreement with the municipal and provincial governments of Kampot, ESCAP and CSARO.
- CSARO is the Community Sanitation and Recycling Organization, a national NGO set up in 1997.
- Under the agreement, CSARO and ESCAP:
  - Establish an IRRC in Kampot
  - Provide assistance to the municipality in developing and implementing plans for the promotion of source separation in the city
  - Organize informal sector groups (waste pickers) into cooperative or self-help groups
  - Organize the separation and transportation of organic waste from the markets to the IRRC
  - Set up a sustainable mechanism for communicating source separation



# The role of waste pickers in Kampot

- In Kampot, waste pickers are the backbone of recycling and play an important role in terms of primary waste collection and waste separation.
- Most waste pickers have good skills and knowledge in waste separation, waste cleaning and processing and sale.
- Engaging the informal sector through semi-formal processes can bring many benefits to the city (cleanliness, beautification etc.), municipal budgets and help improve the living conditions of waste pickers.
  - Waste pickers tend to have low-status in society, and cannot afford health and education.
  - Semi-formal engagement of waste pickers improves their job security, job safety and income.

# Challenges of working with the informal sector

- But working with the informal sector presents a range of challenges for managers of waste-to-resource initiatives, including:
  - **Autonomy and independence** – Waste pickers tend to work according to their own schedule, needs and preferences.
  - **Individualism** – Waste pickers tend to work alone, separately from other waste pickers. The idea of team work is often strange to them.
  - **Variable performance** – Waste pickers are often drunk or sick and this effects their performance and reliability
  - **Immune to the ‘threat of being fired’** – It is often difficult to fire waste pickers, as their engagement tends to be quasi-formal at most
  - **Domestic violence** – This effects the capacity of waste pickers to work, and is a frequent issue
  - **Reliability** – Waste pickers are not always reliable, due to the above points

# Strategy for engaging the informal sector

An appropriate strategy for engaging the informal sector is required. This strategy should seek a win-win situation that improves the conditions of waste pickers and performs a key role for the waste-to-resource initiative.

- The strategy in Kampot is founded on the following key concepts:
  - **Self-interest** – Waste pickers are incentivized through self interest to work. For example, they can keep and sell any recyclable materials they find during the collection of organic waste.
  - **Groupwork and solidarity** – Waste pickers are organized in groups, which are semi-autonomous, self-governing but collective.

This requires:

- Regular meetings for motivation and encouragement
- Constant efforts to sustain the idea of a collective or group
- Information sharing for team building
- Regular reinforcement of key duties and responsibilities of group

# The role of the 'self-help group'

- Waste pickers are organized into 'self-help groups'
- Each group has a team leader who is the focal point, and liaises between the formal government (Sangkat) and local informal waste pickers.
- If a group member is sick or absent, the team leader can visit their house etc.
- Each group member is responsible for a different zone of the community. The member is expected to collect organic waste from this zone each day.
- Team leaders monitor collection in the zones and tries to keep performance on track.
- Team leader also monitors the use of equipment, tools, push-carts and

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