

waste handlers and collection facilities. These observations helped her draw meaningful parallels and apply relevant insights to her South Africa-focused project.

4. **Creating a Financial Incentive System:**

Zara proposed a cash-for-plastics initiative to incentivize informal waste pickers by offering direct payments for delivering clean, sorted, and high-quality plastic feedstock to Averda's collection hubs. This system aimed to ensure a consistent and reliable supply chain while improving the livelihoods of the waste pickers. Additionally, she outlined a microloan program to help pickers invest in essential tools such as carts, sorting tables, and protective equipment. These tools would enhance their efficiency, improve the quality of plastics collected, and promote safer working conditions.

5. **Engaging Key Stakeholders:**

Zara identified potential partners, including local cooperatives, NGOs, and municipal bodies, to support the formalization and empowerment of informal waste pickers. She also suggested collaboration opportunities with these stakeholders to facilitate smoother integration into the formal recycling supply chain.

6. **Operational Recommendations for Averda:**

By studying the operations at Averda's South African recycling plant, Zara provided actionable insights on how to streamline the intake of plastics from informal pickers. Her recommendations focused on maintaining feedstock quality, ensuring steady supply volumes, and optimizing logistics to benefit both the plant and the waste pickers.

7. **Preliminary Impact Assessment:**

Zara prepared an impact assessment, estimating the social and economic benefits of integrating informal waste pickers into Averda's supply chain. Her findings indicated potential improvements in waste picker livelihoods, enhanced material recovery rates, and significant contributions to Averda's sustainability goals.

8. **Presentation of Findings:**

Zara concluded her internship with a comprehensive report and presentation that clearly outlined her proposed framework, complete with implementation strategies, cost projections, and anticipated outcomes. Her ability to effectively communicate complex ideas was impressive and left a lasting impression on the team.