

Belize Recyclers and Waste Management Association Strategic Plan 2024 – 2026

Prepared for:

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Foreword

In Pursuit of a Circular Economy in Belize

Address from Patrons or President of Belize Recyclers and Waste Management Association

On behalf of the Government of Belize, it is with great pleasure and optimism that I introduce the Belize Recyclers and Waste Management Association (BRWMA) Strategic Plan for the years 2024-2026. This strategic roadmap represents a significant milestone in fostering collective efforts to address the pressing challenges faced by Belize in the realm of recycling and waste management and creating a pathway for circular economy in Belize.

The BRWMA's vision and mission reflect a commitment to fostering collaborative partnerships between the public and private sectors, with the goal of enhancing Belize's recycling and waste management capabilities. By focusing on key strategic areas such as technical and financial capacity building, public-private partnerships, policy advocacy, education and social inclusion, the association aims to create a more resilient and efficient recycling and waste management system.

The Government of Belize recognizes the critical role of the recycling and waste management sector in our nation's development and acknowledges the existing challenges that the sector faces. As such, we are committed to supporting initiatives like the BRWMA strategic plan, which align with our National Environmental Policy and Strategy and National Solid Waste Management Policy.

Investing in recycling and waste management initiatives not only benefits our environment but also contributes to social well-being and economic growth. We are committed to collaboration and encourage active participation from all stakeholders, including private sector entities, non-government organizations, civil society organizations, and individual citizens. It is through collective effort and shared responsibility that we can address waste management challenges and improve the quality of life for all Belizeans.

I would like to acknowledge the efforts and contributions of all stakeholders involved in the recycling and waste management sector. Your dedication and commitment are essential in driving positive change and shaping the future of Belize. I urge citizens, businesses, and other stakeholders to actively participate and support the initiatives proposed by the BRWMA, as together, we can make a difference.

In closing, let me reaffirm the Government of Belize's unwavering commitment to environmental stewardship, sustainable development, and collaborative efforts with organizations like the Belize Recyclers and Waste Management Association. By working together, we can build a cleaner, greener Belize for generations to come.

Sincerely,

Executive Summary

The Belize Recyclers and Waste Management Association (BRWMA) Strategic Plan 2024-2026 sets forth a comprehensive roadmap for guiding the association's activities over the next two years, starting from its launch in April 2024.

The recycling and waste management sector in Belize faces significant challenges, primarily stemming from the lack of institutional framework and collaboration between the Government of Belize (GoB) and the private sector. This fragmentation results in inefficiencies and limited coordination, hindering the sector's growth and development. Additionally, barriers such as high transportation costs, inadequate infrastructure, fluctuating market prices and fragmented cooperation amongst private sector stakeholders further complicate waste management efforts.

BRWMA's strategic vision and mission aim to address these challenges by fostering collaborative private-public partnerships dedicated to building Belize's recycling and waste management sector. The association's key strategic areas and goals include enhancing technical and financial capacity, cultivating public-private partnerships, supporting governmental policies for sustainable waste management, promoting education and awareness programs, and advancing gender equality and social inclusion within the sector.

Through the implementation of these strategic goals, BRWMA aims to contribute to a sustainable and resilient recycling and waste management sector, ultimately leading to a cleaner Belize and an improved quality of life for all its citizens.

1 Background Information

1.1 Our Association and Who We Are

The UK Government, through the Ocean Country Partnership Programme (OCPP) in partnership with the Department of the Environment (DoE) and the Belize Solid Waste Management Authority (BSWaMA), provided assistance and worked collaboratively with recyclers, producers, distributors and waste management stakeholders to establish the BRWMA.

BRWMA was officially registered in February 2024 and launched in April 2024, becoming the first association of its kind in the Caribbean. Its members include representatives from manufacturers, distributors, recyclers, waste collectors, civil society organizations, public servants, educational institutions, and community members.

The association aims to:

1. Serve as a platform for enhanced collaboration between the private sector and the Government of Belize on recycling and waste management policies, legislation, and other related developments.
2. Act as a mechanism for the private sector to access technical and funding support offered by the Government of Belize and external funding organizations for assistance in recycling and waste management initiatives in Belize.

