



International
Labour
Organization

► REQUEST FOR PROPOSALS – *Analysis of the legal and institutional framework for greening SMEs in South Africa*

The ILO is inviting for proposals from Individual Consultants / External Collaborators Only

Deadline: Monday 14 June at 23:59 South African Standard Time

Background

The ILO has been the principal research institution looking at the legal and institutional landscape governing the world of work and environment relationship at the global and regional levels (ILO 2018, *Greening with Jobs*; ILO 2019, *Working on a warmer planet: The effect of heat stress on productivity and decent work*; ILO/IDB, 2020, *Decarbonizing in LAC*);. It provided an analytical framework on interaction between labour law and the regulatory frameworks for sustainable development. In line with this, the Research Department is currently examining the legal framework governing integration of sustainability at the workplace more generally and more specifically at the level of enterprises. The scale of efforts needed to achieve the climate targets of the Paris Agreement may prompt businesses to revisit the viability of existing ways of doing business.

The objective of this research is to analyse the country level legal framework that promotes environmental sustainability through workplaces, through SMEs, in order to better understand how enterprises can contribute to countries' just transition towards a low-carbon, resource-efficient economies.

1. **Scope of the research/tasks**

The work to be performed under the External Collaboration is 1) contribution to the analysis and drafting of the report on sustainable small and medium-sized enterprises (SMEs) and 2) an analysis of available legal instruments and tools that help SMEs to integrate environmental sustainability into their workplace practices.

More specifically, the research will examine among others the following issues in South Africa:

- i. Compile data on national legislation and policies that contain provisions on greening of all enterprises, including SMEs, and workplaces through practices promoting energy and resource efficiency, pro-environmental behaviour in workplaces, managing resources sustainably, green human resources, among others, sustainable business models.
- ii. Draft a report containing an analysis of laws and policies covering the issue of greening SMEs generally and more specifically on workplace sustainability practices in areas related to: energy efficiency; transport; waste management; organisation of work (such as flexible working time and teleworking); working time (such as compressed working time mandated by regulations for resource efficiency purposes); sustainable business models; procurement policies advancing sustainability at workplaces; environmental rights at work; etc.
- iii. Conduct research that covers national laws, policies and jurisprudence relevant to the promotion of sustainability practices in workplaces.
- iv. Organise and analyse legal and policy information in a systematic way in the country context to identify trends at the national level vis-à-vis environmental and labour policies.
- v. Contribute to formulating policy oriented conclusions and recommendations on legal and institutional aspects of the report.

3. Estimated number of days

The total workload is estimated at 12.5 working day days spread out through the period from 28 June to 9 August 2021. The External Collaborator is expected to be in regular communication with the ILO to discuss advances, problematic assumptions, bottlenecks and preliminary results and adapt the research accordingly.

4. Qualifications

A University Degree in law or political science; Master Degree/ MPhil or PhD in the relevant field will be an added value. The assignment will be contracted to a person with demonstrated knowledge and understanding as well as experience of the issues related to regulation of commercial companies of collective interests. Excellent drafting skills. Ability to communicate effectively both orally and in written English. Excellent analytical skills.

5. Payment Schedule

A payment of USD 5'000 in total will be made in the following instalments, upon the completion of the different parts specified in these terms of reference:

- 1) **First payment of USD 3'000** upon delivery of a first draft of the report in English and with annexes by 26 July 2021
- 2) **Final payment** of USD 2'000 upon delivery of a final draft of the report (including Annexes, Bibliography): 9 August 2021,

6. Reporting and supervisory arrangements

The ILO focal point is Catherine Saget, Senior Technical Specialist and Team Leader at ILO RESEARCH Department, Geneva and Jens Dyring Christensen, Senior specialist for sustainable enterprises at the ILO Decent Work Team, Pretoria South Africa. All deliverables must be submitted by e-mail to saget@ilo.org and dyring@ilo.org

7. Application process

- a. All applications must be submitted in PDF format by e-mail to dyring@ilo.org by Monday 14 June 2021, 23:59 South Africa Standard Time.
- b. The e-mail subject heading should state the following: ***Proposal: Analysis of legal and institutional framework for greening SMEs in South Africa***
- c. Applications will be assessed and scored based on
 - i. Education and technical profile of consultant
 - ii. Understanding of assignment and methodology to be used
 - iii. Management and technical skills
 - iv. Experience of similar or related work
 - v. References provided for previous work
- d. All submissions will be acknowledged.