

Research Terms of Reference (ToR)

1. Background

Working Research title: Cultivating ‘good green jobs¹’ for young people in Africa

Why is this research being commissioned?

Africa’s youth population is expected to double by 2055², and at the same time, many communities across the continent are on the frontlines of multiple environmental crises (climate change, pollution, biodiversity loss...). ‘Good Green Jobs’ could be considered to be livelihoods that are dignified, inclusive, with decent pay and helping transform economies, enterprises, workplaces and labour markets into a sustainable, low-carbon economy. This research seeks to identify what constitutes a ‘good green job’ in an African context and for African young people, including providing evidence of existing successful job creation initiatives for and by young people in Africa.

Green jobs therefore have the potential to provide dignified employment for this growing youth population, and shape a more sustainable future. This research seeks to answer:

- What constitutes a ‘green job’ in Africa? This will involve scoping existing livelihoods at the nexus of the environmental and economic spheres, and identifying:
 - jobs that are already green and ‘good’ (dignified, inclusive, with decent pay)
 - jobs that are already green (but may need to improve to become ‘good’)
 - jobs that already ‘good’ but could be improved to become greener
 - identifying any potential ‘false solutions’ in the form of jobs that appear green but should be avoided; or jobs that are not and won’t ever be green,
- What are the benefits of scaling up green jobs for young people in Africa? In this, we are considering:
 - economic benefits, particularly job creation for and by young people
 - environmental benefits (in particular reducing negative impacts, such as greenhouse emissions and pollution, and creating positive impacts, such as clean energy access and climate adaptation)
 - social and cultural co-benefits (such social cohesion, embodying African culture and values...)
- What is the enabling environment needed to realise that potential? In particular considering what may need to happen to make existing green jobs ‘good’, and to make other ‘good’ jobs greener?

Tearfund is commissioning this research because:

- Creating dignified green employment for young people through innovation is one of the key themes emerging from the report [‘Abundant Africa: our decade to shape the African century’](#), which was co-published by 16 organisations including Tearfund in 2021. This report recognises that investing in young Africans could be the fuel that creates a new green economy.

¹ Wherever we say ‘job’, we want to consider livelihoods that are currently in both the informal and formal sector, rather than focusing only on formal livelihoods.

² UN Department of Economic and Social Affairs – Population Division (2015) Youth population trends and sustainable development, <https://www.un.org/esa/socdev/documents/youth/fact-sheets/YouthPOP.pdf>

- Reducing poverty and pioneering a green economy are key organisational priorities, and has been identified by many national partners and local communities as key area for supporting livelihoods and other co-benefits, such as reducing conflict (e.g. where it is linked to fast growing numbers of unemployed young people)
- In the run up to the UN Climate Talks in November, COP27 in Egypt, Tearfund is campaigning for the delivery of the promised \$100 billion of climate finance, with a focus on investing in Africa's future.

The research will have two phases:

1. a desk-based literature of existing practice and examples
2. a deeper analysis of case studies and potential scale up of green jobs, and development of policy recommendations

2. Purpose

The purpose of this research is to:

- Define green jobs for the Africa context including:
 - jobs that are green, dignified and fairly paid
 - have the potential to be green, dignified and fairly paid
 - potential 'false solutions' or sectors that should be avoided as part of the green agenda
- Identify examples (regions or sectors) of where young people are creating green jobs and through them growing a sustainable economy.
- Provide evidence of the co-benefits of green jobs for young people in Africa
- Identify the necessary factors for an enabling environment for creating such green jobs
- Provide recommendations for policy-makers to help realise economic, environmental and social benefits of green jobs for young people

3. Audience

Phase 1: For internal use by Tearfund advocacy team, to work with the consultant to shape phase 2 and develop policy recommendations based on the outcomes of the literature review

Phase 2: Primary audience(s) to be determined at the end phase 1, but likely to focus on either:

- Donor governments at COP27. We hope the evidence will help persuade donor governments that they should invest in the creation of green jobs in Africa as part of their climate finance commitments.
- African governments and the African Union. We hope to show African governments that there are strong cases to set policy to encourage the development of green job creation as a solution to youth unemployment and as the foundation to the growth of restorative economies.