1.2 Purpose of the Strategic Plan

This document provides a roadmap to guide the association and its members in fulfilling the following constitutional obligations:

- a) To promote the involvement of recycling and waste management advocates from the private sector in the development of national recycling and waste management related policies and laws.
- b) To strengthen and represent the voice of the recycling and waste management sector at national, regional and international fora.
- c) To promote collaboration and partnership with the government and funding organizations on recycling and waste management operations and initiatives through government and financial development support.
- d) To promote the introduction and implementation of sustainable and appropriate recycling and waste management practices in Belize in line with the waste management hierarchy, including advocacy and support from educational institutions and communities.
- e) To protect and safeguard the interest of local recycling and waste management operations from short term opportunists.

2 Key Waste Management Issues and Challenges

2.1 Limited Institutional Framework

The recycling and waste management sector in Belize is primarily dependent on collaborative efforts amongst the Government of Belize and the private sector. Given that the recycling and waste management sector is in its developing phase, there is a lack of institutional framework, which has contributed to stakeholders operating in isolation or small groups. This fragmentation contributes to inefficiencies and limited coordination in recycling and waste management initiatives. Additionally, limited institutional framework contributes to the absence of a unified voice that can be used to advocate the private sector's interests and influence policy-based decisions. This inhibits access to capacity building opportunities and contributes to a lack of access to financing to be able to carry out and develop recycling and waste management initiatives.

2.2 Rising Volume of Waste

Belize produces approximately 200,000 tonnes of municipal waste annually. According to BSWaMA (2015), 44% and 42% of the municipal solid waste produced consists of recyclables and organic materials respectively. As Belize's population continues to grow, it is expected that an increase in the consumption of goods and services will further contribute to waste being generated. This, along with a low recycling rate due to limited access to infrastructure as well as a lack of access to markets and limited capacity further contributes to waste being disposed of at Belize's municipal landfill and dumpsites throughout the country.

Some of the main waste streams that have been identified to be problematic in Belize include:

- Plastics, expanded polystyrene and polymers of styrene
- Used tires
- Used lead acid batteries
- Used combustible engine oils and cooking oils
- End of life vehicles and scrap metals
- Recovered ozone depleting substance and high global warming potential refrigerants
- Organic waste

2.3 Existing Barriers

The BRWMA comprises of a wide array of stakeholders spanning the supply and waste management chain. This includes distributors, manufacturers, waste collectors, and recyclers at various stages of the process including those retrieving recyclable materials, those purchasing recovered materials for local resale, as well as those buying recyclable materials for export. Given the significant reliance on private entities within this sector, active engagement and commitment are essential to sustaining efficient recycling and waste management practices across the country.

However, several barriers impede the effectiveness of these operations:

1. **Transportation Costs:** High fuel costs in Belize pose a significant challenge, as it relates to the collection and management of municipal waste as well as the collection of recyclable materials. These elevated transportation expenses exacerbate the financial strain on recycling and waste management operations, hindering their scalability and efficiency.
2. **Equipment and Facilities:** Inadequate infrastructure, including the lack of basic equipment and facilities, presents a barrier to effective recycling and waste management efforts. Insufficient resources restrict stakeholders' capability to process and manage waste effectively.
3. **Restriction to Overseas Markets and Fluctuating Market Prices:** Limited knowledge regarding accessible and economically feasible overseas markets impedes the export of recyclable materials. Without a comprehensive understanding of potential market opportunities and understanding of market prices, recyclers are unable to fully depend financially on the export of recyclable materials.
4. **Limited Technical Capacity:** Limited technical expertise within the recycling and waste management sector hampers innovation and efficiency, which limits the sector's development and its capacity to adapt and implement effective solutions.
5. **Lack of Supportive Policies and Programs:** Without regulatory frameworks and governmental incentives to promote recycling and waste management, stakeholders face increased challenges in implementing and sustaining environmentally responsible recycling and waste management solutions.
6. **Financial Constraints:** Limited funding restricts stakeholders' ability to access necessary equipment and technologies, while high operational costs due to transportation expenses and fluctuating market prices strain financial viability. Additionally, limited access to financing and high credit interest rates hold back investment in infrastructure and innovation.

