

## **JUST TRANSITION AND GREEN JOBS FOR NIGERIA**

### **TERM OF REFERENCE: (ToR)**

#### **CONSULTANCY SERVICE FOR A RESEARCH STUDY TO PROMOTE JUST TRANSITION AND DECENT WORK IN THE WASTE MANAGEMENT SECTOR IN NIGERIA**

##### **Background**

Discussions on waste management since the past decade has focused on actual and potential environmental damage on major risks to human health, workers, and communities, and on the flows of waste from rich to poor nations. However, the introduction of environmental legislation and regulation have overwhelmingly been the focus of past policy recommendations. Hence, there is growing recognition that enterprises, cooperatives, employers, workers, ministries of labour and employment, and labour market policies all have key roles to play in advancing decent work in the management of waste.

There is also growing recognition that the prevailing linear model of “take, use and dispose” process generates waste that could and should be reduced throughout the life cycle of material products. Innovative design of such products to last longer, and recovering, reusing, and recycling more waste throughout the life cycle, will reduce demand for new raw materials and mean that less waste is generated from the extraction of raw materials, packaging, and transport. Moreover, in applying a circular economy approach waste comes to be seen as a resource that, if properly managed, can support livelihoods, generate employment, provide access to technology, enable technological upgrading, skills, and knowledge transfer, and provide capital to recover materials.

Against this backdrop a research study has been proposed to enable collection of data to aid the development of a proposal on Climate Change and Sustainable Waste Management, for a just and equitable transition to circular approach within the waste management sector in Nigeria. The research is expected to focus on three states in Nigeria including Lagos, Anambra and Kaduna states.

## **Development Rationale and Model of Change**

The concern on waste management has become part of the broader quest for sustainability, with the adoption of the 2030 Agenda for Sustainable Development, including through sustainable production and consumption and shaping a future that works for all at all stages in the circular economy. Moreso, advancing decent work in the management of waste is key to the achievement of a number of the Sustainable Development Goals - including those on good health (Goal 3), industry, innovation and infrastructure (Goal 9), sustainable cities and communities (Goal 11), responsible consumption and production (Goal 12), limit and adapt to climate change (goal 13), and partnerships for the goals (Goal 17) - but particularly Goal 8 to “promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”.

This can be achieved by leveraging on the International Labour Organization (ILO) declaration on fundamental principles and rights at work<sup>[1]</sup>, which set international labour standards on a broad range of subjects related to the world of work, including human rights at work, occupational safety and health, employment policy and human resources development. The research will therefore seek to understand the interplay between these fundamental principles and just transition, to promote decent work as it relates to waste collection in major urban cities in Nigeria.

### **Objectives of the Assignment:**

The main objective of the research is to collect data that will support, promote, and enhance decent work as it relates to waste collection in major urban cities in Nigeria. The research will generate data that will most likely highlight the different areas of possible interventions including.

- (a) address child labour issues among waste collectors.
- (b) address gender equality, and the use of personal protective equipment (PPE) and social protection
- (c) schemes, aimed at promoting decent work within the sector; and

- (d) to enhance formalization and creation of decent jobs within the sector.
- (e) put forward recommendations resulting in legislative, facilitative and governance actions that leads to formation of Digital Repository for the Registration of Waste Pickers in Nigeria.

### **Scope of the Assignment:**

- Conduct extensive literature review, including policy reviews,
- Carry out fieldwork in three designated cities, Lagos, Awka and Kaduna,
- Data analysis and related infographic outputs,
- Concise report of not more that 30pages, excluding annexes,
- An abridged report containing the findings, and
- A slide presentation

### **Key Components of the Research Study:**

#### **(i) Assessment of Current Situation:**

- Conduct an inclusive assessment of the current state of the country's economy and the waste management sectors, especially, as captured in Nigeria's Nationally Determined Contributions (NDCs).
- Identify sector specifics, regions, and gender-specific impacts that are most affected by the transition and need targeted support and interventions.
- Evaluate existing policies, regulations, and institutional frameworks to identify gaps and areas for improvement, ensuring policy coherence and integration within the sector.

#### **(ii) Stakeholder Engagement and Social Dialogue:**

- Facilitate inclusive and participatory processes in form of workshops, meetings and seminars that engage relevant stakeholders which include but not limited to; Government Ministries, Department and Agencies, Organized Private Sector (OPS) players, workers, trade unions, civil society organizations, affected communities in the management of waste.
- Promote platforms for social dialogue and gender-responsive decision-making to ensure that diverse perspectives, including those of marginalized and vulnerable groups, are considered and that their rights and needs are adequately represented.
- Establish mechanisms for ongoing engagement and collaboration with stakeholders to promote gender equality, environmental justice, and social inclusion.

