

# STATUS OF WOMEN IN THE GLOBAL WASTE MANAGEMENT SECTOR

*The first global survey of its kind*

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Qgreen

Women of Waste Co-founder



7TH INTERNATIONAL CONFERENCE ON SUSTAINABLE SOLID WASTE MANAGEMENT  
26-29 June 2019, Heraklion, Crete Island, Greece

# Welcome to WOW!

## Women of Waste

... is a global initiative supported by the International Solid Waste Association (ISWA).

.... created by women in the waste management industry to support, advocate and spotlight women's work and achievements in the waste sector

Supported by



# Global Survey Background : The idea



# Global Survey Background: Scope

The intention of the research being to **showcase** the magnitude and extent to which women are active in the waste sector.

**What is the status of women in the Waste Management Industry?**

The study also aims to **give inspiration** and motivation to **young women** entering the sector.

WOW!



Source: <http://www.garbagemanday.org>



Photo: Women Union Group of Sơn Trà District, Đà Nẵng, Vietnam



# Global Survey - Methodology

1. The global survey was conducted by means of an **online survey**, using the cloud-based software, *SurveyMonkey*



Global Survey of Women Working in the Waste Sector

2. The self-administered questionnaire was kept short, with **7 closed questions** – to encourage a high participation rate of and to allow for statistical analysis of the data. **These questions**

**included:**

(i) country working in,

(ii) participant age,

(iii) years' experience in the waste sector

iv) highest level of education;

(v) main area of work as aligned to the waste hierarchy;

(vi) type of organisation employed within; and

(vii) highest level of responsibility



# Global Survey – Communication & Dissemination



**WOW!**  
WOMEN OF WASTE

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Waste

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@iswawomenofwaste

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Today we celebrate the work and achievements of women all over the world! Let us know the name of a woman working in waste management, who inspires you the most and why. Comment below!

Have you taken our survey? Women of Waste launched a global survey collecting data about women along the waste hierarchy. Take the survey or share with a colleague:  
[https://www.surveymonkey.com/r/WOW\\_Global\\_Survey\\_2018...](https://www.surveymonkey.com/r/WOW_Global_Survey_2018...) See More

**Are you a woman working in waste management?**  
We want to hear from you!

Participate in global survey >>>

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Women of Waste  
Community

Send Message

You, Athanasia Kotsiopolou, Lana Krišto and 13 others 3 Comments 1 Share

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Women of Waste  
@iswawomenofwaste

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Write a comment...

**Women of Waste** added 8 new photos to the album: Women of Waste at IFAT Munich, May 2018 — at IFAT.  
May 25 · 🌐

Many thanks to all who joined Women of Waste at IFAT last week for our pop up session!

