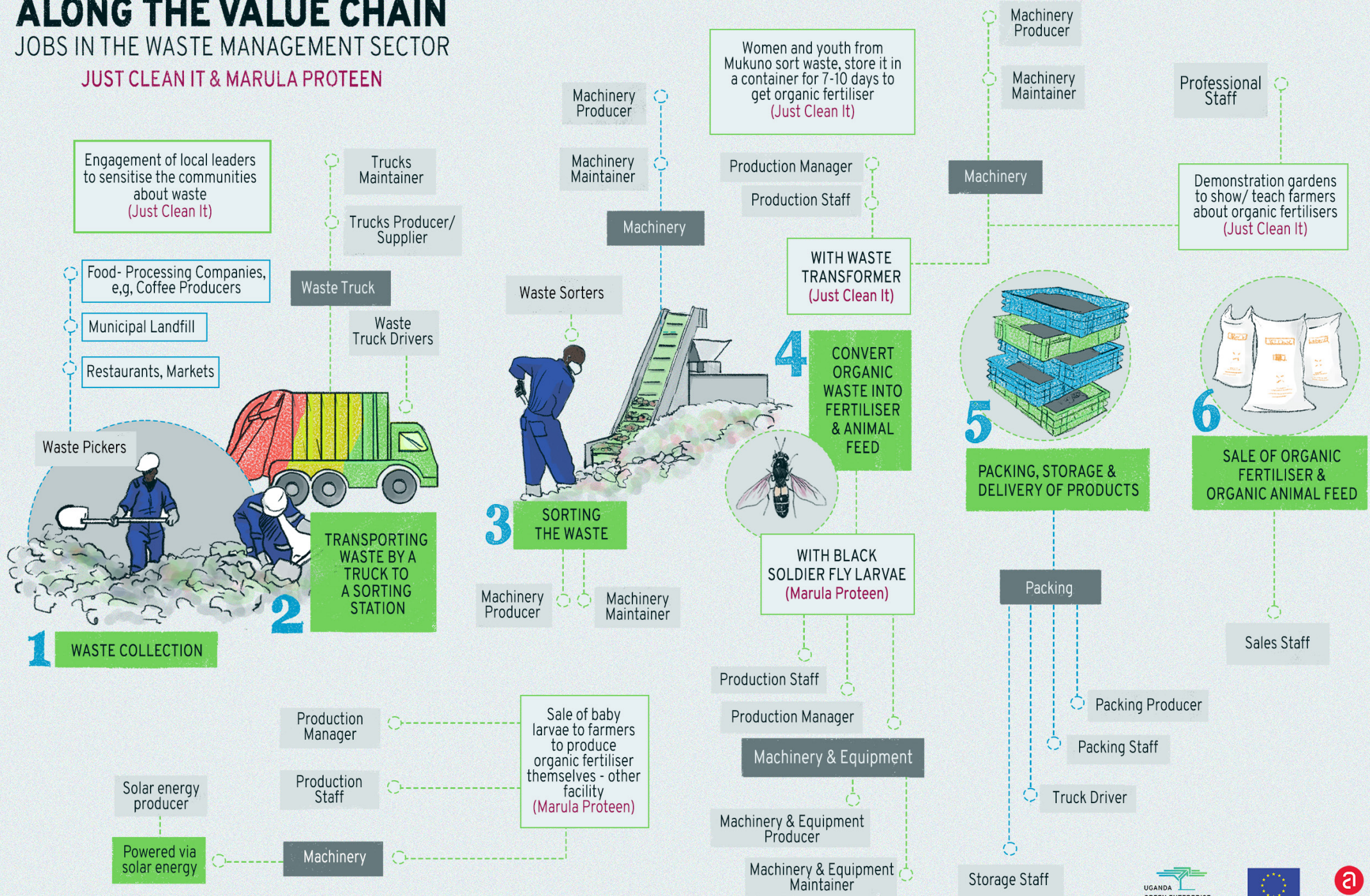


ALONG THE VALUE CHAIN

JOBS IN THE WASTE MANAGEMENT SECTOR

JUST CLEAN IT & MARULA PROTEEN





MARULA PROTEEN

35 EMPLOYEES, NOV 2022
13 JOBS CREATED 2021

EMPLOYEE BENEFITS

Financial literacy
Social Security
Specialised trainings
Trainings on gender equality and employments
Health Insurance
Vacation
Meal allowances

AREAS OF JOB CREATION

Waste processing
Rearing/harvesting larvea
Larvea breeding
Processing & selling products



"It is important to talk not only about farmers' incomes, but also about farmers' profits"

- Philipp Straub
Co-founder & CTO, Marula Proteen



FUTURE OUTLOOKS

Increasing production capacity, also involving farmers
3,000 youth farmers in 2023
80 jobs by increasing production capacities

CHALLENGES

Lack of equity for investment
Affordable loans
HR and hiring can be tricky
Financial literacy of farmers



JUST CLEAN IT

120 EMPLOYEES, NOV 2022
15 JOBS CREATED 2021

EMPLOYEE BENEFITS

Salaries
PSFU contracts 20% from Just Clean It
Healthcare through partnerships
Protective equipments
Meal allowances
Transportation

COMMUNITY BENEFITS

50% of benefits selling plastics to community
Installing of collections boxes
Every home has a fruit tree initiative
Decongesting landfills



"We expect to create many more job opportunities"

-Allen Kyarisiima
CEO, Just Clean It



FUTURE OUTLOOKS

Engage youth to collect waste
Selling fertiliser
Demonstration gardens
Create visibility, exhibit at events
Install more rubbish containers in Kampala

CHALLENGES

Changing mindsets towards waste collection
Collecting timely payments from clients
Convincing clients to pay for garbage removal services
Maintaining a good cash flow



"Professionalism in the waste management sector is a new thing in Uganda. In the process the industry will be professionalised."

-Martin Vicot Ssebuliba
Coordination Manager, Just Clean It