



This initiative is supported by **PacWastePlus**-a 72 month project funded by the European Union (EU) and implemented by the Secretariat of the Pacific Regional Environment Programme (SPREP) to **sustainably and cost effectively improve regional management of waste and pollution.**

# CONSIDERING GENDER EQUALITY, DISABILITY, AND SOCIAL INCLUSION IN THE DESIGN OF SUSTAINABLE FINANCING SCHEME FOR WASTE MANAGEMENT: A GUIDE FOR PACIFIC DECISION-MAKERS



August 2022



This **Guide for Considering Gender Equality, Disability, and Social Inclusion (GEDSI) Factors** is designed to assist decision makers in the Pacific during the design, consultation, implementation, and monitoring of a Waste Management Sustainable Financing Scheme to ensure potential GEDSI implications are identified and appropriately addressed.

## Secretariat of the Pacific Regional Environment Programme (SPREP) 2022

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**Our vision:** A resilient Pacific environment sustaining our livelihoods and natural heritage in harmony with our cultures.

# PacWastePlus Programme

The Pacific – European Union (EU) Waste Management Programme, PacWastePlus, is a 72-month programme funded by the EU and implemented by the Secretariat of the Pacific Regional Environment Programme (SPREP) to improve regional management of waste and pollution sustainably and cost-effectively.

## About PacWastePlus

The impact of waste and pollution is taking its toll on the health of communities, degrading natural ecosystems, threatening food security, impeding resilience to climate change, and adversely impacting social and economic development of countries in the region. The PacWastePlus programme will generate improved economic, social, health, and environmental benefits by enhancing existing activities and building capacity and sustainability into waste management practices for all participating countries.

Countries participating in the PacWastePlus programme are: *Cook Islands, Democratic Republic of Timor-Leste, Federated States of Micronesia, Fiji, Kiribati, Nauru, Niue, Palau, Papua New Guinea, Republic of Marshall Islands, Samoa, Solomon Islands, Tonga, Tuvalu, Vanuatu.*

## KEY OBJECTIVES

### Outcomes & Key Result Areas

The overall objective of PacWastePlus is “to generate improved economic, social, health and environmental benefits arising from stronger regional economic integration and the sustainable management of natural resources and the environment”.

The specific objective is “to ensure the safe and sustainable management of waste with due regard for the conservation of biodiversity, health and wellbeing of Pacific Island communities and climate change mitigation and adaptation requirements”.

### Key Result Areas

- Improved data collection, information sharing, and education awareness
- Policy & Regulation - Policies and regulatory frameworks developed and implemented.
- Best Practices - Enhanced private sector engagement and infrastructure development implemented
- Human Capacity - Enhanced human capacity

Learn more about the PacWastePlus programme by visiting



<https://pacwasteplus.org/>

# About the PacWastePlus Regional Sustainable Financing / ARFD Project

Sustainable Financing and Advance Recovery Fee and Deposit (ARFD) systems provide a regular funding mechanism to enable the collection and export of recyclable items.

When target items are imported, a small fee and deposit are applied – the “fee” providing recycling agencies with a sustainable income to fund recycling activities, and the “deposit” providing an incentive for consumers to return products to a recycling collection point (and be refunded their deposit).

Palau, Kiribati, FSM states, RMI, and Tuvalu have systems in place. From the success of these systems, other countries in the Pacific are looking to ARFD systems as a solution to provide the funding mechanism to collect and process recyclable materials.

The purpose of the regional project is to raise awareness of Sustainable Financing or ARFD systems; and to provide resources and raise the capacity of Pacific Island countries to enable informed evidence-based decisions on the [21-step Pathway](#) for the design and implementation of a successful ARDF system, considering the context of each country.

The Cook Islands, Niue, Samoa, Solomon Islands, Tuvalu, and Vanuatu have chosen Sustainable Financing/ARFD as a priority or secondary priority of their PacWastePlus country project. Kiribati\*, Nauru, PNG and RMI\* are also utilising PacWastePlus legislative support outside the Country Projects (KRA 2).

