



Wecyclers (Nigeria) winner of the King Baudouin Foundation Africa program prize. Credit: Nyancho Nwanri/Arête (CC Attribution 2.0 Generic)

INTEGRATING GENDER IN Plastic Waste Management

Plastic waste pollution globally has reached crisis levels, filling countrysides, trash dumps, and marine ecosystems alike, and impacting the people and economies in all of these environments. Two billion people around the world lack access to basic municipal solid waste collection services.¹ A massive and largely informal sector has established itself around the collection and processing of plastic waste, with 59% of post-consumer plastic processed informally around the world in frequently unsafe conditions.² As a result, some of the world's most marginalized workers are now dependent on materials that need both to be drastically reduced and more systematically and formally managed.

At the same time, strong financial opportunities in plastic waste management and the circular economy exist in emerging markets. While new technologies are developing that can improve efficiencies in waste management, plastic waste management as a global industry is still primarily driven by human capital—the informal waste pickers/sorters, employees, and entrepreneurs who keep the sector running daily. And within this economy, not only do women play an important role in the ways they value, create, and manage waste, but also through their roles in the informal waste picking sector. Understanding women's unique perspectives and roles in the creation, disposal, and management of plastic waste can create value in how trash is collected and processed. This business case aims to highlight some of the ways companies and investors, in partnership with local and national governments, NGOs, and other stakeholders, can leverage the gender advantage in plastic waste management through working in partnership with women and addressing their needs as informal and formal workers, entrepreneurs, and consumers.

Potential benefits for the private sector include:

- Improving engagement with women in informal plastic waste processing can increase **efficiency and create value** in the sector, as well as reduce reputational risk by managing gender-specific vulnerabilities in the workforce;
- **In the formal sector, strengthening the talent pool** by including more qualified female candidates for formal employment can foster the innovation and advancement that comes with increased workforce diversity;
- **Strengthening the local supply chain** by working with more women-owned businesses can help keep costs low, support companies' social license and good standing in the local community, and reduce the risks of disruption or conflict;
- Harnessing gender insights to **better target consumers**, before and after plastic is disposed of, can improve efficiencies later in the plastic waste value chain.

This business case examines first the *informal plastic waste management sector*, and then the *formal sector*, identifying the business benefits of understanding and addressing the gender dimensions of each.

GENDER IS AN IFC CORPORATE PRIORITY

Gender is a key cross-cutting strategic theme under IFC 3.0 and is included as a part of IFC's capital commitments. IFC has long taken a comprehensive approach to reducing gender inequality, including supporting improved opportunities and working conditions for female employees, expanding women's access to financial services, investing in innovative technology that expands choices for female consumers, and supporting business skills and leadership training for female entrepreneurs.

As part of its capital increase, IFC has committed to:

- quadrupling financing for women and women-led SMEs.
- increasing representation of women on boards.
- more than doubling commitments to financial institutions targeting women.
- systematically integrating gender into projects.


By improving how gender is integrated into INR projects, IFC can further demonstrate its commitment to improving gender equality globally.

¹ IFC, "IFC: A Solution Provider for Sustainable Waste Management," 2023.

² SystemIQ, "Breaking the Plastic Wave: A Comprehensive Assessment of Pathways Towards."

³ "Stopping Ocean Plastic Pollution," 2020.

Understanding the **gender dimensions of the informal plastic waste management sector** can:

	KEY ISSUE	BUSINESS CASE	CASE STUDY	KEY ENTRY POINTS FOR PROJECTS
 <p>...improve efficiency in waste processing, by strengthening/formalizing the role of women</p>	<p>In the global south, most of the plastic waste is still handled by the informal sector, and women often make up a large percentage of trash sorters. They have skills and experience, but often lack decision-making power, organization and collective action, PPE or safe equipment, and are often unable to negotiate fair wages.</p>	<p>Where women are heavily represented among trash pickers, they have valuable experience, knowledge, and manual dexterity; contracting or subcontracting with these women helps companies to ensure high quality feedstock.³ Investing in women’s training, PPE, safe equipment, and fair wages can lead to improved returns on investment.</p> <p>Entry points for companies may include contracting women as independent contractors (for example via an app) or through organized associations of waste pickers. Engaging with established organizations, associations/cooperatives, or startups to broker the integration of informal waste workers can create opportunities for local value creation and reduce the logistical burden of managing supply chain complexity while retaining the benefits of efficiency and productivity. Women working as part of organized structures also tend to benefit from more secure and better waged employment—which can help companies create a more socially responsible supply chain.</p>	<p>In Sao Paulo, Brazil, where women are heavily involved in the painstaking work of sorting materials, Dow (owner of the largest municipal waste management operation in the city) has forged a partnership with the startup Boomera, a certified B Corp, to incorporate informal waste pickers (both women and men) into its supply chains.</p> <p>Boomera works through a network of established associations of waste pickers to gather and sort plastic for recycling, including those materials previously considered too difficult to process, such as disposable diapers and espresso coffee pods. The company then processes the collected materials into ‘new’ products that can be resold, which so far include affordable musical instruments for schools, coat hangers, shoes, garments, food packaging, and tarpaulins.⁴</p> <p>Since its inception, this partnership has seen a 70% increase in Dow’s waste management system and a 50% increase in sales, while average monthly salaries rose above minimum wage.⁵ Dow was also included in the Bloomberg Gender Equality Index 2021.⁶</p>	<ul style="list-style-type: none"> ▶ Identify local organizations and associations to engage with informal waste sector workers ▶ Assess needs and priorities of female waste pickers and sorters in terms of issues like safety, equipment, healthcare, and childcare ▶ Offer options for financial inclusion, such as digitized wage payments, where possible ▶ Offer training and equipment, in response to findings from gender-focused assessments, to help women waste pickers efficiently meet the quality and volume standards/targets of the company ▶ Identify opportunities for government collaboration in terms of regulatory assistance, policy incentives, or other collaboration that could help to strengthen the business proposition



⁴ The Ocean Conservancy, “The Role of Gender in Waste Management: Gender Perspectives on Waste in India, Indonesia, the Philippines and Vietnam,” 2019.

⁵ Solutions & Co., “Boomera: Making Coat Hangers from Diapers.”

⁶ Atlas of the Future, “Going in circles to make plastic a resource.”

⁷ Dow, “Dow named to Bloomberg’s 2021 Gender Equality Index,” January 27, 2021.

Understanding the **gender dimensions of the informal plastic waste management sector** can:

	KEY ISSUE	BUSINESS CASE	CASE STUDY	KEY ENTRY POINTS FOR PROJECTS
 <p>...reduce reputational risk arising from gender-specific vulnerabilities in the plastic supply chain</p>	<p>Companies working with the informal plastic waste sector can face reputational risk simply from engaging with a sector that is often inequitable and unsafe for women. Globally, the informal plastic waste management sector relies on a low-paid, predominantly female base with the higher-paid positions of brokerage—like dealers and aggregators—held mainly by men. In this system, female pickers and sorters are often vulnerable to exploitation and abuse. Where pickers start as children, girl children particularly are vulnerable to trafficking and sexual abuse—risks that are heightened if they are homeless and/or refugees or migrants, as many are.</p> <p>In addition, women—and especially pregnant women—are particularly vulnerable to negative health outcomes associated with extensive handling of plastic wastes. BPA (a component in many hard plastics) is a known hormone disruptor; even BPA-free plastic can contain hormone-disrupting chemicals.⁷ Women who have everyday contact with BPA from plastic can have an increase in miscarriages, polycystic ovarian syndrome, baldness, breast cancer, and ovarian cysts.⁸</p>	<p>Across the private sector, no company wants its supply chain associated with unsafe, exploitative business practices. In the plastic sector, as in any sector relying on a high degree of subcontracting, and where work may be taking place in and around at-risk populations (particularly low-income women and children), incidences of sexual abuse or exploitation in the community or workforce have the potential to significantly tarnish a company’s reputation.</p> <p>Proactive community engagement with waste pickers and inclusive design of programs can not only reduce risk and improve working conditions but can also strengthen social license to operate and improve investor confidence.</p>	<p>The Bagong Silang TSD facility in the Philippines pioneered a unique partnership between the private sector, government, and donors to improve the efficiency of e-waste recycling while mitigating gender-specific risks in the supply chain.</p> <p>Given the high risks facing many female recyclers, the project ensured women received information and training about environmentally sound procedures and technologies for the collection, disassembly, segregation, and recycling of e-waste. Results were tracked with sex-disaggregated indicators with the goal of increasing women’s participation and leadership in the management of e-waste recycling.</p> <p>The facility was designed with women’s needs in mind—providing safe and dedicated work areas for disassembling e-waste in addition to tools and protective equipment. Reflecting the gender ratio of e-waste recyclers, 70% of the dismantlers receiving the training were women.⁹</p>	<ul style="list-style-type: none"> ▶ Engage a gender-based violence (GBV) expert to carry out a gender assessment ▶ Put in place and communicate appropriate GBV policies ▶ Partner with trusted local organizations with expertise in GBV issues and provide referrals and a gender-inclusive grievance mechanism (ADB 2003) for complaints¹⁰ ▶ Provide GBV and health and safety training and resources to all contractors and workers with an emphasis on gender-specific risks and vulnerabilities in the company operations and supply chain ▶ Ensure that all contractors are supplied with properly fitting PPE ▶ Include female and male waste pickers in consultations about the design and operation of any facilities that they will use or be expected to engage with


⁸ University of Missouri, “Think all BPA-free products are safe? Not so fast, scientists warn,” February 18, 2020.

⁹ Federica Cariati, Nadja D’Uonno, Francesca Borrillo, Stefania Iervolino, Giacomo Galdiero, and Rossella Tomaiuolo, et al. “Bisphenol a: an emerging threat to male fertility.” *Reproductive Biology and Endocrinology* 17:6, 2019.

¹⁰ UNIDO, “Informal women workers organize and learn to safely recycle e-waste in Manila,” August 26, 2020.

¹¹ Asian Development Bank, “Gender Checklist: Resettlement,” 2003.

Understanding the **gender dimensions of the informal plastic waste management sector** can:

	KEY ISSUE	BUSINESS CASE	CASE STUDY	KEY ENTRY POINTS FOR PROJECTS
 <p>... better manage relationships with local stakeholders, and reduce the risks of disruption or conflict</p>	<p>At the time of publication, there were approximately 90 ongoing conflicts over waste management in the global south.¹¹ Most of these are the result of growing privatization in the waste management industry, leading to the informal waste sector getting pushed aside and livelihoods destroyed. Women—often with the most to lose and the least voice—are particularly impacted.</p> <p>Without engagement with local communities and their leadership—both male and female, as well as local government institutions—and an attempt to share economic benefits, companies may find their operations disrupted.</p>	<p>In addition to efficiency gains of hiring more women trash pickers, working closely with local women can help companies to prevent supply disruptions or conflict. Examples include contracting with local women’s associations to provide collection and/or sorting services, assisting in registration and formalization if required. Over time, companies may also facilitate access to capital and training to allow women’s associations which are already trusted partners to increase their share of value by growing into supply chain aggregators—a role traditionally dominated by men.</p>	<p>Where companies fail to foster trust with communities, the consequences can be extremely costly. For example, in Delhi, India, local residents and informal waste pickers united to fiercely oppose the new Okhla incineration plant.¹² Resistance came from a combination of economic threat and the backlash against dioxin pollutants from the plant, which are documented to have the most serious health impacts on pregnant women and their unborn children.¹³ Women in the waste picking community—whose livelihoods stood to be most impacted—were most vocal and active in organizing against the plant. Although the Indian authorities ultimately ruled in favor of the plant, the company spent five years in protracted litigation and continues to face hostility and resentment from the local community.</p>	<ul style="list-style-type: none"> ▶ Begin community engagement early, hiring experienced advisors and creating an internal team including local women and men to help manage expectations and understand more about community priorities and challenges ▶ Develop a gender-inclusive local content strategy and adopt a gender-smart code of conduct for engaging with local suppliers ▶ Engage with other key stakeholders with gender expertise, such as local NGOs and local government, to coordinate strategies ▶ Create a gender-inclusive, anonymous, and effective grievance mechanism for anyone in the community to access