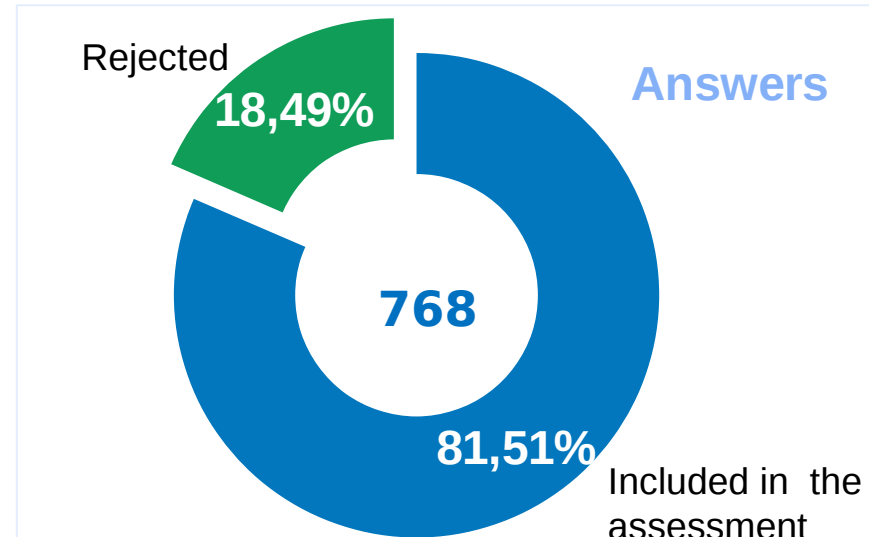
**IFAT** May 14 - 18, 2018  
Messe München  
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Community  
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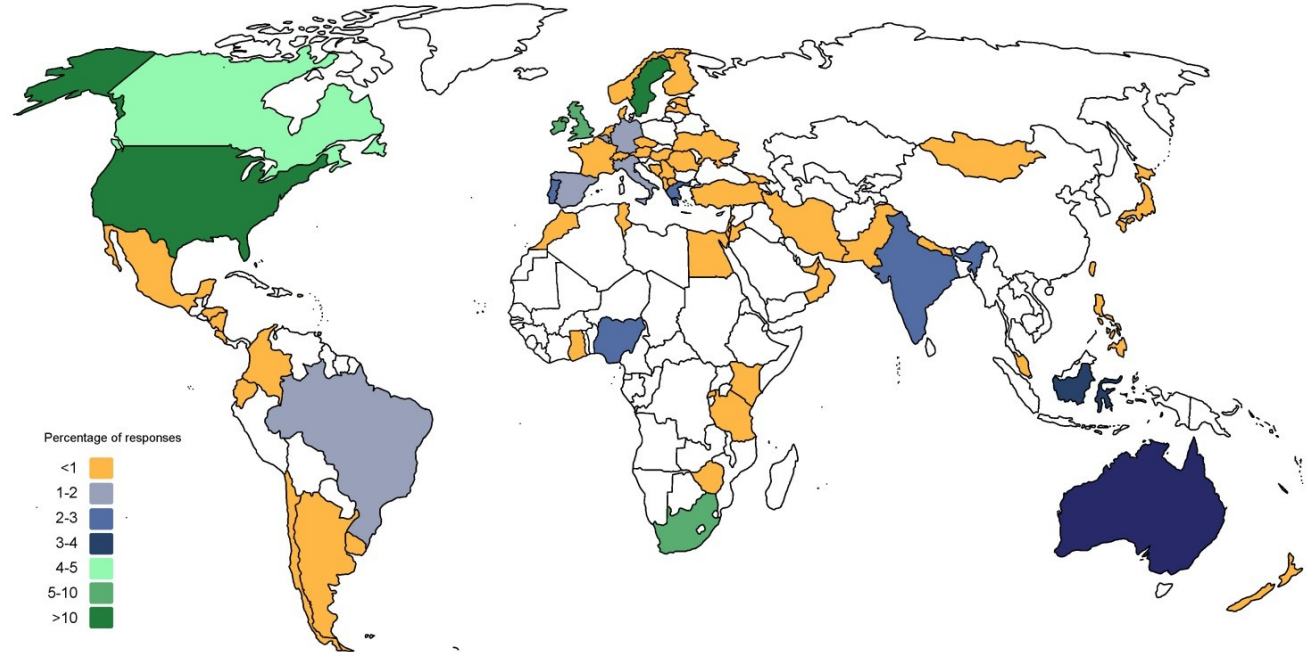
# Global Survey - Responses

- A total of 768 responses were received from the survey
- Following data cleaning, a total of **626 useable data points** were subjected to further statistical analysis using Microsoft Excel



# Global Survey – Results: Spatial distribution

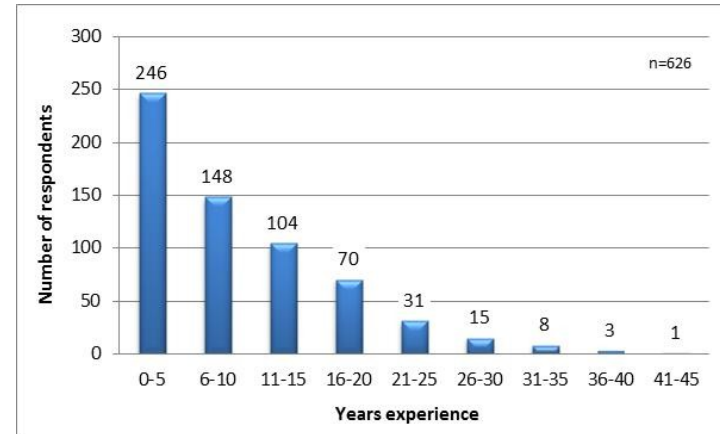
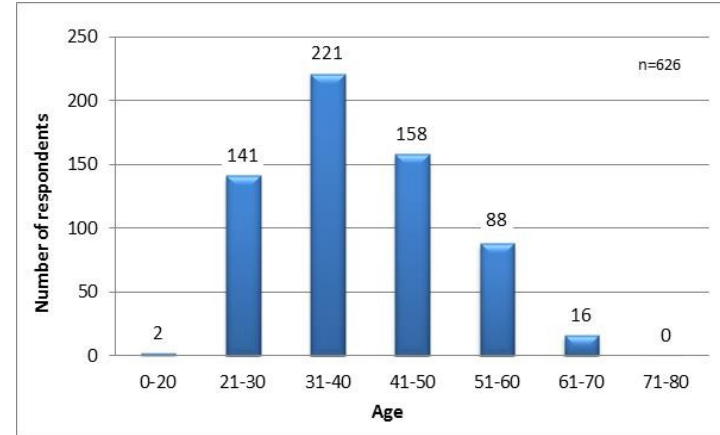
- Responses were received from **73 countries** around the world,
- Majority (71.9%) from **high-income** countries
- Good **spatial distribution** across continents





