

Arab Republic of Egypt
Ministry of Environment

Greater Cairo Air Pollution Management and Climate Change Project
(P172548)

Technical Implementation Unit (TIU)
Component 1: Enhancing the Air Quality Management (AQM) & Response
System

TERMS OF REFERENCE
FOR
FOR DEVELOPING AND CONDUCTING SPECIALIZED SKILLS
TRAINING ON AIR QUALITY MANAGEMENT AND CLIMATE
CHANGE

APRIL 2026

A. Background

As part of the “Sustainable Development Strategy (SDS): Egypt Vision 2030”,¹ the country committed to halving its fine particulate matter (PM₁₀) air pollution by 2030. Significant improvements have been made towards that goal in recent years. In fact, Cairo’s PM₁₀ concentration fell by about 25 percent over the past decade. Despite these improvements, the city’s pollution levels are still several times the WHO recommended concentrations and higher than national guidelines taking as these high levels are taking their toll on the health and quality of life of the population, in particular poor people. Subsequently, the Greater Cairo (GC) Cost of Environmental Degradation (COED) attributed to air pollution is by far the highest in the country, with a mean estimate equivalent to 1.35 percent of national GDP in 2017. Conversely, the GC COED attributed to waste (net of air pollution damages, via the burning of waste) is half the air pollution’s COED and results in a mean estimate equivalent to 0.68 percent of national GDP in 2017 which includes the opportunity losses from composting, recycling, methane capture, etc.^[OBJ] Moreover, recent studies on the COVID-19 show that there is an increased likelihood of contracting the disease with high levels of ambient pollutants.²

Climate change models project Egypt’s mean annual temperature to increase between 2 °C and 3 °C by 2050 and an increase in the duration of long-lasting heatwaves. Hot sandstorms known as khamsin blow millions of tons of grit from the Sahara to the North African coast and increases in local temperatures of up to 20 °C are projected to increase in frequency and intensity. By 2050 the intensity and seasonality of heavy rains, as well as the probability of droughts will increase. Long-lasting heatwaves likely will increase in duration of between 9 to 77 days by 2085. The GC area is vulnerable to all of these, as well as to river and urban flooding, water scarcity and wildfires. The impacts are severe, particularly for public health and agriculture. Climate change will put additional pressures on citizens’ health, in the form of increases in the prevalence and severity of cardiopulmonary conditions through heat and sandstorms, potential increases in vector-borne diseases, through

¹<http://www.cabinet.gov.eg/English/GovernmentStrategy/Pages/Egypt%E2%80%99sVision2030.aspx> and <https://www.greengrowthknowledge.org/sites/default/files/downloads/policy-database/Egypt%20Vision%202030%20%28English%29.pdf>.

² Larsen, Bjorn. 2019. Egypt: Cost of Environmental Degradation: Air and Water Pollution. The World Bank. Washington, D.C.; and Back of the envelop calculations for cost of solid waste environmental degradation performed by the Team.

decreased nutrition and food security and reduced water quality. Further, it has been demonstrated that extreme heat events are linked to worsening air pollution.³

In response to this situation, the Government of Egypt (GOI) is seeking to reduce air and climate emissions from critical sectors and increase resilience to air pollution in Greater Cairo. The Ministry of Environment is in that respect implementing, with the support of the World Bank, the “Greater Cairo Air Pollution Management and Climate Change Project”.

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The Project aims specifically to reduce emissions that contribute to air pollution concentrations, thus leading to air quality improvements, and to simultaneously mitigate climate change. Air pollutants include PM10 and PM2.5, while climate pollutants include both longer lived greenhouse gases (GHGs) such as CO₂, as well as Short-lived Climate Pollutants (SLCPs) that include black carbon, methane and several short-lived HFCs.

The Project is composed of the following 6 components:

- Component 1: Enhancing the Air Quality Management (AQM) & Response System.
- Component 2: Support the operationalization of SWM Master Plans in GC.
- Component 3 Vehicle Emission Reduction.
- Component 4 Communication & Stakeholders Engagement.
- Component 5: Project Management and Monitoring & Evaluation.
- Component 6: Improved E-waste and Healthcare (HCW) Management for Reduction of uPOPS

For more information: <https://projects.worldbank.org/en/projects-operations/project-detail/P172548>).

