

► Terms of Reference

External Collaborator for NDC expert and facilitator to delivery NDC masterclass for the World of Work actors: a Global South Approach

Funding source: SSTC

Contract type: Individual contractors only, no companies will be considered

Organization Unit: ILO Arab States

Inquiries: August 16, 2024

Application deadline: August 21, 2024

Technical and financial proposals should be submitted on August 21, 2024

Start: Upon signature

End: 31st of March, 2025

July 2024

► Background

Introduction

The Arab States face dual challenges when it comes to climate change and climate action. On one hand, the region is among the world's most vulnerable regions to climate and environmental change (heat stress, droughts, desalination, pollution etc). Meanwhile, many of the countries are highly reliant on revenues from fossil fuels for public spending, and thereby jobs and economies are at stake as societies decarbonize. Depending on the decarbonization path taken, the ILO figures estimate a loss between 1.025 and 1.115 million related jobs¹. Patterns of migration may also be disrupted in response to climate change as it affects traditionally rural livelihoods where approximately 70 per cent of agriculture is rain-fed².

It was declared "the beginning of the end for fossil fuel" when the United Arab Emirates hosted COP28 in 2023. Historical decisions to transitioning away from fossil fuels, phasing out inefficient fossil fuel subsidies, and the adoption of the UAE Just Transition Work Program require concrete action from governments, workers', and employers' organisations in the Arab States Region. Several countries of the region have already committed to being net-zero by 2050, such as the United Arab Emirates and Oman, with Saudi Arabia, Kuwait and Bahrain committing to net zero by 2060. The vast majority of other countries, which have not yet committed fully to reaching net-zero, have set NDC targets to reduce carbon emissions by 2030. However, the NDCs in region continue to be developed without or with little involvement of social partners. Just transition considerations are similarly largely not represented in the current NDCs (with minor references to skills, OSH, or social protection). None of the NDCs mention social dialogue, and according to the ROAS knowledge, social partners have not been consulted in the development of the current NDCs.

Therefore, this South-South-Triangular Cooperation (SSTC) project to support governments, workers', and employers' organisations in better integration of the social dimension of climate change and just transition considerations in the NDC in advance of their update for 2025. Currently, the social dimension of climate change is scarcely represented in the regions' NDCs, and ILO constituents seem to not have been consulted. This concept note outlines the capacity development intervention of the SSTC project, and will outline the objectives, methodologies, and timeline for the course.

About the countries and Arab States region

This course will be available to the constituents of the Arab States Region with linkages to former and incoming COP-host countries Egypt and Azerbaijan and other developing countries with strong just transition integration in their NDCs.

Bahrain's Nationally Determined Contributions (NDCs) primarily focus on adaptation rather than mitigation efforts. While the government has a national target to reduce energy consumption by 6 per cent by 2025 with a strong push for economic diversification, mangrove restoration and afforestation. While the NDC does not explicitly refer to just transition or other just transition policy areas such as OSH, social protection, social dialogue etc. they do refer to the negative economic and social impact of both climate change and climate policies under the response measure chapter. Likewise, ILO officials have noted keen interest from the government to increase ambition and better link their adaptation efforts to job creation and just transition.

Iraq has a conditional emissions reduction target of 15 per cent by 2030 dependent to international support and cooperation. Key sectors for adaptation and resilience in the NDC include agriculture, health, water, land-use, tourism, but does not include any explicit reference to just transition, skills, OSH, social dialogue etc. Iraq has in the

¹ The sectors which will see major needs for restructuring and reskilling, due to negative impacts of the transition, are fossil fuel supply and rubber & plastics.

² <https://www.iemed.org/publication/climate-change-in-the-mena-region-environmental-risks-socioeconomic-effects-and-policy-challenges-for-the-future/>

past received support from the UNDP and Climate Promise, and ILO officials have discussed collaboration and synergies to work with the constituents and government of Iraq on just transition and NDC development for the upcoming cycle.

Jordan has a 31 per cent reduction target for 2030 with a mix of conditional and unconditional reductions. The NDC explicitly refers to private sector engagement and the role of the private sector in the economic, social, and environmental development, as well as the need to create and sustain high skilled green jobs and suggest the establishment of a green jobs council. Gender equality, vulnerable groups including refugees, groups, and people unemployed are mentioned in the NDCs. Adaptation, biodiversity, and ecosystems are referred to as well as green infrastructure, skills development, and green jobs. While the NDCs refers to gender equality, social justice and inclusion, there is no explicit reference to just transition or social dialogue. Yet, policy coherence is a recurrent topic and ILO officials have noted an interest and support towards just transition initiatives including from the employers' organisation.