*\* Expanding the scheme beyond beverage containers*

The ARFD Regional Project will utilise existing ARFD schemes and findings and resources from Country Projects to:

- Review and undertake a detailed legislative assessment of existing Sustainable Finance Systems in the region (inc Aust & other SIDS).
- Using findings from KRA2 Feasibility Studies and other resources, develop a practical hands-on “Design it Yourself” Workbook to guide countries through the 21-step Pathway
- Develop and deliver ARFD Design Training Modules to guide completion of the “Design it Yourself” workbook.

**Learn more about our ARFD Regional project:**

<https://pacwasteplus.org/regional-project/advance-recovery-fees-and-deposits/>



## Glossary

<b>ARFD</b>	Advanced Recovery Fee and Deposit
<b>Deposit</b>	The money paid at first sale or import of a beverage or other item included under a Sustainable Financing scheme or ARFD
<b>GEDSI</b>	Gender Equality, Disability and Social Inclusion
<b>Gender</b>	Socially constructed roles and responsibilities of women and men. The concept of gender includes the expectations held about characteristics and behaviour of women and men to conform to the society's socio-normative framework. The term does not refer only to women. Gender differs from 'sex', as gender is a social construct, whereas 'sex' is a biological definition.
<b>Gender Analysis</b>	Process of examining the roles, knowledge, capacity and assets of women and men
<b>Gender Equality</b>	Equal access to resources and opportunities, regardless of biological sex. With gender equality, women and men enjoy the same rights, political, economic and social, across all aspects of their lives.
<b>Gender Equity</b>	Fairness of treatment for women and men according to their respective needs and capacities. It may require different treatment to bring about the same result. The same result is gender equity. It is helpful to think of gender equity as an outcome.
<b>Gender Mainstreaming</b>	The process of assessing the implications for women and men of any plan-need action in all areas and at all levels. This means making both the concerns and experiences of women and men an integral dimension of all policy making and development efforts.
<b>PICs</b>	Pacific Island Countries
<b>SOGIESC</b>	Sexual Orientation, Gender Identities, Gender Expression and Sex Characteristics. Where social inclusion is targeted all groups of the community should be included including people of this group.
<b>SPREP</b>	Secretariat of the Pacific Regional Environment Programme
<b>Sustainable Financing for Waste Management</b>	A Sustainable Financing Scheme for Waste Management is a deposit and fee scheme to provide a self-financing method for the collection, processing, and export of recyclable items. Sustainable Financing Systems can include Advance Recovery Fees and Deposits (ARFD), Container Deposit, Buy-back schemes, Extended Producer/Importer Responsibility, Product Stewardship, and Waste Levy.).
<b>Working Group</b>	A group comprising stakeholder representatives from agencies such as environment, waste, finance, women's/community affairs, customs, local government, youth, private sector, etc tasked with the consultation, design and potential implementation of a Waste Management Sustainable Financing Scheme on behalf of the government

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# About this Consideration of GEDSI Factors Guide

This Guide for Considering Gender Equality, Disability, and Social Inclusion (GEDSI) Factors is designed to assist decision makers in the Pacific during the design, consultation, implementation, and monitoring of a Waste Management Sustainable Financing Scheme to ensure potential GEDSI implications are identified and appropriately addressed.

Countries in the Pacific are increasingly viewing Sustainable Financing Schemes as a solution to waste recovery and recycling. The schemes work by calculating the “true cost” of the collection, processing, and export of recyclable items, and applying this ‘fee’ upfront, upon import or manufacture of the item. An additional ‘deposit’ is added to the sale of the product, which is returned to the consumer when the product is returned for recycling, incentivising recycling behaviour.

Generally, all communities and households will participate in Sustainable Financing Scheme as the ‘deposit’ amount maybe included in product sale. Therefore, communities and households, no matter their location, gender, income level, sexual orientation, or level of mobility, should be provided an equitable ability to return their items to a recycling point and have their deposit refunded.

It is the goal of PacWastePlus to provide guidance to Pacific decision makers to identify and appropriately mitigate GEDSI factors during the design and implementation Sustainable Financing Schemes, thereby minimising inequity, or discrimination on communities. Sustainable Financing Schemes can provide the desired environmental and waste management outcome, alongside strengthened community outcomes.

The Guide was prepared through individual observations, desktop reviews and selective interviews with stakeholders in a number of PICs.

Consideration of GEDSI factors is recommended particularly during completion of eight steps of the 21-Step Pathway to the Implementation of a Sustainable Financing Scheme: Steps 4, 5, 6, 7&11, 8, 18, 19, and 20.