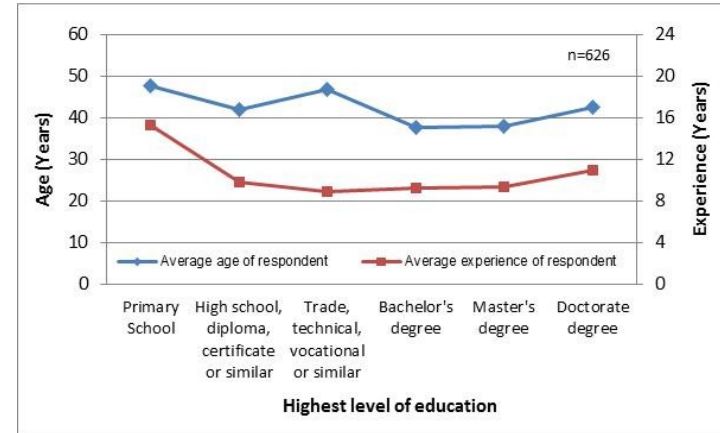
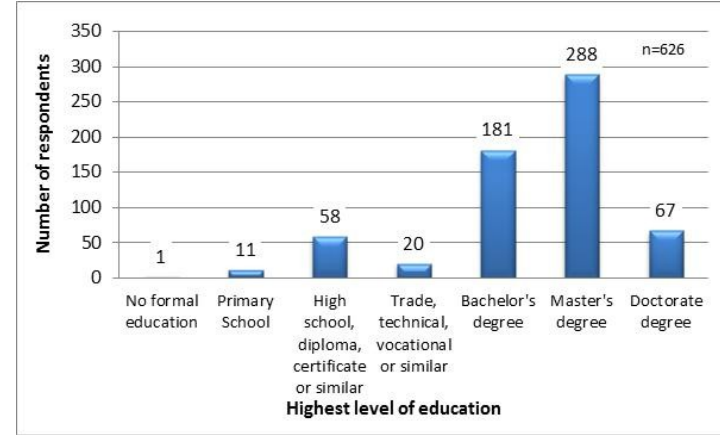
# Global Survey – Results: Age & Experience

- A wide **range in ages** and years of **experience** of respondents was received
- Average **age** of respondents was **39 years** and average **years experience** in waste sector **10 years**
- Waste sector a **lifelong career choice** for some, find women moving into sector a **various stages** in career, but high number of **young, new women** to the sector is very exciting
- Younger average age and a lower average years' experience for women in low-income (33, 6) and lower-middle income (35, 6) countries