3 Strategy

3.1 Vision

A sustainable and resilient recycling and waste management sector aiming for a cleaner Belize and an improved quality of life for all.

3.2 Mission

To foster collaborative private-public partnerships dedicated to building Belize's recycling and waste management sector through promoting environmental stewardship, economic viability and social wellbeing.

3.3 Key Strategic Areas

In addressing the key issues and challenges faced by BRWMA in achieving its constitutional objectives, the following key areas provide the basis of this strategic plan for the next two years.

3.3.1 Institutional Capacity Strengthening

With the association currently in its infancy stage, emphasis should be placed on enhancing its institutional capacity to effectively support its operations, serve its members, and fulfil its constitutional obligations. The association is unable to function without adequate technical and financial capacity.

3.3.2 Fostering Public-Private Relationships to Improve Waste Management

Enhancing opportunities for public-private relationships to foster an enabling business environment which will encourage greater private sector involvement and contribute to improved recycling and waste management practices in Belize.

3.3.3 Policy and Legislation

Advocating for the development and implementation of legislation and policies supportive of recycling and waste management goals.

3.3.4 Education and Awareness

Raising public awareness and promoting behaviour change towards sustainable recycling and waste management practices.

3.3.5 Research and Development

Supporting and participating in relevant research endeavours to advance knowledge and solutions, contributing to more effective recycling and waste management strategies and technologies.

3.3.6 Gender Equality, Diversity and Social Inclusion

Promoting gender equality and enhancing diversity and social inclusion within the recycling and waste management sector.

3.4 Strategic Goals and Actions

3.4.1 Institutional Capacity Strengthening

Strategic Goal 1: To build the association's technical and financial capacity to operate effectively and efficiently, thereby fulfilling its constitutional purposes and objectives.

Implement appropriate administration and governance measures to ensure the smooth operation of the association.

- To formally elect an executive committee in accordance with BRWMA's constitution to oversee the affairs of the association.
- To establish an office equipped with basic equipment to support the operations of the association.
- To recruit staff and volunteers for the office to serve as contact points for the association and to facilitate the operations of the association.
- To conduct monthly and bimonthly meetings amongst the executive committee to monitor the association's progress and provide regular updates to the association's members.
- To perform annual audits of the association's accounts.
- To facilitate Annual General Meetings to present financial reports, approve new annual budgets and elect an executive committee.

Implement measures to raise funds to sustain the association's operations.

- Develop annual budgets for the association to plan and organize according fundraising activities.
- Establish membership types and fees that will contribute to the annual budget.
- Incorporate a printing fee for Membership Certificate production.
- Establish and set an appropriate administration fee for all projects supported and implemented by the association.
- Establish and set rental fees for using the association's equipment.

Conduct appropriate training for the association's staff and volunteers to equip them with required skills and knowledge.

- Assess the training needs of the association's staff and volunteers.
- Explore training opportunities provided through programs and grants that could build capacity for association members, staff and volunteers.
- Conduct required training with support from governmental agencies and funding organizations where possible.
- Develop standard operating procedures to streamline operations and ensure consistency in tasks performed by staff and volunteers.

Determine projects that will bolster the present and future recycling and waste management initiatives of association members, with backing from governmental agencies and funding organizations.

- Consult with association members to identify needs and challenges.
- Facilitate discussions with the government and funding organizations regarding necessary technical or financial support to address the needs and challenges of the association's members.
- Promote and support active participation of association members in recycling and waste management projects and developments.

3.4.2 Fostering Public-Private Relationships to Improve Waste Management

Strategic Goal 2: To cultivate and strengthen public private partnerships (PPP) to facilitate the exchange of expertise, experience and ideas aimed at enhancing recycling and waste management in Belize.

Create more opportunities for the private sector to participate and support recycling and waste management developments and improvements in the country.

- Engage in thorough investigation, exploration, and discussions with governmental bodies to identify and assess potential opportunities for fostering PPPs and other collaborative opportunities within the sector.
- Develop comprehensive proposals outlining potential PPP opportunities and collaborative projects spanning waste collection, recycling initiatives, waste-to-energy programs, treatment facilities, and disposal methods.
- Present and discuss these proposals with governmental and funding organizations, highlighting the benefits and feasibility of each collaboration, to secure support and investment.

