



Ministry of Climate Change, Environment and Energy
Male', Republic of Maldives

Date: 19 November 2023

Announcement Reference No: (IUL)438-HRU/438/2023/512

Terms of Reference

Individual Consultancy – Environmental Expert

- A. Project:** Implementing Sustainable Low and non-Chemical Development in SIDS (ISLANDS)
- B. Position:** Environmental Expert
- C. Location:** Based at the Ministry of Climate Change, Environment and Energy with travel to project islands across the country as required
- D. Thematic Area:** Chemical and Waste
- E. Type of Contract:** Individual Contract
- F. Type of Consultancy:** National
- G. Estimated Starting Date:** January 2023
- H. Duration of Contract:** Two years
- I. Remuneration:** 20,160 MVR per month for two years.

National Consultants that meet the minimum requirement set in this notice are strongly encouraged to apply.

J. Project background:

The management of hazardous wastes remains a major issue of concern in Maldives with the constraints that are specific to Small Island Developing States (SIDS). One of the main challenges being that it is often not economically viable to set up local recycling/treatment/disposal systems for the majority of hazardous waste streams as the quantities generated are too low, necessitating their export. However, export remains logistically complicated and costly, and financial instruments and incentives that support such operational mechanisms need to be put in place to make them viable and sustainable.

The Maldives currently does not maintain a hazardous waste inventory, except for the POPs inventory which was completed in preparation for the National Implementation Plan (NIP) (2016). However, export data from the Maldives Custom Services estimates that approximately 186 tonnes of car batteries and 73 tonnes of waste oil are exported every year. Most of these



hazardous wastes are exported to India, Sri Lanka and South Korea, by a limited number of national recycling companies which export car batteries, scrap metal (including e-waste), waste oils, plastics and paper. However, these companies face significant operational challenges as the current port infrastructure does not allow the timely export of large quantities of recyclable wastes, land for lease to store or process recyclables is scarce and expensive, and shipping costs are prohibitive, especially for recyclables with a high volume and low value (e.g. plastics/paper). Because of these challenges, the amount of (hazardous) waste and recyclables that are being recovered for export/recycling is limited and most wastes and recyclables thus end up on non-sanitary municipal dump sites.

At this point in time, except for the export of waste oils (India) and car batteries (South Korea), the Maldives does not treat or export any other hazardous waste streams. As a consequence, some hazardous waste is being stored at premises managed and monitored by the Ministry of Defence, but it is assumed most hazardous waste is being dumped illegally or disposed of at municipal waste dumps such as those at K. Thilafushi island, R. Vandhoo island or at island waste management centres located on each island. It should be mentioned that none of these waste dumps are sanitary landfills, waste is often burned in the open, and leachate is assumed to enter the ocean as the islands are only slightly above sea-level. This is a major concern, in terms of unintentional POPs (U-POPs) releases and in terms of hazardous chemicals and substances leaching into the ocean.

The Maldives has not yet conducted a hazardous waste inventory, as such quantities of hazardous waste that are being generated are unknown and can only be estimated through customs import data. For example, the global e-waste statistics partnership (2016) estimates that yearly 2,500 tonnes of e-waste are being generated in the Maldives. Some e-waste is being collected and exported as scrap metal (the current HS code system still lists e-waste under scrap metal), and thus volumes of exported e-waste are uncertain and are not being reported.

Another Chemicals and Waste related challenge faced by the Maldives is the safe use of agro-chemicals. Fertilizers and pesticides are the most common chemical applications in agriculture. In 2021, imported chemical fertilizers totalled 1,393.70 tonnes of chemical fertilizers. Currently most (if not all) agro-products can be imported without having to pay import tax (to stimulate agriculture), but this does not provide incentives for the use of safer and environmentally friendlier alternatives. Farmers (most of which are expatriates) urgently require awareness programmes and capacity building in various languages on the safe use of chemical fertilizers and pesticides and the safe management of obsolete pesticides and empty pesticide containers. The Ministry of Fisheries, Marine Resources and Agriculture would also like to see that the Good Agricultural Practices (GAP) is acknowledged as a label by the general public, to encourage the public to buy GAP “certified” produce, that standards are developed on how to manage pesticides and incentives are introduced to increase the use of safer and greener alternatives.