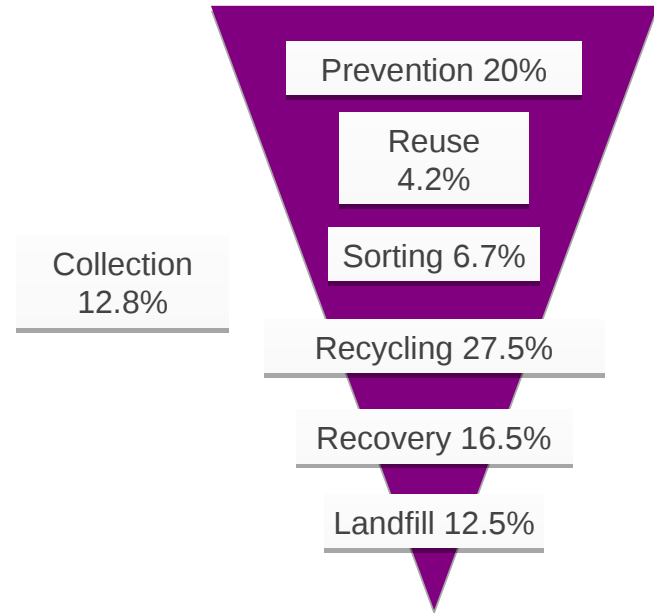
# Global Survey – Results: Education

- **High level of education** of respondents – 56.7% have a post-graduate degree (master's or doctorate) and 85.6% have a university or post-graduate degree
- No significant correlation between average age and years' experience – and highest level of education
- No real difference in the highest level of education between respondents from different countries, a higher percentage of respondents from low/lower-middle income countries had doctorates



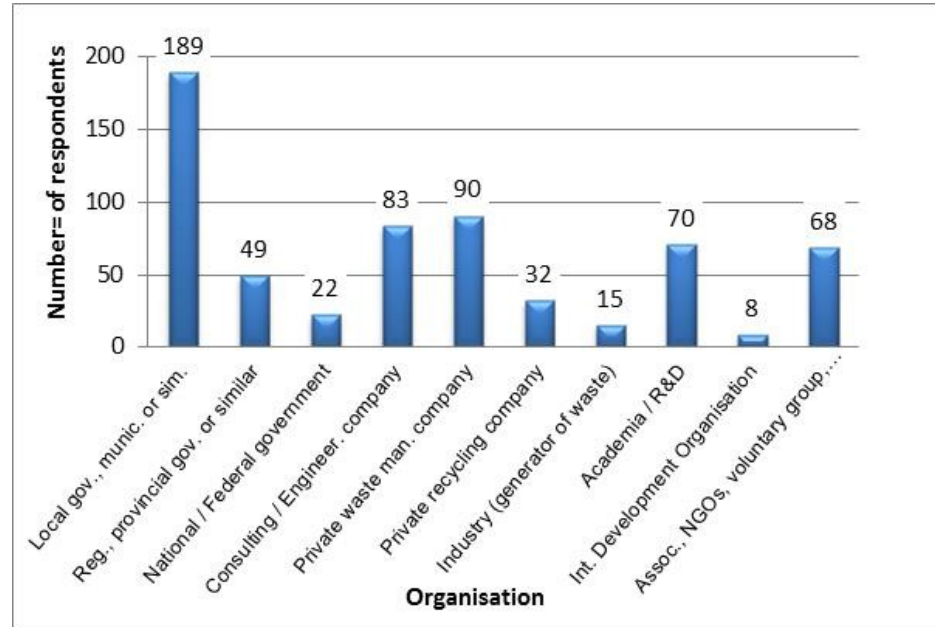
# Global Survey – Results: Area of work

- Women working **across the waste hierarchy**
- Fewer respondents in “*Waste re-use, repair or refurbishment*” and in “*Waste sorting*”, with highest number of responses (27.5%) in “*Waste recycling*”, followed by “*Waste prevention*” (20.0%)
- No significant difference in age and years’ experience across the different areas of work
- More respondents working in “*Waste recovery - (typically energy recovery)*” in high-income countries
- Highlights the **opportunities** for women to build careers across the waste management hierarchy