³Markandya and Chiabai, Valuing Climate Change Impacts on Human Health: Empirical Evidence from the Literature, *Int. J. Environ. Res. Public Health*, 6, 759–86, 2009.

This assignment is requested in the context of Component 1: Enhancing the Air Quality Management & Response System: This component will support several activities among them capacity building activities and raise public awareness through information dissemination.

The Consultant's assignment is related to the following Sub-task under Component # 1: "Support the development of an integrated system for having qualified cadres to work in the environment field (green Jobs), including developing University Curriculum".

The Developmental Goal of the Assignment is to "Advocate the establishment of an enabling environment to sustain a pool of Egyptian environmental professionals covering the areas of environmental sciences, environmental engineering, climate change, and air pollution while ensuring a continual supply of candidates".

The immediate Goal of this assignment is focusing on **Air Quality Management, and Climate Change**.

Project implementation arrangements:

A Project Coordination Unit (PCU) has been established at the MoE. The PCU ensures that the Project is implemented in accordance with the Legal Agreement signed between the GoE and the World Bank, the Project Appraisal Document (PAD), the Project Implementation Manuals (Project Operational Manual, M&E Manual, etc.).

Four Technical Implementation Units (TIUs) have also been established to oversee the implementation of all components. The TIU for Component 1 is chaired by the Head of the Environmental Quality Sector of the Egyptian Environmental Affairs Agency (EEAA) and includes members of the different departments of the sector (Ambient Air Quality, Vehicle Emissions, Early Warning, Industrial Facilities Emission).

B. Objectives of the Assignment

The project aims to develop comprehensive and specialized skills training programs covering the two focus areas namely, (1) air quality management and (2) climate change.

The Developmental Goal of the assignment is to ensure the sustainability of the outcomes of the GCCC Project. This is foreseen through upskill EEAA technical personnel to enable them to be responsible for the long-term operations of the new upgraded systems and roles currently designed and developed by the Project.

It follows that the aim is to equip EEAA technical personnel with the state-of-the-art knowledge and skills required to follow best practices in air quality management and climate change ensuring a safer and more sustainable environment.

The training programs must address the topics listed under each module in annex 1, at a minimum. The successful **consultant** is encouraged to review those topics and add additional items to fulfil the aim of the training. The developed programs must reflect cutting-edge knowledge and practices in the two focus areas and include practical and hands-on sessions to foster skills development for the participants.

Training programs must be designed to align with national regulations, guidelines and international standards, enhancing overall environmental management practices in Egypt.

Details of the Skills Training Modules and their topics/contents, Specific Goals, Objectives, Intended Learning Outcomes (ILO), and Target Audience are provided in Annex 1. Strategy for Training Delivery is found in Annex 2.

C. Specific Consultancy Tasks

1. Develop two specialized skills training programs

- Based on the modules listed in annex 1, that were identified through a training needs assessment, the consultant will develop comprehensive training programs covering the two specialized areas previously identified.
- Detailed, informative, and clear training materials that cover cutting-edge knowledge, skills, practices, policy, governance and regulatory frameworks must be prepared in both English and Arabic languages (refer to annex 1).

- Ensure training modules and materials are designed for the target audience
- Software demonstrations, applied case studies and field visits shall be an essential part of the training.
- Align the content with national regulations and international standards.
- Create modules and resources that are adaptable for various learning environments (e.g., in-person, online courses, and printed materials) in both English and Arabic languages.

2. Submit draft training programs to the TIU for review

- The draft training programs and their material will be submitted to the project TIU for technical review and feedback.
- Comments and recommendations of the TIU should be adopted, and the draft training output is updated accordingly.

3. Training pilot testing and validation of the updated training

- Coordinate with TIU and EEAA to pilot the training programs of the two specialized areas with a small group of target personnel.
- Assess the pilot training and gather feedback from TIU, participants on the effectiveness, clarity, and practicality of the training and make necessary adjustments based on their input.
- Modify and update training delivery as needed to ensure that training delivery methods are appropriate for different learning styles and can be implemented across audiences.
- Submit the final version of the training programs and materials with the updated delivery practice based on the feedback and assessment results of the pilot testing to the TIU for validation and approval.