Secondary audience for the final research:

- partners and allies that we hope will engage with and use the research, including partners from the Abundant Africa and [Renew Our World](#) movements, churches, civil society

4. Research methods and key questions

This research will have two phases:

Phase 1 - A desk based Literature review

- A review and analysis of existing literature on green jobs in Africa, addressing the following questions:
 - what existing livelihoods exist at the nexus of environmental and economic spheres, including identifying:
 - different types of jobs, in particular:
 - jobs that are already green, dignified and fairly paid
 - jobs that have the potential to become green, dignified and fairly paid
 - potential 'false solutions': jobs that appear green but are not or should be avoided in a green economy
 - characteristics of these jobs, including:
 - those in the formal vs informal sector
 - income level
 - potential for jobs to be responsive or transformative for potentially marginalised groups, including women and people with disabilities
 - what evidence is there for co-benefits created by existing examples of green jobs, including:
 - economic benefits, particularly potential for job creation for and by young people, economic recovery from the Covid-19 pandemic and economic resilience in the face of shocks (such as the current energy security crisis)
 - environmental benefits (in particular reducing negative impacts, such as greenhouse emissions and pollution, and creating positive impacts, such as clean energy access and climate adaptation)
 - social and cultural co-benefits (such social cohesion, embodying African culture and values...)
 - Where are the best examples of green jobs being created by/for young people on the African continent? With a bias towards selecting examples that have emerged from African innovation and culture
 - identify key case studies for deeper investigation in phase 2. Potential areas for case studies that can be used for illustration and advocacy:
 - Tech growth - Ghana/Nigeria and Nairobi.
 - Sustainable agriculture
 - Creative industries - Nollywood and music in Nigeria
 - Climate mitigation e.g. renewable energy/ reforestation
 - climate adaptation e.g. infrastructure
 - Waste collection and recycling
 - Local government services
- phase 1 should include time to finalise research questions and priority audience for phase 2, including ethics review as needed

An analysis drawing out general policy recommendations, for govt, business and church, to create an enabling environment for the innovation of green jobs in Africa. These may be used in lobbying ahead of COP27.

Phase 2 -a deeper analysis of case studies and potential scale up of green jobs, and development of policy recommendations

This will be refined as part of the deliverables of phase 1. focusing on:

- What are the components of success stories, including the enabling environment?
- Policy recommendations for creating the enabling environment and working with civil society actors to realise the potential for green jobs for young people in Africa
- Potential/existing first movers to target for advocacy?
- Questions for further research?

Data collection for more in depth case studies may include quantitative and qualitative research through key informant interviews, focus group discussions with young people employed in the industries and other key stakeholders. Story gathering, photography and videos taken during field trips in the same countries to be used for quantitative research and for communications and dissemination of the key findings.

5. Planned key deliverables

Deliverable	Specification/expectations
Phase 1 literature review	A 25 page designed report of literature review and a 2 page summary, including case studies, analyses and future research questions.
Phase 2	<p>A 25 page report of the primary research Case studies, quotes and photos from field trips to integrate into the final policy report 1 or 2 videos from field trips for media, campaigning and dissemination</p> <p>For dissemination (designed reports) A summary policy report synthesising the key findings from the literature review, and country case studies. Drawing out conclusions and relevant policy recommendations. Including a stand alone executive summary (2-3 pages) and a longer policy paper (10 pages). Including photos and quotes. A 1 page visual summary or infographics of the policy report for policy makers and media 1 or 2 videos from field trips for media, campaigning and dissemination Full research report including the literature review, case studies and cost benefit analysis case study</p>

6. Timeline

Approximate date	Activities planned
16 May - midday East Africa Time	Deadline for max. 4 page EOI
13 June	First draft literature review (to allow the Tearfund staff and partners attending CHOGM to test some of the early findings)
early July	Final draft of literature review Finalise plans for phase 2
September	Finalising outputs of phase 2
early October	Dissemination of final outputs



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