Credit: UN Women Asia and the Pacific, Bangladesh (CC BY-NC-ND 2.0)

¹² <https://ejatlas.org>

¹³ EJAtlas, “Okhla waste to energy plant, Delhi, India,” April 12, 2018.

¹⁴ World Health Organization, “Dioxins and their effects on human health,” October 4, 2016.

Increasing gender inclusion in the **formal waste management workforce** can...

	KEY ISSUE	BUSINESS CASE	CASE STUDY	KEY ENTRY POINTS FOR PROJECTS
 <p>...strengthen the talent pool and lead to improvements in organizational efficiency and profit</p>	<p>Women tend to be drastically underrepresented in the formal waste management sector globally. In the United States, for instance, 2020 numbers from the Bureau of Labor Statistics report that only 15.5 percent of the waste management and remediation services workforce were women.¹⁴</p> <p>Women and men tend to assume different and unequal roles in the plastic waste management workforce, perpetuating gender inequality, limiting opportunities for women’s career advancement, and leaving untapped potential on the table.</p>	<p>Data across industries and countries prove that when workforces are gender diverse at all levels, company performance improves. Companies and municipalities stand to benefit from closing gender gaps between existing employees by investing in training, policies, and other measures, as well as through targeted efforts to recruit more women—especially in areas where they are currently underrepresented.</p> <p>Prioritizing diversity leads to a wider talent pool, increased variety of ideas, and more innovation and productivity.¹⁵ Furthermore, in some sectors, gender diversity in the workforce is linked to improved accident rates and health and safety, as female employees have a greater tendency to comply with safety protocols and care for equipment.¹⁶</p>	<p>The industry publication <i>Plastics Today</i> notes that having a gender-diverse leadership team increases the odds of attracting other high potential women candidates, and that there are specific benefits to hiring women waste management truck drivers: “Women are typically less aggressive behind the wheel than men, and therefore would put less stress, wear, and tear on the trucks. Their different driving style may also include a safety bonus, especially in neighborhoods where young children play.” Based on these findings, the city of Phoenix, Arizona, had a campaign to actively recruit women for non-traditional jobs, including in the waste sector.¹⁷</p>	<ul style="list-style-type: none"> ▶ Conduct gender assessment or diagnostic to understand challenges with attracting, retaining, and promoting female and male employees ▶ Review and update HR policies and practices to promote gender equality, including gender-responsive recruitment methods, equitable retention and promotion practices, parent-friendly workplace policies, and GBV and sexual harassment policies ▶ Consider offering onsite and/or offsite or subsidized childcare options to allow more women to enter the workforce¹⁸ ▶ Assess and update uniforms, PPE, and workplace design and infrastructure to support the best performance by women and men employees ▶ Establish gender equality and unconscious bias training for all employees—and contractors when possible ▶ Create or support opportunities for leadership, mentorship, scholarship, training, and women’s professional networks; collaborate with academia, government, and civil society where possible; get EDGE gender certified¹⁹



Credit: USAID Urban / Communities Organized for Resource Allocation (CCBO) grantee CORA Circular Center Women Champions launch (CC BY-NC-SA 2.0)

¹⁵ U.S. Bureau of Labor Statistics, “Women in the labor force: a databook,” 2022.