4. Training Delivery

- The successful consultant will prepare a detailed plan for training delivery in full coordination with TIU and concerned EEAA departments.
- Training sessions may include oral presentations, open discussions, group work, individual assignments, etc. to ensure full participation by the trainees.
- Training materials must be prepared and handed out to trainees in an appropriate format.
- The main training activities will be carried out at ‘Cairo House/EEAA’ while practical and field activities can be organized in consultation with EEAA.

- Assessment and evaluation of the completed training must be carried out following each session. The consultant shall review the results of the assessment and evaluation and make necessary adjustments to ensure that the objectives are achieved.
- A final report including all feedback, evaluation results and recommendations for further progress must be submitted to the TIU.

D. Deliverables

1. A detailed work plan

A detailed work plan outlining the timeline for the proposed tasks including milestones for all activities.

2. Draft skills training programs

A draft version of the two training programs and related material shall be submitted to the TIU for review. This draft will address the key modules in annex 1 plus additional subjects proposed by the consultant. They should align with national regulations and international standards.

3. Updated skills training programs

An updated version of the training programs and materials incorporating TIU and EEAA's feedback shall be submitted for approval.

4. Pilot Testing Report

A report on the pilot testing phase, summarizing the feedback from TIU, EEAA participants, adjustments made to the programs and/or materials based on this feedback shall be submitted to the TIU.

5. Final training programs and schedule for delivery

The final version of the training programs and content materials will be submitted together with a guide for the effective delivery of the training including methods, tools, and instructions for trainers. In addition, a detailed schedule of the implementation plan to ensure successful training delivery must be included.

6. Skills training delivery

The successful Consultant delivers the training according to the agreed schedule in coordination and cooperation with the TIU and the Training Department of EEAA.

7. Final report

A final report addressing the evaluation of the training outcomes and future recommendations shall be submitted at the completion of the training.

E. Required consultant team competencies

- The successful consultant team must include academic and professional members with demonstrated expertise in specific focus areas namely air quality management and climate change.
- The consultant's team shall demonstrate sufficient capabilities and competencies in developing and delivering specific skills training in the two focus areas
- Team members must include university academics and other appropriately qualified members (having a minimum of master's level training in relation to a specific specialized area with at least 10 years of experience in developing training programs)
- Team members must have international experience with environmental agencies in air quality management and climate change, with demonstrable deep understanding and experience in international policies, regulations and agreements regarding the two focus areas
- The consultant must have completed similar tasks in the last 10 years.
- A complete track record of related experience with the CVs of the team shall be submitted.
- Access to facilities where practical training sessions are to be conducted is mandatory.
- Familiarity with the national environmental governance, laws and regulations.
- Good communications skills, both oral and written, and ability to write well in English and Arabic.

F. Timeframe

The total duration of the contract is twelve (12) months from the date of the contract signature and Notice to Proceed (NTP).

The consultant is expected to deliver the following outputs according to the following schedule:

Deliverable	Timeframe
A detailed work plan outlining the timeline for the proposed tasks	10 days from NTP
Draft training programs and materials	3 months from NTP
Updated training programs and materials	1 month after submission of accepted draft.
Pilot testing and assessment report	1 month after submission of the updated version
Guide to the effective delivery of the training	1 month after pilot testing and amendments based on assessment results
Implementation of the training programs and submission of the final report	5 months after training guide submission

ANNEX 1:

SKILLS TRAINING MODULES AND TOPICS/CONTENTS

1. AIR QUALITY TRACK

Goal:

The overall aim of this track is to equip EEAA technical personnel with the state-of-the-art knowledge and skills required to follow best practices in air quality management, ensuring a safer and more sustainable environment. In particular, all participants shall share a common understanding of core air quality concepts, terminology, health/environmental linkages and international best practices.

Target Audience:

This skills training activity is intended for EEAA staff of the following administrative units:

1. Central Department of Air Quality
2. General Department of Air Quality
3. General Department of Protection from Noise
4. General Department of Vehicles' Emissions

Objectives of the proposed modules

1. Strengthen Technical Foundation in Air Quality Management

To ensure all participants share a common understanding of core air quality concepts, terminology, health/environmental linkages and international best practices.

2. Equip Staff with the Skills to Apply Regulatory Frameworks

To enhance the capacity of technical personnel to interpret, implement, and enforce regulations and air quality standards, and to integrate them into ESIA and compliance functions.