**Note:** Stakeholder engagement and consultation forum for the inception and validation workshops will be held in Lagos. The dates for the meetings will be specified later.

### **(iii) Sector Framework and Strategies:**

- Define sector strategies that promote sustainable practices, innovation, and green technologies within the sectors, e.g., digital enhancement of collection operations.
- Identify opportunities for green job creation, skills development, and capacity-building within emerging green industries and sectors, ensuring equal access and benefits for all genders.
- Guide to ensure that sector strategies integrate social protection measures, including income support, retraining, and re-employment programs, with a focus on addressing the specific needs and vulnerabilities of affected workers and marginalized groups.
- Provide guidelines to promote Occupational Safety and Health (OSH) in the sector, to enhance the provision and use of personal protective equipment (PPE).

### **(iv) Investment and Financing:**

- Provide guidelines for the identification and mobilization of financial resources from

domestic and international sources to support the implementation of the sustainable waste management project, prioritizing gender-responsive and environmentally just investments.

- Provide guidelines to ensure that investments are directed towards marginalized and vulnerable groups, promoting inclusive development, environmental justice, and social equity.

### **Sustainability and Scaling-Up:**

The research study will emphasize the integration of sustainable practices, social inclusion, gender equity and economic resilience into existing policies and programs within the waste management sector. It will serve as a guiding document to facilitate the mainstreaming of just transition principles and gender-responsive approaches, ensuring the long-term sustainability and scalability of the transition process within the sector.

### **QUALIFICATIONS AND EXPERIENCE OF THE CONSULTANT:**

#### **(A) Environment Social and Climate Change Expert**

To engage an Environment, Social and Climate Change Expert who will play a pivotal role in shaping the research study to ensure alignment with sustainable development and climate action goals. The expert will integrate environmental justice and social inclusion principles while addressing gender-specific impacts and facilitating the transition process for affected waste collectors and vulnerable groups.

#### **Key Responsibilities:**

- Conduct an inclusive assessment of the current state of the country's economy and the waste management sectors.
- Engage diverse stakeholders, including workers, trade unions, civil society, and marginalized groups, to ensure the research finding represents a broad range of perspectives.

- Develop a sector framework that aligns with international commitments, promoting sustainable practices, innovation, and green technologies.
- Identify financing sources and innovative mechanisms for sustainable projects, emphasizing gender-responsive investments.

### **Qualifications:**

- Advanced degree in Environmental Science, Climate Change, Social Sciences, Project Management, Development Studies or a related field.
- Proven experience in developing sustainable transition strategies and policies.
- Strong understanding of gender-responsive and social inclusion principles in development.
- Excellent communication and facilitation skills to engage diverse stakeholders effectively.

### **Evaluation Criteria for Selection**

- To adequately measure the capability and eligibility of the consultant to carry out the assignment, the following criteria will be applied in determining a suitable Consultant.
- General experience of the Consultant related to the assignment.
- Experience in developing similar studies and demonstrated experience in Nigeria.
- Quality of technical proposal and a realistic financial proposal.
- Academic and Professional qualifications of the consultant:

Consultant should have minimum of PhD in any relevant discipline (Environmental Management, Sustainability, Social Sciences etc.) and have at least 5 years of proven field experience in research relating to sustainable waste management.

### Time Frame & Expected Deliverables:

The assignment shall be completed within Three (3) months from the inception meeting

### Payment Schedule:

S/N	Deliverables	Milestone	Payment	Time frame	Remarks
1	Submission of Inception / Scoping Report	30%		1 week	After contract Signing and Inception Meeting
2	Fieldwork Activities	40%		2 months	After submission of inception report
3	Submission of Draft Report			2 weeks	After submission of draft report
4	Submission of Final and Acceptable Report · An abridged report containing the findings, and · A slide presentation	30%		1 week	After submission of final draft report
		100%		3 months	

### Outputs:

- Comprehensive assessment report of the waste sector, highlighting challenges and opportunities for waste collectors, including consulted stakeholder.

### How to Apply:

Eligible **Individuals and Consulting Firms (“Consultants”)** are invited to indicate their interest in providing the services as outlined above. Interested parties should submit their proposals, including a detailed CV of expert(s) and a cover letter outlining experiences relevant to the assignment, and a description (not more than 2 pages) of the proposed methodology for carrying out the assignment.

A detailed all-inclusive financial proposal should also be enclosed.

Applications are to be received no later than **5:00PM Nigeria time on Thursday 15 March 2024**. Only selected candidate will be contacted for further discussions.

Interested candidates are invited to submit their application by email to [abujareg@ilo.org](mailto:abujareg@ilo.org)