Kuwait updated their first NDC in 2021. This updated NDC includes a 7.4% per cent emissions reduction target by 2035. Job creation, safe working environments, are highlighted as priorities. Considering the updated NDC was submitted in the context of COVID, the State of Kuwait considers the emissions reduction target as fair and ambitious.

Lebanon, like Jordan, has a 31 per cent reduction target for 2030 with a mix of conditional and unconditional reductions. There is an explicit reference to just transition, but many of the policy areas are not mentioned or sufficiently elaborated on.

Oman has set a net zero target by 2050 with some general mentions to just transition and social protection. For example, job creation is seen as a co-benefit from a climate-resilient economy and society. The references to just transition is also linked to the principle of leaving no one behind, and vulnerable groups such as youth, women, and persons with disabilities are highlighted.

Occupied Palestinian Territory submitted their first NDC in 2021. The NDC sets a 17.5 per cent emissions reduction target for 2040. They link additional reductions to the independence of the State of Palestine too. The NDCs are quite elaborate, and outline both mitigation and adaptation efforts across several sectors. Potential negative impacts on employment are references, but otherwise only refer to the Pares preamble on the promotion of a just transition of the workforce.

Syria has submitted their first NDC in 2018. They highlight employment and job creation in green architecture and infrastructure, as well as climate adaptation in rural areas as an effort to combat poverty and preventing the depletion of natural resources. Combating land degradation and desertification continue to be a main priority for the country.

Qatar has a 25% reduction target by 2019 with a particular focus on solar and hydrogen power. Most just transition issues are not covered, yet, depending on the translation and understanding, there may also be a reference to social protection in regard to fuel, electricity, and water support for eligible families. Still, Qatar acknowledges the vulnerability of the country and economy to both climate change and climate action, which gives opportunity for further engagement with the government on just transition issues to mitigate any negative impacts from decarbonization.

Saudi Arabia has included a numeric rather than percentage reduction target of CO₂ which makes it difficult to compare to other country commitments. While there is a general reference to skills development primarily regarding capacity building, other just transition issues are not mentioned. Yet, the country does look into the socio-economic impacts of mitigation policies and response measures implemented by other countries. This indicates an existing knowledge and understanding of just transition challenges in the country which the ILO could support the government in addressing. Circular economy and carbon capture is mentioned as means for employment creation and economic diversification for the country.

The **United Arab Emirates**, as the COP28 presidency, has set a 40 per cent reduction target by 2030 and net-zero target by 2050 – making the UAE one of the two countries in the region with a net zero target. UAE makes a reference to a just energy transition and other reference to skills development, OSH, social protection, and others, which goes will in line with the agenda and priorities of the COP28 presidency.

Yemen has currently not submitted their NDC, however, they have submitted the intended NDC in 2015. In the INDC, the Republic of Yemen states: “In spite of the ongoing violent conflict and prevailing security challenges, Yemen’s INDC document was drafted through a participatory process which involved consultations of key relevant stakeholders and technical agencies and based on available national climate change assessment and analysis”. Yemen does not refer to employment and job creation in their NDC, and does not set a emissions reduction target, despite acknowledging the need to pursue mitigation efforts, by limited any increase of emissions per capita.

The background of collaboration between the ILO and **GCC** countries enriches this initiative. Since 1999, the ILO and GCC have forged a strategic partnership to promote labour standards and socio-economic development, emphasizing labour and employment cooperation. This partnership, grounded in a memorandum of understanding, supports mutual consultations, activity coordination, and technical cooperation. It’s integral to securing voluntary funding and assistance, with Kuwait and Qatar notably contributing to the ILO’s Development Cooperation projects. This collaboration also extends to engaging with regional funds and foundations, enhancing labour conditions and employment opportunities across GCC countries.

About South-South and triangular Cooperation

SSTC provides a unique opportunity to build on the momentum from COP28 held in the UAE in 2023 and support the follow-up to the just transition work program which was adopted at the conference. This project aims to build on past just transition efforts in the region, including the ILO and IsDB partnership, the Just Transition MENA Leadership program, and tap into the community of practice with 80 participants working on the just transition agenda in the region. This intervention will further disseminate and operationalise the 2023 and 2024 regional just transition research (e.g., the ILO and IsDB MENA Climate and Jobs report and the ASES0 report).

The integration of South-South and Triangular Cooperation is crucial in addressing the unique challenges faced by the Arab States in the context of climate change and just transition. SSTC offers a framework for countries in the Global South to share knowledge, resources, and technologies in a collaborative manner, fostering mutual benefits and tailored solutions to common problems. This approach is particularly relevant for the Arab States, where diverse experiences and strategies in dealing with climate change and transitioning to sustainable economies can be shared and adapted.