3. Build Competence in Field Data Collection and Monitoring

To develop practical knowledge in selecting, using, and maintaining monitoring instruments, designing monitoring networks, and identifying sources of pollution through data-driven methods.

4. Ensure High-Quality Data Handling and Interpretation

To foster proficiency in managing environmental datasets, ensuring QA/QC, conducting data analysis, and generating reports that support regulatory actions and decision-making.

5. Promote Strategic Use of Forecasting and Management Tools

To enable staff to apply air quality modeling, forecasting, and scenario planning to predict pollution events and guide air quality management strategies aligned with agency priorities.

Contents and Learning Outcomes of the Modules

Module 1: Foundations of Air Quality and Environmental Monitoring

This module will cover the following topics:

1. Principles, Definitions and Terminology
2. Sources and types of air pollutants
3. Health and Environmental Impacts
4. Climate and Air Quality Interlinkages and Integration
5. Emerging Trends and Technologies for Air Quality Management

Intended Learning Outcomes

By the end of this module, participants will be able to:

- Define key terms and principles related to air quality, pollution, and environmental health.
- Accurately define and apply key terminology and scientific principles related to air pollutants and environmental monitoring.
- Explain the major sources and types of air pollutants and their impacts on human health and ecosystems.
- Describe the interlinkages between air quality, climate change, and environmental sustainability.

- Identify major pollutant sources and characterize their physical, chemical, and environmental behavior.
- Identify the impact of air pollution on public health and ecosystems using scientific evidence.
- Explain the relationship between air quality and climate change, and how integrated approaches can improve environmental outcomes.
- Stay informed on emerging technologies and tools relevant to air quality monitoring and management.

Module 2: Regulatory Frameworks and Standards

This module will cover the following topics:

1. National and International Air Quality Policies
2. National and International Air Quality Regulations and Standards
3. Linkages to Environmental and Social Impact Assessment (ESIA) and Environmental Compliance
4. Public Awareness and Communication

Intended Learning Outcomes

By the end of this module, participants will be able to:

- Interpret national and international air quality regulatory frameworks and standards.
- Explain the integration of air quality considerations and provide technical input during ESIA's.
- Assess the role of environmental compliance in ensuring air quality objectives are met.
- Interpret and apply relevant national and international air quality standards, thresholds, and regulatory requirements in day-to-day operations.
- Support compliance monitoring and enforcement actions through accurate data interpretation and reporting.
- Develop strategies for effective public engagement, awareness-raising, and risk communication in air quality management.

Module 3: Data Collection and Monitoring Techniques

This module will cover the following topics:

1. Principles of Ambient Air Quality Sampling and Monitoring
2. Vehicle emissions and industrial facilities' emissions
3. Air Quality Data Collection and Monitoring
4. Noise Monitoring and Data Collection
5. Pollution Source Identification and Inventory
6. Equipment Handling and Calibration

Intended Learning Outcomes

By the end of this module, participants will be able to:

- Describe the principles and techniques of ambient air quality and noise monitoring.
- Apply methodologies for pollution source identification and emissions inventory development.
- Design and implement field sampling plans that align with regulatory and scientific requirements.
- Design monitoring plans including selection of appropriate equipment, site locations, and sampling protocols.
- Evaluate different methods for collecting reliable air and noise quality data in the field.
- Operate ambient air and noise monitoring equipment according to established protocols.
- Conduct pollution source identification and prepare emission inventories using standard methodologies and tools.
- Ensure high-quality data collection through proper calibration, equipment handling, and environmental documentation.

Module 4: Data Management, Quality Assurance, and Analysis

This module will cover the following topics:

1. Air Quality Data QC/QA
2. Data Analysis and Reporting

3. Policy Development/Decision Support

Intended Learning Outcomes

By the end of this module, participants will be able to:

- Apply QA/QC procedures to ensure reliability, consistency, and accuracy of air quality data.
- Analyze air quality data using appropriate statistical and visualization tools and interpret air quality data sets.
- Generate technical reports and summaries for various stakeholders and decision-makers.
- Translate monitoring data into actionable policy recommendations and decision-support tools.
- Prepare technical reports and dashboards for regulatory authorities, internal use, and public dissemination.
- Support evidence-based policy formulation through the analysis and visualization of environmental monitoring data.

