



# **Government of Egypt**

## **Ministry of Environment**

### **Terms of Reference (ToR)**

**Consulting Services for:**  
**Implementation of Livelihood Restoration Plan for Waste**  
**Pickers at the Abu Zaabal Dumpsite**

Under the Project of  
**Greater Cairo Air Pollution Management and Climate**  
**Change Project**

March 2025

## Acronyms

Acronym	Definition
AQM	Air Quality Management
CTA	Cairo Transport Authority
E&S	Environmental and Social
ESCP	Environmental and Social Commitment Plan
ESF	Environmental and Social Framework
ESMF	Environmental and Social Management Framework
ESSs	Environmental and Social Standards
GC	Greater Cairo
GCA	Greater Cairo Air
GCR	Greater Cairo Region
GHGs	Green House Gases
GoE	Government of Egypt
HCW	Health Care Waste
LRP	Livelihood Restoration Plan
M&E	Monitoring and Evaluation
MoE	Ministry of Environment
MoLD	Ministry of Local Development
NGOs	Non-Governmental Organizations
PAPs	Project Affected Persons
PCU	Project Coordination Unit
RF	Resettlement Framework
SEP	Stakeholder Engagement Plan
SWM	Solid Waste Management
TIUs	Technical Implementation Units
ToR	Terms of Reference
UPOPs	Unintentional Persistent Organic Pollutants
WB	World Bank

## A. Introduction and Background

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1- The Government of Egypt (GoE) is currently implementing the World Bank (WB) financed **Greater Cairo Air Pollution Management and Climate Change Project (GCCC)**. The GCCC Project aims to reduce air pollution emissions from critical sectors (i.e., Transport and Solid Waste Management) and increase resilience to air pollution in the Greater Cairo Region (GCR). The Project consists of six components with the following main objectives: -

- a. Component 1: Modernize Egypt's Air Quality Management System and raise awareness among people living in Greater Cairo on how to cope with high pollution events.
- b. Component 2: Support solid waste management (SWM) in the GCR, through:
  - Construct an Integrated Waste Management Facility at the 10<sup>th</sup> of Ramadan Industrial City, to serve Qalyubia and Cairo Governorates. The facility will encompass recycling, processing, treatment, and disposal units, ensuring a comprehensive and sustainable approach to waste management.
  - Close and rehabilitate the Abu Zaabal dumpsite.
  - Upgrade the Al-Akrasha industrial area environmentally.
  - Strengthen the regulatory framework for waste management.
- c. Component 3: Support activities aimed at reducing vehicle emissions from public transport sector through procurement of about 100 electric buses and the infrastructure required to operate and maintain these buses.
- d. Component 4: Implement behavioral change activities in Greater Cairo communities and project service providers to support awareness raising of and sustainable compliance to air pollution, waste management and climate friendly daily habits.
- e. Component 5: Ensure that citizens are engaged in all facets of project design, implementation, and monitoring.
- f. Component 6: Enhance Electronic Waste (E-waste) and Health Care Waste (HCW) management for Reduction of Unintentional Persistent Organic Pollutants (UPOPs).

For more details about the project components, please refer to the [Project Appraisal Document](#).

2- **Under Component 2** of the GCCC Project titled **“Support the Operationalization of Solid Waste Management (SWM) Master Plans in Greater Cairo (GC)”**, the GCCC Project supports closing and rehabilitation/ containment of the Abu Zaabal dumpsite, which has regular occurrences of waste burning throughout the year (Annex 1 contains more details about the Abu Zaabal Dumpsite related activities).

3- The Project Coordination Unit (PCU) of the GCCC Project, which has been established at the Ministry of Environment (MoE) to be responsible for the overall coordination of the implementation and management of GCCC Project activities, has contracted Chemonics Egypt consultant to undertake the necessary studies and plans related to the closure of the Abu Zaabal dumpsite including **the preparation of a livelihood restoration plan for the waste pickers operating at the dumpsite**.

4- According to the GCCC Project *Resettlement Framework (RF) including Results of the Land Due Diligence for the Integrated Waste Management Facility at the 10<sup>th</sup> of Ramadan*, it was identified that

several individuals depend on sorting waste at the Abu Zaabal dumpsite for their livelihoods. Once the dumpsite is closed, access will be restricted, impacting the waste pickers' sources of income and requiring them to either relocate or seek alternative means of livelihood.