The Guide recommends specific actions to identify and mitigate GEDSI considerations when undertaking these steps to support the development of an inclusive Sustainable Financing Scheme that is reflective of the society and environment to which it is applied.

# 21 STEP PATHWAY

TO INTRODUCE SUSTAINABLE FINANCING LEGISLATION





## Purpose of GEDSI Guidance



### Who should use this GEDSI Guide?

This Guidance for Inclusion of GEDSI Considerations is aimed at government officials and members of a multi-agency working group / managing agency tasked with the design, consultation, implementation, or monitoring of a Waste Management Sustainable Financing Scheme.

### How to use this GEDSI Guide?

This guide can be used to effectively consider GEDSI considerations at the appropriate steps of the 21-step pathway when designing and implementing a Sustainable Financing Scheme.

Consideration of GEDSI factors can occur throughout during scheme design and implementation, but specific consideration is recommended during the completion of these specific steps:



**Step 4:**  
Establishing a working group



**Step 5:**  
Undertaking a feasibility study



**Step 6:**  
Completing legal framework assessment



**Step 7&11:**  
Undertaking consultation



**Step 8:**  
Undertaking scheme design



**Step 18:**  
Completing scheme awareness



**Step 19:**  
Scheme implementation



**Step 20:**  
Monitoring & Evaluation

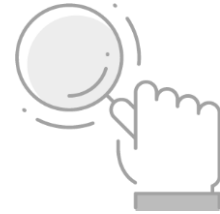
At these identified eight steps, actions are recommended to identify and mitigate the potential GEDSI implications. These actions are not mutually exclusive and not all actions may be appropriate or required for each situation.

# Where to Consider GEDSI in the 21-step Pathway

Step on the 21-step Pathway:



Establish a multi-agency **working group**



Identification of GEDSI elements that could form part of the **feasibility study**



**Legal Framework Assessment** of GEDSI dimensions



**Community Consultation**



**Design components** of the Sustainable Finance Scheme to provide for GEDSI considerations



**Community Awareness**



**Scheme Implementation**



**Monitoring and Evaluation**



# Considering GEDSI in the 21-step Pathway: Recommended Actions





## STEP 4: Establish a multi-agency working group

Initial investigations on the potential implementation of a Sustainable Financing Scheme for Waste Management are completed. There is political support to introduce a scheme, so planning is about to commence. Who should be responsible for scheme design and planning?



### Recommendation 4.1

#### Establish a multi-agency working group

A multi-agency working group is recommended to be established. This group will be responsible for scheme design and consultation. The multi-agency working group will be strengthened with the participation of representatives from agencies such as environment, waste, finance, women's/community affairs, customs, local government, youth, private sector, etc.

The representative from the Ministry or Department of Women's Affairs (or equivalent) can provide valuable input for introductions to the community, such as women's associations, as well as providing advice on mainstreaming gender throughout the development of the waste management scheme and infrastructure.

### Recommendation 4.2

#### Identify who the stakeholders are in the project

It is recommended to establish a focal point for gender, disability, and social issues in the working group. Be clear on who stakeholders are. Do not put everyone under one label. Be aware that stakeholders can be institutions or individuals. There are those in agencies who are the planners and others who provide inputs as outside expertise.

From the community there will be some who are likely to benefit financially, whilst some members may be indifferent to the introduction of a new Waste Management Scheme as they do not consider that will affect their purchase of items, and they cannot see the immediate environmental benefits.

From the business sector some will see opportunity for the new scheme, whilst others may not benefit but are nonetheless impacted, particularly in connection with the regulations associated with the new scheme.



## STEP 5: Identification of GEDSI elements that could form part of the feasibility study

As the working group commence scheme feasibility, several actions are recommended to gain an understanding of the community to be impacted by the introduction of a scheme.



### Recommendation 5.1

#### Conduct an Open Community Meeting

To stimulate a spirit of engagement with the community, host an Open Community Meeting to:

- Introduce the proposed scheme to the community
- Explain the purpose of the community engagement process
- To seek support from the community for their participation on establishing initial engagement

An open community meeting, or Talanoa, may be led by a member of the working group in close consultation and coordination with the community. Before the initial open meeting involving the community, there may need to be a pre-meeting to meet just with community leaders - such leaders may include representatives from women, youth, elders, religious groups. Establishing support early on with the right leaders will increase chances of a successful community consultation process. In the spirit of Talanoa, the working group representative may present a few key points for discussion during the meeting, however the discussion is recommended to focus on hearing from the community and responding to any initial questions or concerns they have.