The Maldives’ tourism sector is the main source of foreign exchange in the country. There are more than 150 tourist resorts and guesthouses in the country. A limited number of these resorts practice sustainable tourism, including green procurement and the recycling of waste. Currently no national green certification label for tourist facilities exists in the Maldives, and there are limited fiscal or other financial incentives for tourist facility operators to introduce sustainable tourism practices. As a result, waste generation in tourist resorts accounts for 180 metric tonne per day (20% of the daily waste generated in the Maldives), which is 7.2 kg/pp/bed night. Even though resorts are required to operate an incinerator to burn solid waste and practice composting, many incinerators are not operated due to undesirable smoke and noise and resorts



have insufficient space to compost. Thus, many resorts take their waste to Island Waste Management Centres (IWMCs) located on nearby atolls, which do not have the capacity to receive these volumes and types of waste. There is thus an urgent need to support the country and its tourism sector in greening practices by introducing incentives to green the operation of the sector, tourist resorts and guesthouses.

In addition to the aforementioned challenges, the regulatory framework for the management of chemicals and hazardous waste in the country remains weak and there is a need for a holistic approach to the management of chemicals and hazardous waste. Waste Management Regulations (2012) are in place under the Environmental Protection and Preservation Act (1992), which covers some aspects related to hazardous waste management. A Chemicals Regulation was adopted/approved in 2019 and contains aspects related to: a) Labelling and import of chemicals; b) Sales of Chemicals; c) Storage of Chemicals; d) Transport of Chemicals throughout the country. The Waste Management Act and Agricultural Pesticide Act of the Maldives are in effect to manage any hazardous chemicals and pesticides present in the Maldives.

In addition to these regulatory developments, the Government of Maldives has formulated a Strategic Action Plan 2019 to 2023 (SAP) which contains actions that will help bring a holistic approach to the management of chemicals and hazardous waste in Maldives. As part of this project, guidelines for the sound disposal of electronic waste (in line with Action 2.1c of the SAP) and agricultural chemical wastes have been prioritized, as well as the design of promising and feasible economic instruments/Extended Producer Responsibility (EPR) measures (along with the development of accompanying regulations required for their successful implementation) with the objective to reduce the import/use of harmful chemicals (products containing harmful chemicals) and encourage the use of safer alternatives, reduce waste generation or finance sustainable and long-term collection, management, storage, recycling.

Furthermore, the project will also support the establishment of a centralized facility for the safe interim storage and export of chemicals and hazardous wastes (including the development of the supporting regulatory framework as well as a financial mechanism which will finance the operational costs of the facility to ensure its long-term viable operation).

K. Objective of the assignment:

The Environmental Expert will be responsible to providing support to the PMU for the implementation of the activities under Component 1 Component 2, Component 3 and Component 4 The Environmental Expert will report to the Project Coordinator in close consultation with the assigned UNDP (United Nations Development Programme) Programme Manager for all of the Project's substantive and administrative issues.

L. Remuneration

- 20,160/- MVR per month for two years.



M. Scope of Work and Responsibilities:

The tasks to be undertaken by the Environmental Expert are to be undertaken in close collaboration with the PMU, Ministry of Climate Change, Environment and Energy, and relevant stakeholders as necessary, and include the following.

Component 1:

- Under the guidance of the CTE, support to formulate a comprehensive gender-responsive supply chain analysis for imported pesticides.
- Under the guidance of the CTE, support to design/develop standards on how to apply and manage pesticides.

