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▶ REQUEST FOR PROPOSALS

Gender-responsive Just Transition Country Analysis: Opportunities and Challenges for a Just Transition in Botswana

The ILO is inviting for proposals from
Registered Entities and Service Providers

Deadline: Friday 10 December at 23:59 Central Africa Time

We are inviting qualified and experienced economics, labour market policy and environmental management practitioners and researchers, preferably with a working knowledge of the ILO decent work agenda, to submit proposals to undertake a gender-responsive Just Transition Country Brief analysis on opportunities and challenges for addressing Climate Change and promoting a Just Transition to a Greener World of Work in Botswana.

1. Background

The Government of Botswana and Social Partners, with technical and financial support from the ILO, is launching the project *Addressing Climate Change and Promoting a Just Transition to a Greener World of Work in Botswana*, which will run until May 2023. The Project seeks to address the impacts of climate change and unsustainable practices on the world of work and national development challenges such as poverty, inequality including gender inequality and inequity, unemployment and the challenges faced by small and medium-sized enterprises (SMEs) when they endeavour to become more resource efficient and pursue green economy ventures. These challenges have all been intensified by the Coronavirus pandemic.

The project takes a systems approach and emphasizes the importance of understanding and addressing climate change in an integrated, gender-responsive manner across macro, meso and micro levels. At macro-level, research and assessments of the challenges posed by climate change and its impacts on sectors and occupations will inform policy choices to be made by the Government and Social Partners. At meso-level, capacity development of workers' organisations, employers' and business member organisations, sector associations, educational institutions and BDS-providers will enable them to improve services to their members, supporting them to adapt to climate change. At micro-level, capacity-development of enterprises and their workers, employment seekers and new and emerging entrepreneurs will enable them to pursue economic opportunities and create decent work in green-economy

sectors like renewable energy, nature-based tourism, and climate-smart agriculture. Foreseen project results are; a) an improved enabling policy environment for a just transition and investment framework that promotes a green, inclusive and employment creating economy; b) national institutions provide services to their members that support a just transition towards a greener world of work, and; c) firms pursue green growth opportunities and create employment and decent work and d) equal opportunity and treatment of women and men strengthened.

2. What is Just Transition?

A **Just Transition** is about shifting towards carbon neutral, sustainable and resilient economies, while maximising decent work opportunities and minimising and addressing potential negative impacts deriving from such transformation with social inclusion at its heart. The [Guidelines for a just transition towards environmentally sustainable economies and societies for all](#), adopted by the ILO Governing Body in 2015, provide a framework on guiding principles and key policy areas to governments and social partners. Given that no one size fits all, it is important for each country to develop just transition priorities and instruments based on its specific context, including Botswana.

To help identify key opportunities and challenges as well as hotspots for a just transition in each country context, the ILO has developed a set of tools to develop a **Just Transition Country Brief**. The toolkit provides a methodology and an analytical process to map linkages between the economy, decent work and the environment in the country and in specific sectors, and to identify potential entry points for policies and interventions, while promoting gender equality and mainstreaming gender. The Just Transition Toolkit is a desk-based research methodology and process that is a relatively quick, yet systematic exercise, as it provides clear guidance for information-gathering and structured, integrated analysis. The ILO developed the Just Transition Country Brief as a product to inform just transition dialogues, and support just transition processes and action

3. Work to be performed

As per the Terms of Reference set out below, a service provider is required to prepare a Just Transition Country Brief for Botswana. This analysis will inform the subsequent consultations with the government, social partners and other stakeholders on which sectors to focus on and which just transition intervention models to pursue across the macro, meso and micro levels of the project. The chosen service provider will subsequently be introduced to the ILO Just Transition Methodology and tools, which will be used to guide the assessment.

The purpose of this call is for service providers to demonstrate their knowledge on climate change issues, including its gender dimensions, the challenges that Botswana faces and the impact on the world of work, on economic sectors, on enterprises, on workers and on occupations.

The service provider will be required to:

1. Provide an analytical background on the multidimensional threats to environmental sustainability in Botswana and the strong social, employment, gender-equality and environmental dimensions of the current economic model. This background will set the scene for promoting a Just Transition in Botswana, to inform policy discussions and engagements with governments and social partners, and to identify potential priorities, bottlenecks and areas of collaboration and support.
2. Identify entry points to integrate Just Transition elements into the Project as well as into diagnostics, policies and development frameworks, in turn guiding the broader support that the United Nations Country Team provides to Botswana.
3. Analyse the linkages between the economy, decent work, gender equality and the environment and identify priority sectors that present strong needs and potential for a just transition including for the promotion of gender equality and for economic and social inclusion of vulnerable groups.
4. Map national policies with a bearing on just transition, including planned NDC reporting to UNFCCC and identify potential anchors and gaps for just transition measures, including addressing the strategic needs of both women and men and for economic and social inclusion of vulnerable groups.
5. Based on the analysis undertaken, present a final report with high-potential entry points for Just Transition measures in Botswana.

4. Scope and Methodology

Interested service providers must submit:

1. An elaborate and coherently structured and articulated approach on how the work will be undertaken, addressing each of the points from 1-5 above and with special attention to the promotion of gender equality and socio-economic inclusion of vulnerable groups.
2. An annotated Table of Contents for the foreseen final Botswana Just Transition Country Brief.
3. A description of how the expert/experts are best placed to undertake this assignment based on their professional background and experience as well as any experience in undertaking gender equality analytical assignments.
4. A work plan with clear timelines and milestones.
5. An itemized budget quoted in Botswana Pula inclusive of VAT and linked to deliverables.
6. CV of expert/experts with references provided for previous work.

5. Contractual period and payment schedule

The entire process must be completed within **45 calendar days** of contract signature with a major part of the work foreseen to be undertaken in January/February 2022. Project deliverables will be submitted as per the following **payment schedule**:

- 5.1 First payment of 20% of total contract sum upon signature of contract and delivery of final work plan after inception meeting with the ILO
- 5.2 Second payment of 50% upon submission of Just Transition Country Brief outline and draft sector selection matrix
- 5.3 Final payment of 30% upon submission of final Just Transition Country Brief of publishable standard and final sector selection matrix taking into account comments and recommendations from the ILO and the steering group.

6. Reporting and supervisory arrangements

- 6.1 The ILO is managing the consultancy with advice and support from the Decent Work Country Programme (DWCP) steering committee with representation of government, organised business and organised labour who will vet and comment on deliverables and final report
- 6.2 The ILO focal persons are Matilda Dahlquist, Just Transition Officer and Siphon Ndlovu, Senior Programme Officer, ILO Country Office Pretoria and Jens Dyring Christensen, Senior Specialist on Sustainable Enterprises, ILO Decent Work Team, Pretoria.
- 6.3 All deliverables must be submitted by e-mail to dahlquist@ilo.org, ndlovu@ilo.org and dyring@ilo.org

7. Application process

- 7.1 All applications must be submitted in PDF format by e-mail to dahlquist@ilo.org, ndlovu@ilo.org and dyring@ilo.org by **Friday 10 December 2021**, 23:59 Central Africa Time.
- 7.2 The e-mail subject heading should state the following: ***Proposal to undertake Botswana Just Transition Country Analysis***
- 7.3 Applications will be assessed and scored based on
 - i. Service provider technical profile and experience
 - ii. Understanding of assignment and methodology to be used
 - iii. Specific experience in gender and climate change analysis
 - iv. References provided for previous work
 - v. Value for money
- 7.4 All submissions will be acknowledged.

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