It may be culturally appropriate for the village chief lead the Community Meeting, and to represent the community. However, keep in mind this is a community exercise for the benefit of all and not for the few in positions of power. Attention should be given to ensure discussions are interactive and viewpoints exchanged. Separate meetings in other venues may be required to provide an environment where all representatives feel comfortable to provide their feedback. The process should be a flexible process of information discovery for the working group focused and trust from community members.

#### A few key considerations when conducting community meetings:



**Time of day** - different people/groups in the community have different schedules. For example, a morning meeting may not be good for young people who are away at work; or an evening meeting may not be good for women as they usually have domestic responsibilities in the evening. It is good to ask the different groups in the community what the best times to meet them are.



**Time of the year** - many projects do not engage well with communities, not because communities are not supportive of the project, but because their schedule is not considered when agencies plan their community engagement. Take the time to understand the community's schedule, noting holiday periods, farming seasons; and also unexpected community events like a funeral. It is important to be flexible if you want to ensure reach to all in the groups in the community.



**Women's inclusion** – as women are largely under-represented in decision making processes, holding additional, separate meetings with women will likely increase their participation.



## Recommendation 5.2

### Community Mapping:

A Community Mapping exercise may be required as part of the planning process to consultations, particularly to:

- Identify marginalised groups such as residents of informal settlements, ethnic minorities.
- Reach out to people with low visibility due to mobility constraints caused by a physical or mental disability.
- Recognize the existence of groups with
- non-conforming sexual and gender identities.

Community mapping will inform the working group of the composition of the community

### What proportion of the population is living with a disability?

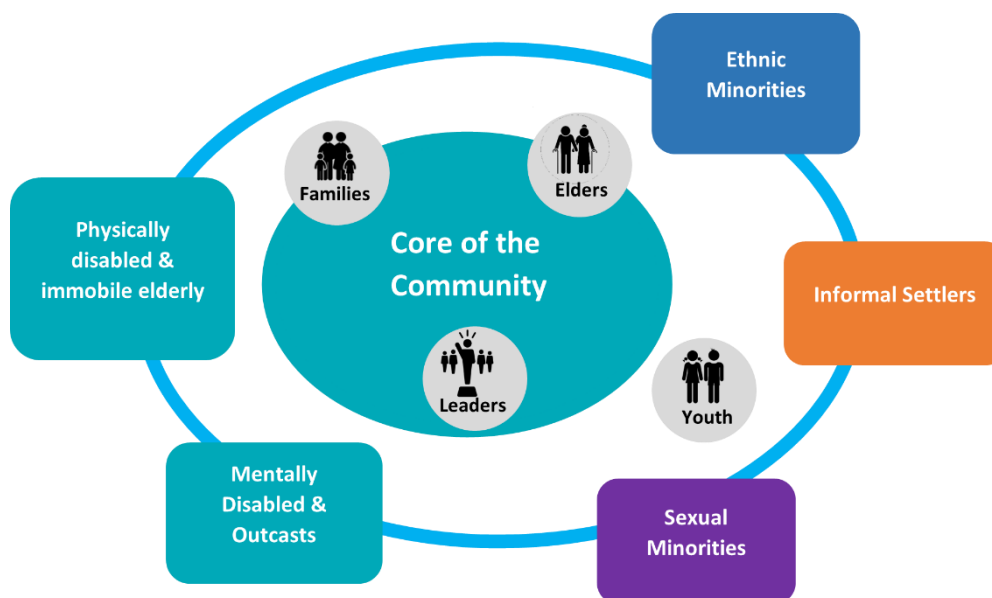
Are minority and marginalised groups such as SOGIESC (Sexual Orientation, Gender Identities, Gender Expression and Sex Characteristics) visible? Are their voices heard in community issues?

Understand the inter-generational differences in a community – the perception of elders as ‘custodians of the land’

Understand how the community makes decisions, and who participates. What does this process look like? Who plays what role in decision making?