Establish a business enabling environment (BEE) to encourage private sector investment.

- Facilitate discussions among stakeholders to explore and identify key barriers hindering the growth and efficiency of private sector recycling and waste management businesses.
- Develop proposals outlining potential BEE initiatives aimed at addressing identified challenges and improving the overall business landscape for recycling and waste management businesses.
- Submit these proposals to relevant governmental agencies and funding organizations for review and consideration, advocating for supportive policies and initiatives to attract private sector investment and participation.

Identify and develop tailored waste projects to provide support to the private sector.

- Collaborate closely with governmental agencies to assess the current state of recycling and waste management infrastructure and identify specific areas requiring improvement or development.
- Provide expert guidance and technical assistance to facilitate the conceptualization and planning of targeted recycling and waste management projects tailored to address different waste streams.
- Extend support throughout the implementation phase of these projects, offering technical expertise, resource allocation, and strategic guidance to ensure successful execution and sustainable outcomes.
- Collaborate closely with governmental agencies and other stakeholders to ensure the active involvement of association representatives in all stages of recycling and waste management projects, from planning and design to execution and evaluation.

3.4.3 Policy and Legislation

Strategic Goal 3: To support and promote government policies and legislation for improved and sustainable recycling and waste management in Belize.

Amplify the association's influence in recycling and waste management initiatives and policy formulation.

- Advocate for the inclusion of association representatives in all relevant national committees, task forces, and working groups focused on recycling and waste management policy development and implementation.
- Engage proactively with governmental and regulatory bodies to propose the integration of association expertise and perspectives into recycling and waste-related projects, policies, and legislative frameworks.

Promote enabling policies and regulations for private sector investment in recycling and waste management.

- Identify the necessary policies and laws required to establish a BEE conducive to private sector investment in recycling and waste management.
- Develop a comprehensive proposal outlining the key components of the BEE and submit it to the government for consideration and approval.

Support the implementation of an affordable and accessible waste user pay system.

- Initiate discussions and research to explore viable options for implementing a user pay system tailored to Belize's unique circumstances, drawing insights from experiences and best practices in other developing countries.
- Develop a proposal presenting feasible user pay options and submit it to the government for review and consideration.

Advocate for the introduction of an Advance Recycling Fee (ARF) to foster sustainable recycling practices:

- Develop a detailed proposal advocating for the implementation of an appropriate ARF scheme in Belize.
- Submit the proposal to the government for evaluation and potential adoption, while actively supporting and participating in any necessary investigations and studies to assess the feasibility and impact of the ARF initiative.

Promote policies and regulations to encourage good waste management practices at commercial establishments:

- Advocate for the implementation of a policy or regulation requiring all commercial enterprises, including hotels, stores, and restaurants to develop and adhere to recycling and waste management plans.
- Develop a user-friendly recycling and waste management plan template to facilitate compliance and share it with the government for consideration and adoption.
- Encourage association members to adopt and implement recycling and waste management plans as a demonstration of leadership and commitment to fostering good recycling and waste management practices, thereby setting a positive example for other businesses to emulate.

3.4.4 Education and Awareness

Strategic Goal 4: To spearhead and endorse education and awareness programs, along with campaigns, to enhance public engagement.

Promote awareness regarding environmental impact of various waste streams.

- Propose the establishment of an Annual National Recycling and Waste Management Awareness Day to recognize the significance of recycling and waste management throughout the country, encouraging public engagement and participation.
- Advocate for national clean-up campaigns involving public and private agencies, as well as local communities, to foster a sense of collective responsibility and involvement in recycling and waste management efforts.

Improve educational and awareness tools and frameworks.

- Recommend the development of a comprehensive National Communication Plan to guide educational and awareness programs on recycling and waste management in Belize, incorporating effective messaging and outreach strategies.
- Offer support for the development of the National Communication Plan, leveraging the expertise and experience of association members to ensure its effectiveness and relevance.
- Collaborate closely with governmental agencies in implementing public educational and awareness activities to amplify outreach efforts and maximize impact.

3.4.5 Research and Development

Strategic Goal 5: To promote and support the implementation of recycling and waste related research and facilitate knowledge sharing.