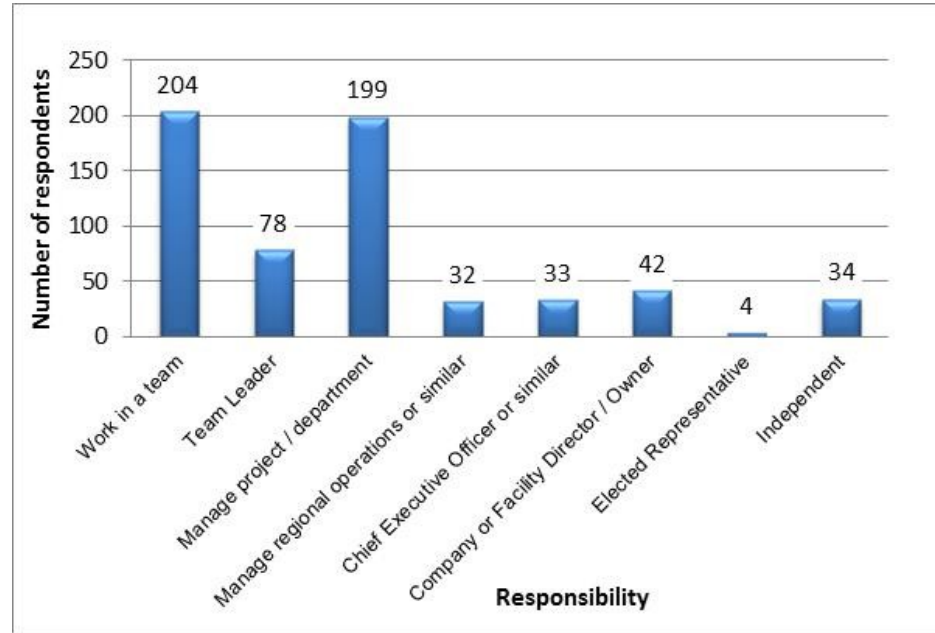
# Global Survey – Results: Place of Work

- Majority of respondents working in “*Local government, municipality or similar*” (30.2%), next “*Private waste management company*” (14.4%) and “*Consulting/ Engineering company*” (13.3%)
- No significant difference in age and years’ experience across different organisation types
- Highlights the **opportunities** for women to build careers across different organisation types in both the public and private sectors



# Global Survey – Results: Level of Responsibility

- Majority of responses from women working in teams and lower/middle level management positions (82.3%) – “*Work in a team*” (32.6%) and “*Manage project / department*” (31.8%)
- Unlike other parameters, increase in age and years’ experience as women move from working independently or in a team, to managing regional operations and company or facility director





# What else?



The global waste industry has reached a new level of maturity where we can reflect on the differences in the way the different genders affect waste.

Women are performing better than men in recycling and waste prevention.

Put the right talents in the right place.



## WOMEN OF WASTE SESSION

8:30 - 10:30 AM, Tuesday 23rd October

8:30 - 9:15 Part 1

WOW! – Women of Waste

"MAPPING THE STATUS OF WOMEN IN THE GLOBAL WASTE MANAGEMENT SECTOR"

**Women of Waste (WOW!)** announces the results of the 2018 global Women of Waste survey. With the growing global paradigm shift around 'waste as resource', more women are finding the sector an attractive one.

*Speakers:* Keynote by **Linda Godfrey**, CSIR Implementation Unit, South Africa; **Maria Tsakona**, D-Waste/QAdvisors, Greece.

*Moderated by:* **Georgina Nitzsche**, ISWA, UK.

9:15 - 10:15 Part 2

UN Environment IETC / GRID-Arendal

"GENDER AND WASTE MANAGEMENT – KEY ISSUES/CONSIDERATIONS"

UN Environment IETC partnered with organizations from Bhutan, Mongolia and Nepal in a climate mitigation project called Waste and Climate Change to reduce greenhouse gases (GHG) from the waste sector. Together with GRID-Arendal a gender perspective is being incorporated in the project.

*Speakers:* Keynote by **Ieva Rucevska**, GRID-Arendal Foundation, Norway; **Tashi Jamtsho**, WWF, Bhutan; **Ariunaa Norovsambuu**, Project Manager, Waste and Climate Change Project, The Asia Foundation, Mongolia; **Aisha Khatoon**, Chief Executive Officer, Leadership for Environment and Development (LEAD) Nepal.



# The Future is Round! Empowering Women in Recycling and the Circular Economy




*including women for positive social and environmental impact*



WORLD CONGRESS  
**ISWA 2019**  
7-9 October Bilbao, Spain

**10:00 -12:00 am Tuesday 8<sup>th</sup> October**  
**Session Room 4 Euskalduna Palace,**  
**Bilbao, Spain**



" I have stopped being a consumer and believe in the principle of reducing, reusing and recycling staunchly "

**Join us : [www.iswa.org/women-of-waste](http://www.iswa.org/women-of-waste)**

**Get in touch: [maria.tsakona@qgreen.gr](mailto:maria.tsakona@qgreen.gr)**