Module 5: Predictive Tools and Management Strategies

This module will cover the following topics:

1. Air Quality Modeling, Forecasting, and Early Warning Systems
2. Air Quality Management Strategies

Intended Learning Outcomes

By the end of this module, technical staff will be able to:

- Understand the fundamentals of air quality modeling, including input requirements and output interpretation.
- Explain the purpose and function of air quality modeling and forecasting tools.
- Interpret model outputs to support early warning systems and mitigation planning.
- Integrate predictive and monitoring data into comprehensive air quality management plans.

- Contribute to the development and updating of air quality management plans by integrating data, forecasts, and regulatory needs.
- Evaluate air quality management strategies, including emissions reduction, land-use planning, and policy instruments.
- Assist in the development and application of forecasting systems and early warning alerts for pollution episodes.
- Evaluate the technical effectiveness of various air pollution control and mitigation strategies.

Available Key Resources

- Key personnel of the Environmental Quality Sector, EEAA
- Well established air quality monitoring network and early warning system
- Available World Bank consultants with experience in emission inventory, air quality monitoring, modeling and forecasting
- University and research centers' expertise
- International guidelines and standards

2. CLIMATE CHANGE TRACK

Goal:

Climate change skills training aims to build capacity, enhance knowledge, and improve the effectiveness of climate action and policy implementation at the national level. The main goals of this skills training are to equip agency staff with a foundational understanding of climate science, impacts, and terminology and to provide knowledge of how climate change affects ecosystems, human health, and socio-economic systems.

Target Audience:

This skills training activity is intended for EEAA staff of the following administrative units:

1. Central Department of Climate Change
2. General Department of Mitigation and Clean Development Mechanism
3. General Department of Technology and Research
4. Department of Promotion and Marketing of Carbon Certificates

Objectives of the Proposed Modules

Module 1: Foundations of Climate Science and Impacts

To provide technical staff with a strong scientific grounding in climate change and its physical and ecological impacts, enabling them to interpret environmental trends and integrate risk data into planning and monitoring.

Module 2: Climate Change Mitigation and Emerging Technologies

To enable staff to evaluate and support the implementation of climate mitigation strategies and technologies and understand the financial mechanisms and economic tools available for reducing greenhouse gas emissions.

Module 3: Climate Change Adaptation, Infrastructure, and Health

To strengthen staff capacity to assess climate vulnerability, design and evaluate adaptation measures, and build climate resilience into public infrastructure, health systems, and disaster response planning.

Module 4: Policy, Governance, and Institutional Frameworks

To build technical understanding of national and international climate policy instruments and enhance staff ability to contribute to governance processes, reporting, and cross-agency coordination.

Module 5: Climate Data, Communication, and Reporting

To equip technical staff with skills in climate data monitoring, verification, reporting, and communication, enabling them to support institutional transparency, public engagement, and informed policymaking.

Contents and Learning Outcomes of the Modules

Module 1: Foundations of Climate Science and Impacts

This module will cover the following topics:

1. Basic Climate Change Science
2. Greenhouse Gases and Global Warming
3. Climate Change Causes and Impacts
4. Climate Change and Biophysical Resources
5. Climate Change – Air Pollution Nexus

Intended Learning Outcomes

By the end of this module, technical staff will be able to:

- ✓ Explain the scientific basis of climate change, including greenhouse gas dynamics and global warming mechanisms.
- ✓ Identify anthropogenic and natural drivers of climate change.
- ✓ Assess the impacts of climate change on ecosystems, water, air quality, biophysical and human systems.
- ✓ Describe linkages between climate change and air pollution, including co-benefit opportunities in mitigation planning.

Module 2: Climate Change Mitigation and Emerging Technologies

This module will cover the following topics:

- ✓ Climate Change Mitigation Strategies
- ✓ Emerging Technologies and Policy Innovations
- ✓ Climate Finance and Economics

Intended Learning Outcomes:

By the end of this module, technical staff will be able to:

- ✓ Describe key mitigation strategies across sectors (energy, waste, transport, land use).
- ✓ Evaluate the role of emerging technologies (e.g., carbon capture, renewables, nature-based solutions) in reducing emissions.
- ✓ Understand the basics of climate finance mechanisms (e.g., GCF, carbon pricing, subsidies).
- ✓ Analyze cost-benefit implications of mitigation interventions at local and national scales.