Foster collaboration and knowledge sharing

- Forge partnerships with academic institutions, research organizations and industry specialists to access specialized knowledge and resources.
- Develop and manage a repository of all recycling and waste management stakeholders in Belize, along with any research reports, case studies and technical documents for members to access and reference.
- Promote the participation of association members in local and international fora.
- Partner with governmental agencies and non-profit organizations to coordinate joint research projects and share resources.

Promote and support recycling and waste related research initiatives.

- Identify and assess essential waste research and development needs from the private sector perspective, with a focus on fostering PPPs and other collaborative efforts.
- Offer support in the formulation and presentation of proposals seeking funding support for vital research endeavors in the recycling and waste management sector.
- Encourage active engagement and participation of association members in the implementation of funding research projects and studies, leveraging their expertise and resources to drive meaningful advancements in recycling and waste management practices and technologies.

3.4.6 Gender Equality, Diversity and Social Inclusion

Strategic Goal 6: To promote gender equality and enhance diversity and social inclusion within the recycling and waste management sector.

Address gender equality and diversity issues within the recycling and waste management sector.

- Develop and communicate a code of conduct that emphasizes respectful behaviour and zero tolerance for discrimination or harassment.
- Offer training sessions and workshops on diversity, inclusion and unconscious bias for association members.
- Create mentorship and leadership opportunities for women in the recycling and waste management sector.
- Create a Women of Waste Subcommittee/Task Force to promote the role and visibility of women involved in the recycling and waste management sector.
- Conduct awareness campaigns to challenge gender stereotypes and biases within the association and the broader community.
- Establish inclusive policies and practices to accommodate the needs of members with disabilities or special requirements.

Address social inclusion challenges faced by marginalized groups in the recycling and waste management sector.

- Collaborate with community organizations to identify, support and involve marginalized communities and individuals in the association's activities.
- Provide targeted training and support programs for disadvantaged and marginalized groups within the recycling and waste management sector.
- Amplify the voices of marginalized members within the association through advocacy campaigns, media outreach and participation in relevant decision-making processes.

Action and Implementation Plan 2024 – 2026

Strategy	Supporting Activities/ Actions	Timeline	Responsible
Goal 1: To build the association’s technical and financial capacity to operate effectively and efficiently, thereby fulfilling its constitutional purposes and objectives.			
1.1 Implement appropriate administration and governance measures to ensure the smooth operation of the association	1.1.1 To formally elect an executive committee in accordance with BRWMA’s constitution to oversee the affairs of the association. 1.1.2 To establish an office equipped with basic equipment to support the operations of the association. 1.1.3 To recruit staff and volunteers for the office to serve as contact points for the association and to facilitate the operations of the association. 1.1.4 To conduct monthly and bimonthly meetings amongst the executive committee to monitor the association’s progress and provide regular updates to the association’s members. 1.1.5 To perform annual audits of the association’s accounts. 1.1.6 To facilitate Annual General Meetings to present financial reports, approve new annual budgets and elect an executive committee.	2024 - 2026 2024 2024 2024 – 2026 2024 - 2026 2024 - 2026	Executive Committee and Association Members Executive Committee Executive Committee President and Deputy President Treasurer and Deputy Treasurer, Accountant Executive Committee and Association Members
1.2 Implement measures to raise funds to sustain the association's operations.	1.2.1 Develop annual budgets for the association to plan and organize according fundraising activities. 1.2.2 Establish membership types and fees that will contribute to the annual budget. 1.2.3 Incorporate a printing fee for Membership Certificate production.	2024 - 2026 2024 2024 2024	Executive Committee Executive Committee Executive Committee Executive Committee