Incorporating SSTC into this initiative ensures that the strategies formulated are not only relevant and specific to the context but also draw upon the shared insights and experiences of Arab States facing similar challenges. Through SSTC, the Arab States can accelerate their shift toward sustainable, low-carbon economies, strengthen climate resilience, and ensure that the just transition is inclusive. This initiative is set to become a key platform for peer learning, enabling the exchange of innovative policies, effective strategies, and successful case studies, thereby boosting the effectiveness and sustainability of climate actions in the region. By adopting SSTC core principles, including mutual support, shared progress, and the enhancement of regional and interregional cooperation, the initiative aligns with the overarching goals of promoting collective self-reliance and leveraging shared knowledge and experiences.

What countries can learn from each other through peer learning?

Countries in the Arab States Region have diverse experiences and approaches in their Nationally Determined Contributions (NDCs) and just transition pathways. Through South-South Cooperation, they can learn valuable lessons from each other, leveraging each other's strengths and experiences to enhance their own strategies, as well as from other countries with fossil fuel dependency. Here are some concrete examples:

- **Cross-sectoral Integration:** Countries can enhance their NDCs by integrating successful practices from peers, such as Jordan’s green jobs council and Lebanon’s just transition references.
- **International Collaboration:** Learning from Iraq’s and Syria’s partnerships with international bodies can strengthen other countries’ strategies through enhanced cooperation and support.

- **Inclusive Policies:** Adopting inclusive policies like Oman's focus on vulnerable groups and the UAE's comprehensive just energy transition can ensure no one is left behind in the climate action process.
- **Economic Diversification:** Sharing experiences in economic diversification, as seen in Bahrain's and Saudi Arabia's approaches, can foster sustainable growth and resilience.

By engaging in South-South Cooperation, these countries can collectively strengthen their climate actions, enhance socio-economic development, and promote a just transition towards a sustainable future.

South-South Cooperation between GCC countries offers a dynamic platform for exchanging knowledge, best practices, and collaborative strategies to tackle climate change and advance just transition principles in their Nationally Determined Contributions (NDCs). Leveraging their shared cultural, economic, and environmental contexts, GCC countries can address unique regional challenges through collective action and mutual support. For instance, countries like Bahrain, which focus on adaptation through initiatives such as mangrove restoration and afforestation, can share their experiences with others like Iraq and Syria, who prioritize combating land degradation and desertification. This cooperation can be particularly beneficial in enhancing job creation and economic diversification strategies, as seen in Kuwait's ambitious targets for safe working environments and job creation during its COVID-19 recovery phase. By pooling resources and expertise, GCC countries can bolster their NDC ambitions and integrate just transition priorities more effectively, ensuring that economic growth does not come at the expense of environmental sustainability or social equity.

Moreover, the strategic partnership between the International Labour Organization (ILO) and GCC countries underscores the potential of South-South Cooperation in fostering socio-economic development and improving labour standards. This collaboration, established through a memorandum of understanding, has facilitated various development projects, particularly in Kuwait and Qatar, which have contributed significantly to ILO's initiatives. The shared goal of promoting labour and employment cooperation has enabled these countries to engage with regional funds and foundations, enhancing employment opportunities and labour conditions across the GCC. For example, Saudi Arabia's focus on circular economy and carbon capture for employment creation and economic diversification can serve as a model for other GCC countries aiming to balance economic growth with environmental sustainability. Through joint training programs, policy dialogues, and technical cooperation, GCC countries can learn from each other's successes and challenges, creating a more resilient and inclusive regional economy that aligns with global climate goals.

► Assignment description

An in-person NDC masterclass

The external collaborator is expected to organize, facilitate and deliver a 3 day in-person workshop on NDC development and how the World of Work can engage in climate change policy development. The external collaborator will be supported by the facilitation and learning experts of ITC ILO in Turin, and by the Regional Just Transition Specialist in Beirut.

Objectives of the masterclass

- 1) This course aims to deepen the knowledge and network amongst ILO constituents in the Arab States region with regards to the climate change and just transition agenda. The course must prepare the constituents to engage on NDC development nationally, as well as better collaborate across the region on just transition matters. Therefore, exchanges and connections should be fostered amongst the region between constituents and climate change actors throughout the training.
- 2) This course has as a goal to increase South-South Partnerships between the Arab States countries on topics related to just transition and should allow for partnership development and ideation amongst the participants.