Module 3: Climate Change Adaptation, Infrastructure, and Health

This module will cover the following topics:

- ✓ Climate Change Adaptation
- ✓ Climate Change and Infrastructure
- ✓ Climate Change and Public Health
- ✓ Crisis and Disaster Management

Intended Learning Outcomes:

By the end of this module, technical staff will be able to:

- ✓ Identify key vulnerabilities and climate risks to infrastructure, public health, and communities.
- ✓ Develop and assess adaptation strategies tailored to different sectors and hazard profiles.
- ✓ Support climate-resilient infrastructure planning and implementation.
- ✓ Participate in integrated disaster risk management and emergency response planning.

Module 4: Policy, Governance, and Institutional Frameworks

This module will cover the following topics:

1. Climate Change Policy and Governance at National and International Levels
2. International Climate Agreements
3. Climate Change Negotiations and Diplomacy
4. Climate Finance and Economics (policy dimensions)
5. Emerging Technologies and Policy Innovations (governance dimension)

Intended Learning Outcomes

By the end of this module, technical staff will be able to:

- ✓ Interpret national and international climate policy frameworks, including UNFCCC, NDCs, and the Paris Agreement.
- ✓ Understand the principles of climate negotiations and basic diplomacy dialogue
- ✓ Support the development of institutional climate action plans and coordination mechanisms.
- ✓ Monitor compliance with climate-related environmental regulations.
- ✓ Contribute technical input to climate policy development and review processes.

Module 5: Climate Data, Communication, and Reporting

This module will cover the following topics:

- ✓ Monitoring, Reporting, and Verification (MRV)
- ✓ Climate Change Communication and Education

Intended Learning Outcomes:

By the end of this module, technical staff will be able to:

- ✓ Implement MRV systems for emissions, climate actions, and adaptation measures.
- ✓ Collect, analyze, and report climate data in line with national and international standards.

- ✓ Communicate climate risks, data, and strategies effectively to policymakers, communities, and stakeholders.
- ✓ Design and support awareness campaigns and capacity-building activities within their institutions or regions.

ANNEX 2

GENERAL STRATEGY FOR TRAINING DELIVERY

1. Intended Learning Outcomes (ILOs)
 - ✓ ILOs for this skills training program were designed to focus on hands-on competencies, regulatory alignment, and operational decision-making, which are key for technical roles of the EEAA.
2. Modular & Progressive Structure
 - ✓ Deliver content in a logical sequence: from foundational principles → monitoring techniques → data analysis → forecasting → management strategies.
 - ✓ Each module builds upon the previous, reinforcing learning while introducing increasing technical complexity.
3. Competency-Driven and Role-Relevant Learning
 - ✓ Focus on practical knowledge and skills that technical staff can apply in planning, monitoring, advising, and reporting functions.
 - ✓ Focus on skill development applicable to field operations, regulatory enforcement, and data-driven environmental management.
 - ✓ Emphasize local relevance, regulatory context, and the staff's role in national air quality and climate action implementation.
 - ✓ Integrate transferable competencies to foster leadership roles.
4. Competency-Based Learning
 - ✓ Focus on skill development applicable to field operations, regulatory enforcement, and data-driven environmental management.
 - ✓ Integrate transferable competencies to foster leadership roles.
5. Integrated Systems Thinking
 - ✓ Promote understanding of interlinkages between climate, air quality, infrastructure, health, and ecosystems.
 - ✓ Encourage cross-sectoral coordination to support climate-resilient development and environmental governance.
6. Blended Learning Methods

- ✓ Use a combination of classroom instruction, hands-on exercises, case studies, and field demonstrations.
- ✓ Incorporate software tutorials and real-world datasets for modeling, QA/QC, and reporting.

7. Interactive & Practical Engagement

- ✓ Promote team-based problem-solving, data interpretation sessions, and scenario analysis to deepen engagement.
- ✓ Invite guest experts from regulatory bodies or academia to share best practices and emerging trends.

8. Assessment & Continuous Improvement

- ✓ Include short assessments, group presentations, or mini projects after each module.
- ✓ Conduct feedback sessions to tailor future delivery and reinforce participant learning.

Available Key Resources

- Key personnel of the Central Department of Climate Change, EEAA
- University and research centers' expertise
- International guidelines and standards