

## **DRAFT Concept Note**

### **Training of Trainers' Workshop on Occupational Safety and Health in Waste Management for Pacific Island Countries (Using WARM/WARM II approach)**

**Apia, Samoa July 2013**

#### **Background:**

Municipal waste collectors and recyclers occupy a central role in the shift towards greener, low-carbon economies. The safe and environmentally sound management of waste contribute to the conservation of resources and raw materials while reducing the harmful impacts of pollution on human health and the natural environment. At the same time, waste management and recycling provide vital income opportunities for large numbers of people, in particular the urban poor, who often operate under sub-standard conditions.

Due to the nature of their work, these workers themselves often face very serious safety and health risks, including exposure to hazardous materials, and physical dangers associated with the handling of the waste. These risks are commonly attributed to a lack of awareness about the importance of safer work practices and methods, including addressing safety and health in the contracts issued by municipalities and other authorities. For these reasons, the development and application of the participatory approaches such as WARM<sup>1</sup> and WARM II hold great potential in transforming informal waste collection, transport and recycling into green and decent work.

JICA is currently implementing a Project for Promotion of Regional Initiative on Solid Waste Management in Pacific Island Countries ("J-PRISM"). The Project, which has 11 Project Member countries and two associate Members, aims at strengthening human and institutional capacity base for sustainable Solid Waste Management in the Pacific Region through implementation of the Pacific Regional Solid Waste Management Strategy (2010-2015).

The Project and the preceding Project "Waste Minimization and Recycling Promotion in the Republic of Fiji" ("Fiji 3R Project") recognized the benefits of addressing occupational safety and health as an integral of the project activities and to that end, collaboration with the ILO was initiated to provide training on safety and health in waste management. In 2011, the collaboration agreement between JICA and ILO for this particular purpose was formalized via the JICA-ILO Letter of Agreement.

During the years 2009 to 2011, the ILO in collaboration the Fiji 3R Project and from 2011 onwards the J-PRISM Project, developed the WARM approach, using the participatory action-oriented training approach (PAOT), developed a training manual and conducted training in both Fiji and Papua New Guinea, including a Training of Trainers' (TOT) Course in

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<sup>1</sup> Work Adjustments in Recycling and Management of Waste (WARM is primarily addressing waste collection by trucks (formal employment, while WARM II concerns typically informal employment, often though organized and/or monitored by municipalities or other public entities .

Fiji in 2010. Currently, a companion manual on OSH in waste management particularly focusing on waste collection, waste segregation and landfill operations, of which a major part may be undertaken through informal employment, albeit sometimes organized and/or monitored by municipalities or other public entities.

Based on interaction with the Lautoka City Council and some of its staff and a field visit some of the sites by the J-PRISM Project and ILO in July 2012, it was reported that the implementation of the WARM approach had led to improved their safety, health and working conditions. The reported changes included changes in attitude and work ethics through on-site awareness-raising and training and bringing to the notice of contractors their obligation to fulfill contractual obligations in terms of OSH.

The WARM Manual had served as a guideline for the Council to set a platform and set a pace to fulfill its roles and responsibilities. It has further guided the Council as an employer to replicate the knowledge to all work sites over short period of time. In addition, the Manual has promoted community ownership, cooperation and commitment in building safe and efficient waste collection system.

The waste collectors are more vigilant and adhere to the safety tips learnt through the manual.

The community on their own accord has built safe and convenient place for storage of wastes. With the enforcement of legislations pertaining to waste collection, community are aware of the type and size of containers to be used. Some also use more than one bin to reduce the weight and for easy lifting by the collectors.

The ILO-developed WARM/WARM II approach focuses on low-cost and easy improvements in small and medium-sized enterprises (SMEs) within the waste management sector. The approach aims in part to improve safety, health and working/living conditions and in part to support achievement of other business goals in terms of productivity, quality and/or competitiveness. The approach also encourages the use of improvements that are already implemented in the area or community. Moreover, it is participatory and offers the participants a learning-by-doing experience. Training a cadre of trainers is part of the concept and in a number of places they have been able to carry on the activities, once the pilot phase was completed.

As it is not specifically linked to whether participating workplaces are covered by the law or not, the approach can be used for both formal and informal economy workplaces. The approach has proved successful in many countries in Asia and other continents.

Based on the JICA-ILO agreement, the J-PRISM Project has requested the ILO to assist in the design and the implementation of a comprehensive TOT for participants from selected PICs. This would allow for extending the WARM/WARM II experience to other Project Member countries.

Thus this concept note, including the draft programme, outlines the basis for a 5-day TOT programme. The programme will focus on the content of WARM/WARM II, but will also

provide the participants with more general aspects on OSH of relevance to the waste management in the PICs such as OSH management, integration of OSH into contracts, hazardous waste management and gender concerns. Subject to participant profiles, side events may be conducted for particular groups of participants e.g. OSH committee members, social partners or labour inspectors.

The training will build on the experience and capacity in Fiji to apply and use the WARM/WARM+ approach e.g. the experience in Lautoka and Nadi. It is assumed that more municipalities (or similar) will improve conditions for their staff dealing with waste and others such as waste pickers, who may be operating on the dumpsites. An action plan for follow-up and further use of the approach would be a tangible output of the 5-day programme.

The majority of the participants will be J-PRISM Project partners, but with the view to linking it better to the ILO work on OSH, green jobs, job creation and decent work in general, a few participants selected from ILOs core partners (government, employers and workers) will participate as well.

Resource persons will be from partner organizations already familiar with the PAOT and/or waste collection approach, the J-PRISM project/JICA and the ILO, including consultants.

The PAOT approaches have been implemented amidst challenges in terms of sustainability and documentation of impact. Given that the majority of the participants will come from partner organizations of the J-PRISM Project, typically municipalities, it is assumed that the Project along with ILO and its core partners can facilitate monitoring of the further implementation of WARM/WARM II and the integration of it into the business operation of the municipalities; hence paving the way for a more sustainable approach. The training will also feature a session of follow-up and reporting so as to capture the results and changes and eventually the impact.

### **Purpose of TOT Workshop**

The purpose of the Training of Trainers' (TOT) Workshop on Occupational Safety and Health in Waste Management for Pacific Island Countries (using WARM/WARM II approach) is to build capacity in the participating countries to address safety and health in the waste management chain and to ensure safer and healthier workplaces with a view to reducing occupational accidents and diseases (impact on health). Focus will be on domestic waste management, but will provide the participants with knowledge about hazardous waste management.

### **Target group and ultimate beneficiaries**

The primary target group comprises staff from J-PRISM partner municipalities and organizations from selected PICs involved in safety and health management and/or waste management. In addition, government agencies responsible for OSH (or training on OSH) and social partner representatives from a few select countries<sup>2</sup> will participate. The

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<sup>2</sup> Including tripartite participation from Samoa and Fiji and Government agency (responsible for OSH) participation from one or two countries more

participation of social partners (employers' and workers' organizations) is in accordance with the key principle of tripartism when dealing with OSH.

A number of approx. 30-35 participants are envisaged.

It is expected that the participants, once back in their own country, will implement WARM/WARM II training and ensure that safety and health is addressed in waste management operations. The ultimate beneficiaries are employers, workers and self-employed persons in the different parts of the waste management chain,

**Programme**

A draft programme is attached.

**Dates and Venue**

8 -12 July 2013, Apia, Samoa

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07/05/2013