¹⁶ American Chamber of Commerce in France and the Business and Industry Advisory Committee to the OECD (BIAC), “Putting all our Minds to Work: Harnessing the Gender Dividend,” 2012.


¹⁷ International Finance Corporation, “Investing in Women’s Employment: Good for business, good for development,” 2013.

¹⁸ Insert text here

¹⁹ IFC, “Tackling Childcare: Employer-Supported Childcare Brings Benefits to Families, Employers, and the Economy,” 2017–2021.

²⁰ <https://www.edge-cert.org>

Increasing gender inclusion when investing in entrepreneurship and startups in plastic waste management can...

	KEY ISSUE	BUSINESS CASE	CASE STUDY	KEY ENTRY POINTS FOR PROJECTS
 <p>...help investors expand their pool of promising companies to support and help to scale</p>	<p>Plastic waste management is a global challenge and requires significant innovation, including the development of new technology, human ingenuity, and a range of business models to help tackle the problem.</p> <p>Many women-led businesses in emerging markets—particularly those in male-dominated sectors such as waste management—struggle to access capital, networks, and publicity at the same rates as their male counterparts.</p> <p>Furthermore, gender is not traditionally a key lens for understanding plastic waste recycling challenges but can be critical to understanding consumer needs, use patterns, and priorities.</p>	<p>Global data from entrepreneurship surveys shows that women are more likely to found businesses with social and environmental goals or to be aiming for a “triple bottom line.”²⁰ Given the urgency of the plastic waste management crisis, it is likely that many current or would-be female entrepreneurs are interested in starting companies to become part of the solution. Identifying early stage female-owned businesses to support with networking, capacity building, and financing can offer investors new opportunities to expand their portfolio of high-performing companies.</p> <p>Cross-country evidence suggests that female entrepreneurs may be more likely to make their money go further. A Boston Consulting Group study of 350 companies included in the MassChallenge program found that for every dollar of investment raised, female-run startups generated 78 cents in revenue, whereas male-run startups generated only 31 cents.²¹ Even more strikingly, women outperformed their male counterparts despite raising less money (\$935K versus \$2.12M).</p> <p>A similar study from VC firm First Round Capital found that the female-led companies it had financed performed 63% better than the all-male founding teams it had backed.²² Further research from the Ewing Marion Kauffman Foundation found that women-led teams generate a 35% higher return on investment than all-male teams.²³</p>	<p>Jakarta, Indonesia-based Rebricks is a high-growth enterprise recently founded by two women to process and transform plastic waste into bricks for paving and construction. The women are operating in a traditionally male-dominated industry but have been able to successfully scale their operations thanks to their inclusion in an incubator program and the mentoring of one of the co-founders’ families that has a background in the construction industry.²⁴ Rebricks can recycle the waste from 88,000 plastic sachets per day—33 million sachets per year—into building materials.</p> <p>In India, Sarika Pathak is the founder and CEO of CresaTech, a startup that aims to transform the way that menstrual pads are disposed. Approximately 12 billion menstrual pads are disposed of yearly in India, and they take approximately 800 years to biodegrade²⁵—often finding their way into waterways first, where they contribute to marine pollution.</p> <p>Menstrual waste is collected by informal waste pickers, the vast majority of whom are women. Disposable pads are usually incinerated or placed into landfills—both options carrying health and environmental risks, particularly for the waste pickers who handle this waste. To transform disposal, CresaTech has created a plastic-free, water-soluble pad which can be dissolved and then flushed.²⁶</p>	<ul style="list-style-type: none"> ▶ Identify female entrepreneurs and would-be entrepreneurs through engagement with colleges, universities, and local entrepreneurship hubs ▶ Hold capacity building training for promising female entrepreneurs ▶ Support female entrepreneurs’ access to finance ▶ Provide mentorship and networking opportunities for female entrepreneurs operating in male-dominated industries ▶ Collaborate with local and national government and civil society to link up with any state or national level programs to support female entrepreneurs, and explore opportunities for public tendering for female-owned businesses ▶ Conduct assessments and provide advisory support to help startups to embed gender goals and commitments into their operations from the early stages

²¹ Diana M. Hechavarría, Amy Ingram, Rachida Justo, and Siri Terjesen, “Are Women More Likely to Pursue Social and Environmental Entrepreneurship?” Global women’s entrepreneurship research: Diverse settings, questions and approaches, 135-151, 2012.