### This process may be guided by illustrations:

Draw your community by illustrating the core groups, and those who sit on the outer edges. Pay attention to those groups who sit on the outer edges and may be socially excluded due to overlapping disadvantages they face.



Who are the people that live in your community inside each circle drawn? Try to identify and illustrate them. Where do they live? Are different groups of people making up the community living in separate areas – for example where are the households where people with reduced mobility live?

### Recommendation 5.3



Does your society look like this?



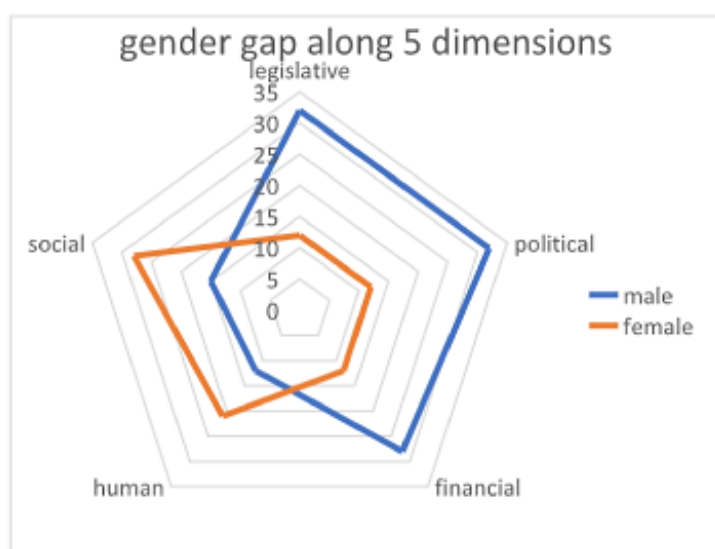
Or like this?

#### Conduct a Gender Analysis

Building on the community mapping process, conduct a Gender Analysis to gain deeper insights into the community. A Gender Analysis can help understand:

- how financial resources (or land) are managed and owned, and who has access to these resources. This will provide an indication of gender equality in different domains of communal and domestic life
- how power is distributed, including power exercised through decision-making.
- different leadership roles of women and men in decision-making
- division of labour and gender roles in paid work and in household activities. Thus, it may be observed that waste management practices differ between men and women
- differences in skills and knowledge held by men and women

A Gender Analysis can be undertaken by a specialist trained in this area – usually an external consultant. But does not always need to use complicated methodology - sometimes gender gaps can be understood simply just by asking the right questions.



One method to complete a simple Gender Analysis is by mapping it on a 'spider graph'.

Select 5 dimensions for scoring equality (legislative, political, financial, human capital, social status) appropriate for your context, and, in consultation with your community, identify the influence men and women have on each dimension.

If there is perfect gender equality all the dimensions selected the two 'webs' would match and overlap. This type of information may already be available in a national context, from a Gender Analysis Study, and can be adapted to the local community context.

A Gender Analysis may also identify opportunities – by identifying entry points in the scheme design that will enhance gender equality and identifying opportunities to strengthen women's economic empowerment (for example, affirmative action for employment of women in waste management or as field officers).

**In undertaking this activity issues related to violence, abuse, and child protection may surface. Officials need to be prepared to deal with such matters by equipping themselves with information, such as details on available referral services.**



## STEP 6: Legal framework assessment of GEDSI dimensions

Will the legislation developed to introduce the Sustainable Financing Scheme affect low-income households disproportionately? Low-income households will have to spend proportionally more of their income for purchasing the same beverage as people with a higher income.

Will people without disabilities be able to return their containers and claim their refunds more easily than people with disabilities?



### Recommendation 6.1

**Examine the extent to which the proposed scheme may disproportionately affect low-income households**

**Is there a mechanism in the scheme to allow for exemptions for low-income earners? Or for obtaining full refunds on essential items?**

The financial incentivisation must be set at just the right level. If the deposit component is set too low, there is no incentive for recycling.

If it is too high, it will not only impact heavily on low-income families, but may invite anti-social behaviour (theft of product for monetary reward).

### Recommendation 6.2

**Examine the extent to which the proposed scheme may disproportionately effect residents of outer islands and rural or remote communities**

Outer island and remote residents likely already pay more for most products than people on the main islands due to additional transport costs.