In accordance with the WB's Environmental and Social Framework, in cases of economic and physical displacement generated by a Project, appropriate standard of living and livelihood restoration measures should be developed and implemented.

- 5- Accordingly, a **Livelihood Restoration Plan (LRP)** was prepared by Chemonics Egypt Consultant during 2024 and 2025, in advance of the dumpsite closure, which is scheduled to start in mid-2025. The LRP provides (i) a socio-economic baseline, (ii) the applicable principles of livelihood restoration as per the WB Environmental and Social Standard (ESS) 5 on "Land Acquisition, Restrictions on Land Use and Involuntary Resettlement, (iii) livelihood restoration options, (iv), eligibility criteria, and (v) a budget, timeline and other implementation arrangements.
- 6- According to the census survey conducted as part of the LRP, the total number of Project-Affected Persons (PAPs) is 56, residing in 35 households, along with the site operator. Among them, 50 are males, including 14 individuals under the age of 18. The remaining six are females, three of whom are between 59 and 62 years old, two are aged 38-39, and one is 23 years old. Most waste pickers (approximately 80%) reside in Arab Al Olykat Village, while the others live in Abu Zaabal Village.
- 7- Based on socio economic baseline data, PAPs were categorized into three levels of vulnerability based on age and education levels as follows:
  - **High vulnerability level** are those persons who are going to lose their jobs, but Egyptian laws does not allow them to be formally employed in other jobs. This category includes young people who are less than 18 and elderly over 60 years of age. The total number of this group is calculated at 17 workers.
  - **Medium vulnerability level** are those people who are going to lose their jobs, and their low educational level will not enable them to find a decent job; thus, the entire household might be affected by the loss of the livelihood of the household head. The total number of this group is calculated at 14 workers.
  - **Low vulnerability level** are those people who are going to lose their jobs but are still falling within the working age group (over 18 and less than 60 years of age) and have a minimum education level to enable them to find a new job. The total number of this group is calculated at 25 workers.
- 8- The livelihood restoration options were identified through surveys and focus group discussions with PAPs complemented by insights from in-depth interviews with the dumpsite operator. The proposed livelihood restoration options are:
  - a. Relocation of PAPs in other jobs (Industrial areas in Abu Zaabal and Arab El Olykat villages)
  - b. Microfinance opportunities to establish an enterprise.
  - c. Takafol and Karama Program for those who are below 18 and above 60 years old and entitled to the program.

## B. Objective of the Assignment

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The objective of this assignment is to hire a qualified consulting firm (“the consultant”) to support the Project Coordination Unit and the Technical Implementation Unit of Component 2 in the implementation of the Livelihood Restoration Plan to ensure that the livelihoods of those affected by the closure of the Abu Zaabal dumpsite are restored or improved through sustainable alternative income-generating activities, capacity building, and social protection measures.

According to the construction timeline, access to the dumpsite might be restricted in April 2026. Therefore, the LRP should be implemented before restricting waste pickers' access to the site.

The LRP should be implemented in compliance with the National Laws and the World Bank Environmental and Social Framework (ESF), specifically the Environmental and Social Standard (ESS)1 on “Assessment and Management of Environmental and Social Risks and Impact”, ESS5 on “Land Acquisition, Restrictions on Land Use and Involuntary Resettlement”, ESS10 on “Stakeholder Engagement and Information Disclosure”, and the Resettlement Framework of the GCCC Project (Annex 2 contains the Project related documents).

## C. Scope of Work

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The Consultant is expected to start the implementation of the Livelihood Restoration Plan before restricting waste pickers' access to the dumpsite which might be in April 2026. The scope of services to be undertaken by the Consultant will include but not limited to the following:

### Task 1: Implementation Planning

The Consultant will:

- Review the LRP and any other relevant documents related to the GCCC Project and the Abu Zaabal sub-project, including the Environmental and Social Impact Assessment of the Abu Zaabal closure (ESIA), as well as the construction timeline.
- Consult with the consultant who prepared the LRP to gain a better understanding of the setting and past engagement and clarify any outstanding issues.
- As needed, suggest changes and updates for the LRP, only as and if deemed technically necessary to improve the outcomes and based on the discussion with the PCU. This specially applies to the cases where the LRP was not clearly decisive on the action to be taken with the waste pickers (e.g. for the women cases and children).
- Ongoing close coordination with the PCU and the TIU to receive any updates on the Project implementation timeline and designs. Accordingly, determine the LRP implementation timeline.
- Work closely with the mapped implementation partners, including the PCU, the TIU, the local authorities, relevant government agencies, and civil society organizations (CSOs), to coordinate the LRP implementation activities.
- As and if deemed necessary, suggest the introduction and engagement of new stakeholders to be involved in the LRP implementation.