Strategy	Supporting Activities/ Actions	Timeline	Responsible
	1.2.4 Establish and set an appropriate administration fee for all projects supported and implemented by the association. 1.2.5 Establish and set rental fees for using the association's equipment.	2025	Executive Committee
1.3 Conduct appropriate training for the association's staff and volunteers to equip them with required skills and knowledge.	1.3.1 Assess the training needs of the association's staff and volunteers. 1.3.2 Explore training opportunities provided through programs and grants that could build capacity for association members, staff and volunteers. 1.3.3 Conduct required training with support from governmental agencies and funding agencies where possible. 1.3.4 Develop standard operating procedures to streamline operations and ensure consistency in tasks performed by staff and volunteers.	2024 - 2025 2024 – 2026 2024-2025 2024 - 2025	Administrative Manager & Volunteers Administrative Manager & Volunteers Administrative Manager & Volunteers Administrative Manager & Volunteers
1.4 Determine projects that will bolster the present and future recycling and waste management initiatives of association members, with backing from governmental agencies and funding organizations.	1.4.1 Consult with members to identify needs and challenges. Needs can be identified by material type: plastics, end of life vehicles, waste oil, diapers, organic waste to name a few. 1.4.2 Facilitate discussions with the government and funding organizations regarding necessary technical or financial support to address the needs and challenges of members. 1.4.3 Promote and support active participation of members in recycling and waste management projects and developments.	2024 2024-2026 2024-2026	Executive Committee & Administrative Manager Executive Committee & Administrative Manager Executive Committee & Administrative Manager
Goal 2: To cultivate and strengthen public private partnerships (PPP) to facilitate the exchange of expertise, experience and ideas aimed at enhancing recycling and waste management in Belize.			
2.1 Create more opportunities for the private sector to participate and support recycling and waste management	2.1.1 Engage in thorough investigation, exploration, and discussions with governmental bodies to identify and assess potential opportunities for fostering PPPs and other collaborative	2024	Executive Committee & Administrative Manager

Strategy	Supporting Activities/ Actions	Timeline	Responsible
developments in the country.	<p>opportunities within the recycling and waste management sector.</p> <p>2.1.2 Develop comprehensive proposals outlining potential PPP opportunities and collaborative projects spanning waste collection, recycling initiatives, waste-to-energy programs, treatment facilities, and disposal methods.</p> <p>2.1.3 Present and discuss these proposals with governmental and funding agencies, highlighting the benefits and feasibility of each collaboration, to secure support and investment.</p>	<p>2024-2026</p> <p>2024-2026</p>	<p>Executive Committee, Administrative Manager, Volunteers</p> <p>Executive Committee & Administrative Manager</p>
2.2 Establish a business enabling environment (BEE) to encourage private sector investment.	<p>2.2.1 Facilitate discussions among stakeholders to explore and identify key barriers hindering the growth and efficiency of private sector recycling and waste management businesses.</p> <p>2.2.2 Develop proposals outlining potential BEE initiatives aimed at addressing identified challenges and improving the overall business landscape for recycling and waste management enterprises.</p> <p>2.2.3 Submit these proposals to relevant governmental and funding organizations for review and consideration, advocating for supportive policies and initiatives to attract private sector investment and participation.</p>	<p>2024</p> <p>2024-2026</p> <p>2024-2026</p>	<p>Executive Committee & Administrative Manager</p> <p>Executive Committee, Administrative Manager & Volunteers</p> <p>Executive Committee & Administrative Manager</p>
2.3 Identify and develop tailored recycling and waste management projects to provide support to the private sector	<p>2.3.1 Collaborate closely with governmental agencies to assess the current state of recycling and waste management infrastructure and identify specific areas requiring improvement or development.</p> <p>2.3.2 Provide expert guidance and technical assistance to facilitate the conceptualization and planning of targeted recycling and waste</p>	<p>2024</p> <p>2024-2026</p>	<p>Executive Committee & Administrative Manager</p> <p>Executive Committee & Association Members</p>