Where the deposit is paid at point of import, will these communities get an adequate refund? Are there enough collection points to provide for equality for all users of the scheme?



## STEP 7&11: Consultation with community representatives on draft regulations and proposed infrastructure investment

The legislation has been drafted and is ready for community consultation and input.



### Recommendation 7.1

#### Hold initial public consultation

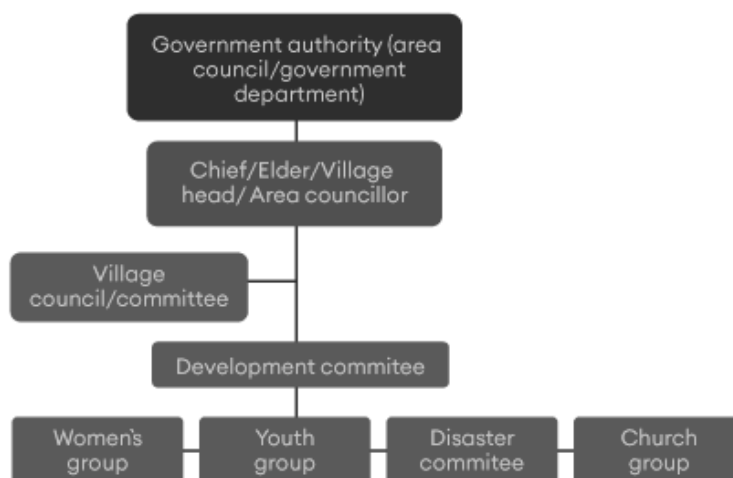
Hold initial public consultation in the capital / major town. This is an introduction to the proposal with a cross-section of the community representatives.

Be sensitive to women's ability to leave household duties for attending the meeting (see Recommendation 5.1 for more discussion). An older female representative may be appointed to represent other females of their community. Representatives of the groups identified by the community mapping exercise should be actively engaged.

### Recommendation 7.2

#### Visit to the community to engage with the Village Chief

An initial visit is recommended to inform the chief of the village or leader of the proposal. This may have already been undertaken during Recommendation 5.1. During this visit, it may be beneficial to identify the governance structures of the community to understand authority and decision-making powers.



### Recommendation 7.3

#### Visit to the community to Engage with the community directly (allowing for segregated groups)

Following approval from the Village Chief, separate consultation sessions with community groups should be held. These meetings may require segregated groups according to male / female, youth / elderly etc to ensure all concerned parties are provided with an environment where they can have their say.

Facilitation of the group meetings could be managed by the visiting officer or alternatively by a spokesperson who presents the group's views at a session with the visiting officer.

Special attention must be paid to the timing of meetings to allow for maximum participation of community members. This can be done during the day, or toward the end of the working day before evening. Refer to Recommendation 5.1 for more details on hosting an effective meeting.







## STEP 8: Design components of the Sustainable Finance Scheme to provide for GEDSI considerations

Scheme design components that deliver strong equity outcomes



### Recommendation 8.1

**Identify design components required to benefit of people with reduced mobility and vision**

Examine whether persons with a disability will be able to participate in obtaining refunds. Does the legislation specifically allow for their needs?

The following components should be integrated to allow people with reduced mobility to access collection points:

- Accessible path of travel without barriers to the collection points, allowing for a one-metre-wide accessible path of travel
- Collection area should allow for a wheelchair user to be able to turn and exit
- Ramps, handrails, and seating
- Gentle gradient and surface that is firm and slip resistant
- Signage and facilities such as counters and return slots to be visible and at appropriate height for wheelchair users and elderly
- Safety components, including appropriate lighting and limiting public access to machinery area.

### Recommendation 8.2

**Specify the items to be included in the scheme**

Specify the items to be included in the scheme through clear communication and labelling requirements for imported as well as the domestically produced items, paying attention to conformity of symbols and icons.