- Develop a detailed work plan for the LRP implementation activities, including timelines, stakeholder engagement schedule, resource allocation, and monitoring mechanisms.
- Create individual files for each affected waste picker household, documenting their circumstances, eligibility, potential vulnerability factors and tailored measures, etc. These files should be shared with the PCU and should be constantly updated throughout the process of the LRP implementation and also for the monitoring purposes.

All discussions and meetings shall be conducted in close cooperation with the GCCC Project's social specialists.

## **Task 2: LRP Implementation**

- Implement the livelihood restoration scenarios case by case as per the LRP.
- Support in implementing the LRP including all the identified actions for transitional support as well as sustainable alternative livelihoods sources, including the capacity building opportunities that might be needed to allow the affected persons to acquire the new livelihoods opportunities. This includes but should not be limited to facilitate access to any capacity building, development programs, technical assistance. This could include vocational training, financial literacy, and technical training, equipping individuals with the necessary skills for income generation.
- Assist PAPs in obtaining all required documents, including those needed to access financial services and/or any other resources for livelihood restoration.
- Ensure that the LRP is implemented using a participatory and resilient approach that would engage systematically with the affected persons and other stakeholders. This should include collaboration with the relevant local authorities, community leaders, NGOs, and other organizations working in the area.
- Coordinate the implementation process with the mapped implementation partners (i.e. factories' owners, Ministry of Social Solidarity, Micro, Small and Medium Enterprises Development Agency, National Council for Women... etc.) and all the project proponent's relevant staff, in particular the PCU, the Qalyubia Governorate, WMRA, MoLD, EEAA. Noting that all discussions and meetings shall be conducted in close cooperation with the GCCC Project's social specialists.
- Develop a grievance mechanism to track and resolve complaints related to LRP implementation. The grievance mechanism should align with the principles of the project grievance mechanism manual.

## **Task 3: Monitoring**

Monitoring is a critical component of this assignment. The Consultant should:

- In close collaboration with the social specialist of the PCU and in alignment with the Project monitoring indicators and framework, establish specific monitoring and evaluation framework to track the progress of the LRP implementation. This should be done through monitoring case by case from the process of the affected persons access to the different opportunities including transitional support, capacity development and livelihoods opportunities. The framework should include the identified indicators in the LRP and monitoring and evaluation post LRP implementation.
- Monitor the LRP indicators to measure success, including the number of waste pickers transitioned to alternative livelihoods, income changes, skill development outcomes, and overall beneficiary satisfaction.

- Conduct periodic assessments and stakeholder consultations to refine the LRP implementation measures and make necessary adjustments.
- Update the monitoring indicators and framework if needed.
- Submit monthly reports to the PCU detailing progress, challenges, lessons learned and any suggested corrective actions.
- Conduct final assessment to evaluate the effectiveness of livelihood restoration. As needed, propose corrective measures.

The monitoring phase will begin immediately after the implementation of livelihood restoration measures and will continue for two years post-implementation to ensure sustainability. The first year will focus on intensive monitoring with monthly assessments, followed by quarterly reviews in the second year. This phased approach will allow for ongoing evaluation and necessary adjustments to support affected individuals effectively. At the end of the monitoring period, a final evaluation report will be conducted to assess the long-term impact and sustainability of the livelihood restoration measures.

## D. Deliverables and Timeline

The Consultant will submit the below deliverables:

No.	Deliverables	Timeline	Payment method
1.	Detailed implementation plan including a detailed Work Plan and Monitoring Plan with clear indicators to measure	3 weeks after assignment start	5% after the approved implementation plan
2	Monthly Implementation Progress Reports until all PAPs transition to the alternative livelihoods (this should be completed before April 2026)	starting 6 weeks after assignment starts	10% (for all the approved monthly reports)
3	Implementation Completion Report	2 weeks following transition of all PAPs to the alternative livelihoods	20% after the approved report
4	Monthly Monitoring Reports for the first year after the implementation of livelihood restoration measures	Immediately after the implementation of livelihood restoration measures	15% (for all approved reports submitted on monthly basis and the payment will be made in three installments)
5	Quarterly Monitoring Reports for the second year after the implementation of livelihood restoration measures		10% (for all approved reports submitted on quarterly basis and the payment will be made in two installments)
6	LRP Implementation Evaluation Report	2 years following start of monitoring.	40% after the approved report

Final versions should be submitted in English and Arabic.