²² Katie Abouzahr, Matt Krentz, John Harthorne, and Frances Brooks Taplett, “Why Women-Owned Startups Are a Better Bet,” Boston Consulting Group, June 6, 2018.

²³ Kia Kokalitcheva, “This VC firm found that female founders actually do better than their male peers,” Fortune, July 29, 2015.

²⁴ Juliana Garaizar, “The Rising Tide: A Learning-By-Investing Initiative to Bridge the Gender Gap,” Kauffman Fellows, May 26, 2016.

²⁵ Niki Bruce, “When Ovy met Novita: Two women remaking the construction industry with recycled plastic,” Yahoo Life Singapore, October 27, 2020.

²⁶ Stanford Seed, “Solving Important Problems,” Stanford Business Graduate School, July 5, 2022.

²⁷ <https://cresagreentech.com>

Increasing gender inclusion when **engaging with consumers on plastic waste management** can...

	KEY ISSUE	BUSINESS CASE	CASE STUDY	KEY ENTRY POINTS FOR PROJECTS
 <p>...better target consumers, both before plastic is disposed of and after</p>	<p>Private companies in the sector have a shared interest in improving the efficiency of plastic waste management at the source. Women often decide what is trash, how it is handled, and where and how it is disposed. They are also primarily responsible for educating children about waste management and environmental issues.</p>	<p>In some countries, studies have shown that women are more inclined to recycle, more interested in learning what happens to waste after it is thrown away, and more socialized toward sustainability and proper disposal practices.²⁷ Since more than 75% of waste management budgets involve collection and transportation, sorting waste more properly before arrival has the potential to increase the efficiency and cost effectiveness of waste management. Targeting women capitalizes on this potential, which can have a trickle-down effect on friends, family members, and communities, passing on awareness and best practices to the next generation.</p> <p>Women also influence 70–80% of all consumer purchasing decisions globally.²⁸</p> <p>Consumers are increasingly discerning in their decisions to purchase goods that have lower negative environmental and social impacts—in fact, brands that showcase positive contributions to the environment and communities are more in demand than ever before.</p>	<p>Hoi An, Vietnam developed a long-term plan to address the community’s inadequate waste management practices and the dangerous overcapacity of its landfill space. Its Women’s Union, in partnership with the Vietnam Office of Natural Resources and Environment and the Public Works Agency, established an improved waste management scheme and employed women waste pickers to both collect waste and serve as community educators and advocates about proper waste management practices. The campaign targeted radio and television as well as cultural events and has reduced the amount of waste going to landfill by 70%.³⁰</p> <p>Social enterprises are emerging around the world with innovative ideas to enhance the private sector’s social impacts. RePurpose Global is a plastic credit platform created by Svanika Balasubramanian and her two cofounders as a result of their joint master’s thesis focused on one of the largest waste dumps in Mumbai, India. Like being carbon neutral, RePurpose enables individuals and businesses to become “plastic neutral” and take responsibility for their plastic footprint by funding recycling of the same amount of plastic waste they produce. RePurpose currently funds plastic recovery projects across six countries and is working with partners internationally to create a global plastic offset standard. Embedding gender equality into RePurpose from the start was a key goal of the founders.³¹</p>	<ul style="list-style-type: none"> ▶ Design gender-sensitive outreach campaigns and behavioral change communications that strategically target both women and men at the household level ▶ Propose training women as local community educators and change agents (and pay them for their work) ▶ Work with local, regional, and national government, as well as civil society and community organizations, to coordinate communications and educational efforts around proper disposal practices ▶ Employ more women in plastic waste management to better reach the local community and address women’s concerns

²⁸ The Ocean Conservancy, “The Role of Gender in Waste Management: Gender Perspectives on Waste in India,” Indonesia, the Philippines and Vietnam, June 2019.