### Recommendation 8.3



#### Identify collection points

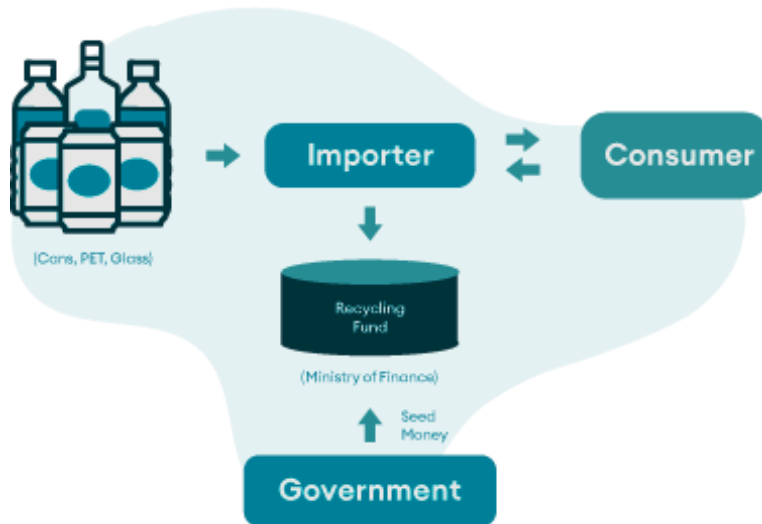
How will the working group decide on the number of collection points to be established and how will they be distributed?

What will be policy of the scheme in the distribution of collection points? Will the distribution be expressed per head of population? Or will it be based on a maximum distance from a population centre? Will this differ from the main island and outer islands?

### Recommendation 8.4

#### Money chart

Draw a clear flow of money chart for consumers, businesses, as well as agency stakeholders to grasp easily.





## STEP 18: Community Awareness

The scheme has been approved and ready for implementation. Community participation is a key factor in scheme operation, so an effective inclusive awareness campaign is required.



### Recommendation 18.1

#### Design a communication campaign

Design the communication campaign to be accessible to all community members identified in Recommendation 5.2, Community Mapping. The campaign should include different media and appropriate scheduling to ensure the message will be seen by all communities.

Media may include social media, TV, radio, and newspapers as well as traditional channels such as community meetings, giving consideration to reach those who do not have access to all forms of communication. Consideration to be given to the language(s) selected for publishing notices.

### Recommendation 18.2


#### Commission a poster to explain items included in the scheme

Commission a poster, and widely distribute it all localities affected. The poster should clearly indicate as 'YES' / 'NO' pictures of items included in the new scheme.

It is important that the message of the poster is accessible to all members of the community – different versions to be printed in the local vernacular language.

The choice of colours is also important for those with visual impairment – orange, for example, is not suitable.

Use of images instead of text can assist those with low literacy levels, or people from different cultural backgrounds in multi-language areas.

PET bottles: example eligible for refund	Examples of what is not eligible for refund
	
Aluminium cans: examples that are eligible for refund	Cans containing meat, vegetables, and sauce products are not eligible
	

### Recommendation 18.3



#### Schedule announcements

Schedule radio and TV announcements, to provide information on important issues, such as:

- When the scheme is to be launched
- Explain how the systems works, whether there will be a delay for a specific period for payouts
- What items are included and in what condition returns are made
- How consumers can get a refund, by weight, by volume, by single item
- Is it cash on the spot or against voucher?
- Contact details for the feedback and complaints mechanism

If TV is used for such information, it is recommended to include a sign interpreter.



### Recommendation 18.4

#### Distribute information specific to localities affected

This Recommendation now focuses on the local context with specific details relating to individual locality. This may not affect all areas.

Distribute information to localities affected using radio, by flyer, by letter to community leaders / council, or by social media:

- Location of collection points
- Location and nature of operation of collection points in their locality
- Opening hours of collection points
- Retail outlets (such as supermarkets or kiosks) that will also accept returns and arrangements for deposit refund to the consumer
- Description of special provisions for community members with reduced mobility





## STEP 19: System Implementation

The scheme has been designed in collaboration with community and stakeholders, legislation is approved, and facilities are in place. Now we are ready for scheme implementation. How do we ensure everyone is aware of the scheme and has an equal ability to participate?



### Recommendation 19.1



#### The scheme start date respected and any delays to this schedule are announced

The scheme start date has been announced. Advise community if there are any delays to this schedule.

Is there enough capital in the fund built up to pay out immediate refunds to the public? Or is there an initial delay in pay outs for a specified period? Are all recycling sites operational?