Tasks and deliverables

ROAS are requesting assistance on the following tasks:

- 1) To develop the curriculum and learning journey for the in-person trainings on just transition and NDC development. Particular attention and priority should be given to bringing in experiences, cases, and resource persons from developing countries
- 2) The revision of the assignments by the participants.
- 3) A short master-class report summarising the 3-day workshop
- 4) To support the partnership development process amongst Arab States countries (e.g. regional initiative in the GCC or between the Levantine countries), as well as a short summary report of potential projects, partnerships and any capacity gaps which need addressing in future work.

While the external collaborator is not expected to prepare and contribute to the online sessions or the self-paced learning, the excol is expected to take the training course and to participate in the live sessions so they know what the participants have learnt before the in-person workshop.

The in-person masterclass comes after the participants have completed a self-paced online training, and a set of on-line South-South dialogues. All participants in the in-person masterclass will have submitted the assignment where they will have had to review their national NDCs according to the ILO just transition guidelines. The NDC masterclass will be attended by approximate 3- representatives from each country in the Arab States region, meaning a total of approximately 40 participants. The masterclass will take place in either Lebanon or Jordan (location TBC).

The objective of the in-person NDC masterclass is to provide opportunities for the participants to fully comprehend the policy process of NDC development and the opportunities for social partners to engage in the process. Furthermore, the methodology of south-south learning will assist participants in identify partners in the region they can leverage in order to proceed on the inclusion of just transition principles in their NDCs. The dialogues will be shaped around SSTC good practices and will feature the following formats:

1. Peer Learning Groups

Participants will be divided into small groups based on similar challenges or regional proximity. Each group works on a joint project, such as a collaborative NDC revision or a policy recommendation report.

2. Partnership Development Workshops

Sessions focused on identifying potential partners and building effective collaboration strategies through South-South Cooperation. Where possible, joint action plans will be developed for regional just transition plans.

By integrating these exercises centred on South-South Cooperation, the course aims to build strong networks and foster a collaborative environment where the Arab States countries can learn from each other's experiences, tap into the possibility of establishing new partnerships, enhance their NDCs, and promote a just transition. Lastly, the experts will accompany the approximately 40 participants throughout the following months in working on the joint regional projects.

Timeline

Activity	Jul	Aug	Sep	Oct	Nov	Dec-Mar
Preparatory phase						
Online self-paced learning						
Online South-South Dialogues						
Assignment in preparation for NDC masterclass						
In-person NDC masterclass						
Follow-up on joint projects						

* NB in-person workshop must take place before COP28 scheduled for November 11-22, 2024

Budget and payment schedule

The contractor is expected to outline a detailed budget for the delivery of the outputs as a part of their proposal. The budget must include any expenses related to travel in order to deliver the training.

The NDC facilitator will be paid 40% upon the delivery of deliverables 1, 2 and 3. The final payment (the remaining 60%) will be made upon the completion of the full assignment and delivery of deliverable 4 and the summary report, at the full satisfaction of the ILO.

Application and submission instructions

Payment schedule

The NDC facilitator will be paid 40% upon the delivery of deliverables 1, 2 and 3. The final payment

(the remaining 60%) will be made upon the completion of the full assignment and delivery of deliverable 4 and the summary report, at the full satisfaction of the ILO.

Special terms and conditions

To be eligible for this consultancy, the applicant must meet all the following criteria:

- Language: Excellent command of English. Arabic will be an advantage.
- Competencies and knowledge: This excol must have extensive experience with concrete NDC development at national and/or international level in a developing country context, for example as NDC coordinator. Alternatively, experience with NDC support from a developing agency can be considered. Deep knowledge of climate and environmental change issues. Proven track record of workshop facilitation and event planning in relation to climate and environmental change is an advantage. Knowledge of specific climate change issues for the Arab States region will be an advantage.
- Residency: The masterclass will be held in either Jordan or Lebanon (location tbc). The excol may be based anywhere in the Arab States or Middle East and North Africa region.

The selection decision will be made based on technical and financial scores of each application. Technical scores will form 50 per cent of the total score while financial scores will form 50 per cent.

Clarifications questions, if any, related to this TOR, must be submitted via email by **August 16, 2024** to, whereafter answers to all questions will be given jointly by email.

1. Mette Grangaard Lund, Just Transition Specialist – lundm@ilo.org
2. Moussa Toufaily, Operations assistant - toufaily@ilo.org

Technical and financial proposals should be submitted on **August 21, 2024** to lundm@ilo.org and toufaily@ilo.org and shall be valid for 90 days. Applications submitted after the deadline will not be considered.

The technical proposal must include a draft outline for the report, and what the consultant expects to include in the report. The technical proposal must also include suggested informants for the qualitative study. The technical proposal must include a clear timeline outlining the data collection and drafting period. The technical proposal should include a justification of how the contractor meets the competencies and knowledge criteria outlined in the special terms and conditions below.

Contact details

International Labour Organization
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