²⁹ Bridget Brennan, “Top 10 Things Everyone Should Know About Women Consumers,” Forbes, January 21, 2015.

³⁰ UNDP, “Building a socialized model of domestic waste management in Hoi An,” November 27, 2018.

³¹ See rePurpose’s website at <https://repurpose.global/>.

Integrating Gender into an Investment Project—Operational Entry Points

The INR gender team is available to help investment officers at the following entry points:

Concept Review	IDENTIFY GENDER OPPORTUNITIES	Identify ways in which women and men may be impacted by and benefit from the project differently, including accessing employment, supply chain, and benefits/risks. Assess actions that will maximize opportunities and minimize risks for the project.
Appraisal	SUPPORT	Support for teams through review of project documents, terms of reference (ToRs), and input on project design.
	SCOPING/DIAGNOSTIC WITH CLIENTS	Identify actions to close potential gender gaps as part of an investment project, or as opportunities to collaborate over time, using the broader suite of IFC offerings.
Board Approval	BOARD PAPERS	Provide input and language to address gender in board papers.
Disbursement/Supervision	CLIENT SUPPORT	For implementation of activities identified during scoping/diagnostics, including training and capacity building.
	MONITORING	Help to measure and report on the business and development impact of gender actions, and document and apply lessons learned to future investments and client engagement.

Resources For Gender-Smart Solutions in Plastic Waste Management

[The Role of Gender in Waste Management: Gender Perspectives on India, Indonesia, the Philippines, and Vietnam](#) | Ocean Conservancy, June 2019

Over half of the 8 million metric tons of plastic that enters our oceans each year comes from five rapidly growing economies in Southeast Asia, three of which are explored in this study: Indonesia, the Philippines, and Vietnam. Improving waste management infrastructures in these countries has been identified as one of the most effective tools in combating the ocean plastic crisis. This report explores the role that women play in developing these systems, how they can be better supported, and how other stakeholders including the private sector can establish mutually beneficial partnerships.

[Putting all our Minds to Work: Harnessing the Gender Dividend](#) | American Chamber of Commerce in France (AmCham) & The Business and Industry Advisory Committee to the OECD (BIAC), 2012

This report discusses the business case for gender diversity, as well as the barriers, or “leaks”, undermining the female leadership pipeline in business. Following a workshop held by the OECD during which business representatives shared their experiences implementing a range of diversity programs, the report outlines a toolkit of “gender diversity best practices” for organizations. An annex contains case studies of 16 companies from around the world.

For more information, please contact:

Adriana Eftimie | aeftimie@ifc.org

Jennifer Scott | jscotti@ifc.org

Sherry Goldberg | sgoldberg@ifc.org

www.commdev.org/topics/gender

[The Waste Experts: Enabling Conditions for Informal Sector Integration in Solid Waste Management](#) | GTZ, 2011

This study analyses the experience of three countries in integrating the informal sector into solid waste management systems: Brazil, India, and Egypt. It examines key factors for success, including collaboration with the private sector and governments, and the capacity of the informal sector to organize.

[EJAtlas: Mapping Environmental Justice](#) | Institute of Environmental Science and Technology (ICTA) at the Universitat Autònoma de Barcelona, accessed in 2022

The EJ Atlas collects stories of communities which are struggling for environmental justice around the world. It documents case studies of conflicts with state and corporate actors and how they arose, including examples in the waste management sector. It presents a wealth of lessons for companies and investors to learn from in terms of best practice approaches to community engagement and inclusive projects.



Creating Markets, Creating Opportunities