Strategy	Supporting Activities/ Actions	Timeline	Responsible
	<p>management projects tailored to address different waste streams.</p> <p>2.3.3 Extend support throughout the implementation phase of these projects, offering technical expertise, resource allocation, and strategic guidance to ensure successful execution and sustainable outcomes.</p> <p>2.3.4 Collaborate closely with governmental agencies and other stakeholders to ensure the active involvement of association representatives in all stages of recycling and waste management projects, from planning and design to execution and evaluation.</p>	<p>2024-2026</p> <p>2024-2026</p>	<p>Executive Committee & Association Members</p> <p>Executive Committee, Administrative Manager & Association Members</p>
Strategic Goal 3: To support and promote government policies and legislation for improved and sustainable recycling and waste management in Belize.			
<p>3.1 Amplify the association's influence in recycling and waste management initiatives and policy formulation.</p>	<p>3.1.1 Advocate for the inclusion of association representatives in all relevant national committees, task forces, and working groups focused on recycling and waste management policy development and implementation.</p> <p>3.1.2 Engage proactively with governmental and regulatory bodies to propose the integration of association expertise and perspectives into recycling and waste-related projects, policies, and legislative frameworks.</p>	<p>2024-2026</p> <p>2024-2026</p>	<p>Executive Committee, Administrative Manager & Association Members</p> <p>Executive Committee, Administrative Manager & Association Members</p>
<p>3.2 Promote enabling policies and regulations for private sector investment in recycling and waste management.</p>	<p>3.2.1 Identify the necessary policies and laws required to establish a BEE conducive to private sector investment in recycling and waste management.</p> <p>3.2.2 Develop a comprehensive proposal outlining the key components of the BEE and submit it to the government for consideration and approval.</p>	<p>2025</p> <p>2025</p>	<p>Executive Committee, Administrative Manager, Volunteer & Association Members</p> <p>Executive Committee, Administrative Manager & Volunteer</p>
<p>3.3 Support the implementation of an</p>	<p>3.3.1 Initiate discussions and research to explore viable options for implementing a user pay</p>	<p>2025</p>	<p>Administrative Manager & Volunteer</p>

Strategy	Supporting Activities/ Actions	Timeline	Responsible
affordable and accessible waste user pay system.	<p>system tailored to Belize's unique circumstances, drawing insights from experiences and best practices in other developing countries.</p> <p>3.3.2 Develop a proposal presenting feasible user pay options and submit it to the government for review and consideration.</p>	2025	Executive Committee, Administrative Manager & Volunteer
3.4 Advocate for the introduction of an Advance Recycling Fee (ARF) to foster sustainable recycling practices.	<p>3.4.1 Develop a detailed proposal advocating for the implementation of an appropriate ARF scheme in Belize.</p> <p>3.4.2 Submit the proposal to the government for evaluation and potential adoption, while actively supporting and participating in any necessary investigations and studies to assess the feasibility and impact of the ARF initiative.</p>	2025 2025	Administrative Manager & Volunteer Executive Committee, Administrative Manager & Volunteer
3.5 Promote policies and regulations to encourage good recycling and waste management practices at commercial establishments.	<p>3.5.1 Advocate for the implementation of a policy or regulation requiring all commercial enterprises, including hotels, stores, and restaurants to develop and adhere to recycling and waste management plans.</p> <p>3.5.2 Develop a user-friendly recycling and waste management plan template to facilitate compliance and share it with the government for consideration and adoption.</p> <p>3.5.3 Encourage association members to adopt and implement recycling and waste management plans as a demonstration of leadership and commitment to fostering good recycling and waste management practices, thereby setting a positive example for other businesses to emulate.</p>	2025 2025 2025	Executive Committee, Administrative Manager, Volunteer & Association Members Executive Committee, Administrative Manager & Volunteer Executive Committee, Administrative Manager, Volunteer & Association Members
Goal 4: To spearhead and endorse education and awareness programs, along with campaigns, to enhance public engagement.			
4.1 Promote awareness regarding	4.1.1 Propose the establishment of an Annual National Recycling and Waste Management Awareness	2025	Administrative Manager & Volunteer