## **E. Reporting and Management**

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The Consultant will report to the National Project Coordinator of the Greater Cairo Air Pollution Management and Climate Change Project, or his designee. The Consultant will work closely with the Environmental and Social Specialists of the PCU, as well as the relevant teams on the level of the Technical Implementation Unit (Qalyubia Governorate, the Ministry of Local Development, Waste Management Regulatory Authority, Egyptian Environmental Affairs Authority). The PCU and the TIU will provide the Consultant with all related studies and information and facilitate his task on the ground. The Consultant should respond to any comments or clarifications by the PCU, the TIU and the World Bank on any of the submitted deliverables.

## **F. Qualification and Experience Required**

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The Consultant should meet the following criteria:

- A minimum of 10 years of experience in livelihood restoration, and social development.
- Proven expertise in working with waste pickers or informal workers.
- Strong background in social impact assessment, capacity building, and stakeholder engagement.
- Experience with World Bank-funded projects.
- Good inter-personal skills and ability to communicate with all types of stakeholders.



### Annex 1: Detailed Overview of Abu Zaabal

Abu Zaabal dumpsite is the main municipal solid waste disposal site of Qaluybia Governorate located in Greater Cairo. The site is spread over 110 feddans (114.162 acres) and has been in operation since the year 1997. Waste disposal at the site has generally been haphazard without any engineered landfill measures such as bottom containment, leachate collection and treatment measures, gas collection and treatment/ venting measures.

The height of the waste deposits at the site varies from a minimum of 12 m to 15 m. With rapid increase of municipal solid waste generated by the Governorate, the capacity of the site is rapidly decreasing. As a result, waste disposal in about 33 feddans (34.248 acres) in the western part of the site has been completely stopped and life of rest of the site is also likely to be exhausted in the year 2023. In addition, due to rapid urbanization of the governorate, number residential and 10 commercial developments have come up around the dump site, thereby creating health and environmental hazards to the local communities. Three lakes (ponds) spread over a total area of 150 feddans (155.6 acres) are also situated close to the disposal site.

Considering these factors, the governorate intends to close and rehabilitate the disposal site (Abu Zaabal Dumpsite) with appropriate engineering and containment measures with technical and financial support of the Project. After the closure of Abu Zaabal disposal site, the municipal solid waste generated in Qalyubia will be disposed at the integrated waste management facility (IWMP) which will be developed at the 10<sup>th</sup> of Ramadan city.

Public-Private Partnership in SWM is envisaged through the involvement of the private sector under Design, Build, and Operate (DBO) contract models, with the government owning the facility and its infrastructure (with financing from the project). Mobile assets such as vehicles, revenue from waste treatment and from recycling, development of additional cells for the landfill after project closure and operating costs will be covered by the operator.

## Annex 2: List of Environmental & Social Instruments

During the project preparation the following studies were prepared, and cleared by the World Bank:

- **Environmental and Social Commitment Plan:**  
[https://www.eeaa.gov.eg/portals/0/eeaaReports/GCAPMCCP/Environment%20and%20social%20commitment%20plan\\_Signedandstamped.pdf](https://www.eeaa.gov.eg/portals/0/eeaaReports/GCAPMCCP/Environment%20and%20social%20commitment%20plan_Signedandstamped.pdf)
- **Environmental and Social Management Framework:**  
<https://documents1.worldbank.org/curated/en/739341590759685510/pdf/Environmental-and-Social-Management-Framework-ESMF-Egypt-Greater-Cairo-Air-Pollution-Management-and-Climate-Change-Project-P172548.pdf>
- **Stakeholder Engagement Plan:**  
<https://www.eeaa.gov.eg/Project/127/Details>
- **Resettlement framework:**  
<https://documents1.worldbank.org/curated/en/159801590759808179/pdf/Resettlement-Framework-Egypt-Greater-Cairo-Air-Pollution-Management-and-Climate-Change-Project-P172548.pdf>