Component 2:

- Support the Contracted Company on conducting a nation-wide hazardous waste inventory.
- Support the Contracted Company in conducting a viability and sustainability assessment for an export facility for priority hazardous wastes streams.
- Support the Contracted Company in conducting a feasibility study to support the operation and financing for Addu and thilafushi interim storage facility.
- Support the Contracted Company and the International and National Finance Experts in developing enabling policies and regulations (including financial mechanism/models) to ensure the long-term sustainability of the interim storage facility and submit them for approval.
- Guide the Contracted Company in developing a viable mechanism for reexporting hazardous wastes and recyclables as per Basel procedures.
- Guide the Contracted Company in establishing reporting mechanisms and strengthen response protocols relating to chemical spills.
- Under the guidance of the International Chemicals and Hazardous Waste Expert provide gender-responsive training on the sound collection, management, storage, shipment, export procedures and final treatment.
- Under the guidance of the International Chemicals and Hazardous Waste Expert develop and implement a minimum of two (2) plans for the sound management of priority hazardous waste streams.
- Under the guidance of the International Chemicals and Hazardous Waste Expert guide the export and sound treatment of 100 tonnes of hazardous wastes that cannot be recycled/treated in the country.
- Under the guidance of the CTE, Int. Chemicals/Hazardous Waste Expert, formulate guidelines on the appropriate disposal of agricultural chemical wastes and submit them for approval

Component 3

- Under the guidance of the International Chemicals and Hazardous Waste Expert and in coordination with the PMU and National Finance Expert, design and conduct short-term gender-responsive training programmes to develop necessary capacity of the private sector as well as develop skilled personnel (men and women) to manage hazardous waste at national level.
- Under the guidance of the International Chemicals and Hazardous Waste Expert, conduct regular training on the safe management of hazardous waste and handling practices and equip workers (men and women) with adequate occupational safety equipment.



- Under the guidance of the International Chemicals and Hazardous Waste Expert build the capacity of three (3) existing and potential waste management service providers to increase by 20% the collection, processing and/or export of recyclables (e.g. e-waste, plastics, used oil, car batteries, etc.).
- Support the design and implementation on a National Plan on the management of e-waste

Component 4

- In coordination with the National Communications Expert and the PMU, carry out gender-responsive programmes targeted at students to encourage good waste management practices.
- Under the guidance of the International Chemicals and Hazardous Waste Expert, conduct gender-responsive awareness programmes targeted at consumers and industries to encourage sound waste management practices and promote civic responsibility.
- With the support of the National Communications Expert design and conduct a gender-responsive island level awareness programmes for farmers on the safe use of pesticides and proper disposal of expired pesticides/pesticide containers.
- Undertake procurement related to each component in line with government procurement regulation and guidelines.

N. Qualifications of the Successful Candidate:

In executing this TOR, the “Environmental Expert” is expected to meet the following eligibility criteria and should provide educational certificates, CVs and experience letters as supporting documents.

- Minimum qualification:
 - Must have minimum undergraduate qualification in environmental science, Environmental Management, Chemical Management, Sustainable Development.
 - Must have minimum 3 years of relevant work experience in a field such as environmental science, Environmental Management, Chemical Management, Sustainable Development.
- Other Qualifications:
 - Previous experience in development assistance or related work for an international agency or donor organization is desirable;
 - Knowledge and understanding of technical aspects related to chemical management/pollution control/waste management is preferred.
 - Must be result oriented and proactive
 - Strong communication skills in presenting, discussing and resolving difficult issues



- Excellent time management skills and ability to manage multiple priorities, deadlines, and tasks efficiently.

O. Selection Criteria:

Environmental Expert will be selected based on the following criteria. Only the candidates who meet the minimum qualification listed under Section will be selected for the interview.

DETAILS	MAXIMUM POINTS
Education <i>Minimum undergraduate qualification in environmental science, Environmental Management, Chemical Management, Sustainable Development</i>	[30]
Experience No. of similar project / assignments <i>10 points for each documented year, with a minimum of 3 years.</i>	[30]
<i>Interview</i>	[40]
Total	[100]

P. Application

The applicants shall submit their applications along with the following documents:

- Letter of Expression Of Interest (EOI)
- Detailed Curriculum Vitae
- Copies of Accredited certificates
- Letters of work experience
- Copy of National ID card
- Any other document that may support the application

Q. Submission

Interested candidates may email their proposals on or before 1200hrs of 04 December 2023 to the following address.

Human Resource Section
jobs@environment.gov.mv
Ministry of Climate Change, Environment and Energy
Green Building, Handhuvaree Hingun, Maafannu
Male', 20392, Republic of Maldives