### Recommendation 19.2

#### Design modifications tested, including for persons with reduced mobility and vision

Necessary design modifications, identified as necessary in Recommendation 8.1, should be complete already by launch.

A representative of a disabled persons association should be invited to come and inspect / test such a facility if a modification has been made to suit their needs.

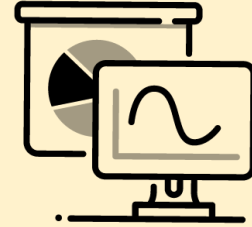






## STEP 20: Monitoring, Auditing an Adjustment

The scheme is in operation and recyclable items are being collected and processed. In addition to monitoring scheme recycling performance, it is recommended to also monitor social elements of the scheme to understand who is using the scheme (and who is not).



### Recommendation 20.1

#### Establish record keeping and monitoring procedures

Establish, with the scheme manager, the record keeping and monitoring procedures for collection of data on users of the scheme according to business /private / gender / level of mobility. This information provides the foundation for annual, independent audits to understand users of the scheme and who is missing out.

Develop provision for making information accessible to the public, and a plan for scheduling public information updates on the performance of the scheme and waste management scheme overall.

### Recommendation 20.2

#### Establish a feedback and complaints mechanism

Establish a feedback mechanism for complaints to inform the waste management authority. The feedback and complaints mechanism should be accessible to all communities and users (that is, of different languages, different levels of literacy or ability).

The mechanism should engage with, and through, those points in community structures who can act as facilitators to ensure communities are able to provide feedback/complaints to the waste management authority. It should be designed as such that members of communities are not obliged to physically travel to the waste management office in order to provide feedback or to lodge a complaint.

An online platform for providing feedback or lodging complaints could be created, such as through a Facebook page. Such platforms are also public pages so people can comment or send messages directly to a government authority.

Modern methods of communication provide alternatives to, but do not replace, traditional methods used in the Pacific such as voicing concerns through community leaders and community governance processes such as community/village meetings.

A central online platform would also be supported through a decentralized approach, whereby provincial government offices, or provincial associations representing the different community groups, provide a communication mechanism or complaint depository facility, digitally or on paper.



## Checklist

- Established a communication network with representatives of different parts of the community as well as government agencies responsible for women, for youth or the disabled
- Working group set up for designing the new scheme allows for diversity of representation
- Adjustments are made to physical design or legislative provisions, following consultation outcomes
- There is a clear plan for communicating the message to all the community about important features of the new scheme
- Legal framework is examined for discriminatory features
- A complaint mechanism is set up and known to the community
- The community is consulted for ensuring all voices are heard including the less visible (women, disabled or disenfranchised)
- Data collection is facilitated based on diversity

# Resources

## Reports & handbooks

- On disability: the World Bank Disability Inclusion and Accountability Framework and the Pacific Disability Forum report on disability in the Pacific  
<https://documents1.worldbank.org>  
<https://www.internationaldisabilityalliance.org>
- Toolkit for organizing a meeting to include people with disabilities from CBM Australia  
<https://www.cbm.org.au>
- One Planet Network (2021) on the six effective strategies and four common mistakes made in public campaigns to reduce plastic pollution <https://www.oneplanetnetwork.org>
- Handbook for using the SEAGA (Socio-Economic and Gender Analysis) approach developed by the UN Food and Agricultural Organization for conducting social and gender analysis  
<https://www.fao.org>
- PacWastePlus Handbook on developing investigative questioning <https://pacwasteplus.org>

## News

- News Item from World Bank on 5 things to know about why social inclusion is important for sustainability (September 2020) <https://www.worldbank.org/en/news>

## Blogs & Posts

- On increasing citizen participation in local waste services  
<https://www.worldbank.org/sustainablecities>
- On sexual diversity inclusion  
<https://www.worldbank.org/sexual-orientation>

## Videos

- Videos and posts from the community-based organization in Timor-Leste Movimento Tasi Mos  
<https://www.facebook.com/pg/movimentotasimos>
- On the Belun Ambiente pilot project in Timor-Leste for women's community engagement for paper collection for recycling in collaboration with a private sector actor <https://www.youtube.com/BeluAmbiente>

## Learning

- On Gender and Intersectionality  
<https://www.worldbank.org/sexual-orientation>

## Poster

- Showing barriers to participation in meetings or projects <https://www.cbm.org.au>



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