Strategy	Supporting Activities/ Actions	Timeline	Responsible
environmental impact of various waste streams.	<p>Day to recognize the significance of recycling and waste management throughout the country, encouraging public engagement and participation.</p> <p>4.1.2 Advocate for national clean-up campaigns involving public and private agencies, as well as local communities, to foster a sense of collective responsibility and involvement in recycling and waste management efforts.</p>	2025	Executive Committee, Administrative Manager, Volunteer & Association Members
4.2 Improve educational and awareness tools and frameworks.	<p>4.2.1 Recommend the development of a comprehensive National Communication Plan to guide educational and awareness programs on recycling and waste management in Belize, incorporating effective messaging and outreach strategies.</p> <p>4.2.2 Offer support for the development of the National Communication Plan, leveraging the expertise and experience of association members to ensure its effectiveness and relevance.</p> <p>4.2.3 Collaborate closely with governmental agencies in implementing public educational and awareness activities to amplify outreach efforts and maximize impact.</p>	<p>2025</p> <p>2025-2026</p> <p>2025-2026</p>	<p>Administrative Manager & Volunteer</p> <p>Executive Committee, Administrative Manager, Volunteer & Association Members</p> <p>Executive Committee, Administrative Manager, Volunteer & Association Members</p>
Strategic Goal 5: To support and participate in relevant research endeavours to advance knowledge and solutions, contributing to more effective recycling and waste management strategies and technologies.			
5.1 Foster collaboration and knowledge sharing	<p>5.1.1 Forge partnerships with academic institutions, research organizations and industry specialists to access specialized knowledge and resources</p> <p>5.1.2 Develop and manage a repository of all recycling and waste management stakeholders in Belize, along with any research reports, case studies and technical documents for members to access and reference.</p>	<p>2024-2026</p> <p>2024-2026</p>	<p>Administrative Manager & Volunteer</p> <p>Administrative Manager, Secretary & Deputy Secretary</p>

Strategy	Supporting Activities/ Actions	Timeline	Responsible
	5.1.3 Promote the participation of association members in local and international fora. 5.1.4 Partner with governmental agencies and non-profit organizations to coordinate joint research projects and share resources.	2024-2026	Executive Committee, Administrative Manager & Association Members Executive Committee, Administrative Manager & Association Members
5.2 Promote and support recycling and waste related research initiatives.	5.2.1 Identify and assess essential waste research and development needs from the private sector perspective, with a focus on fostering PPPs and other collaborative efforts. 5.2.2 Offer support in the formulation and presentation of proposals seeking funding support for vital research endeavours in the recycling and waste management sector. 5.2.3 Encourage active engagement and participation of association members in supporting research projects and studies, leveraging their expertise and resources to drive meaningful advancements in recycling and waste management practices and technologies.	2024-2025 2024-2025 2024-2026	Administrative Manager & Volunteer Administrative Manager & Volunteer Executive Committee, Administrative Manager, Volunteer & Association Members
Strategic Goal 6: To promote gender equality and enhance diversity and social inclusion within the recycling and waste management sector.			
6.1 Address gender equality and diversity within the recycling and waste management sector.	6.1.1 Develop and communicate a code of conduct that emphasizes respectful behaviour and zero tolerance for discrimination or harassment. 6.1.2 Offer training sessions and workshops on diversity, inclusion and unconscious bias for association members. 6.1.3 Create mentorship and leadership opportunities for women in the recycling and waste management sector. 6.1.4 Create a Women of Waste subcommittee/task force to promote the role and visibility of women	2024 2024 – 2026 2024 – 2026 2025	Executive Committee & Administrative Manager Administrative Manager & Volunteer Administrative Manager & Volunteer Executive Committee, Administrative Manager, Volunteer & Association Members

Strategy	Supporting Activities/ Actions	Timeline	Responsible
	<p>involved in the recycling and waste management sector.</p> <p>6.1.5 Conduct awareness campaigns to challenge gender stereotypes and biases within the association and the broader community.</p> <p>6.1.6 Establish inclusive policies and practices to accommodate the needs of members with disabilities or special requirements.</p>	<p>2025-2026</p> <p>2024 - 2026</p>	<p>Executive Committee, Administrative Manager, Volunteer & Association Members</p> <p>Executive Committee, Administrative Manager, Volunteer</p>
<p>6.2 Address social inclusion challenges faced by marginalized groups in the recyclers and waste management sector.</p>	<p>6.2.1 Collaborate with community organizations to identify and support and involved marginalized communities and individuals in the association's activities.</p> <p>6.2.2 Provided targeted training and support programs for disadvantaged and marginalized groups within the recyclers and waste management sector.</p> <p>6.2.3 Amplify the voices of marginalizes members within the association through advocacy campaigns, media outreach and participation in relevant decision-making processes.</p>	<p>2024 – 2025</p> <p>2024 – 2026</p> <p>2024 - 2026</p>	<p>Executive Committee, Administrative Manager, Volunteer</p> <p>Administrative Manager & Volunteer</p> <p>Executive Committee, Administrative Manager, Volunteer & Association Members</p>