

► **REQUEST FOR PROPOSALS & TERMS OF REFERENCE**

**ASSESSMENT OF THE ENABLING ENVIRONMENT FOR THE UPTAKE OF
RENEWABLE ENERGY IN BOTSWANA TO MITIGATE THE EFFECTS OF CLIMATE
CHANGE**

The ILO is inviting for proposals from

Registered Entities and Service Providers

Deadline: Wednesday 22nd June 2022 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 Botswana economy, to submit proposals to undertake an assessment of the energy sources and use in Botswana and assessment of the social, employment, gender-equality and environmental opportunities and challenges for increased investment in and use of renewable energy in the country

1) BACKGROUND

The Government of Botswana and Social Partners, with the technical and financial support from the ILO, have started implementing 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 endeavor 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.

The strategic focus of the project is to further develop the capacity of Botswana Constituents in a way that empowers them to adopt and implement policy measures that address the effects and causes of climate change and foster an inclusive, green economy. It is expected that this will contribute to Botswana embarking on a sustainable, low-carbon and climate-resilient economic development pathway towards a greener, more inclusive world of work where sustainable enterprises thrive, restructure, and create green jobs. The geographical scope of the project is essentially a countrywide focus on green-economy sectors like **renewable energy**, nature-based tourism, and climate-smart agriculture.

This assessment will be done in partnership with Business Botswana.

2) About Business Botswana

Business Botswana (BB) is a business association of the Employers representing businesses in all sectors of the Botswana Economy in an advocacy capacity. The organization was formed in 1971 and registered under the Trade Unions and Employers Act No. 23 of 1983.

The core functions of BB are outlined as follows:

- Promote and accelerate private sector investments and development in urban and rural areas through research, advice, and dialogue with the Government at policy level.

- Enhance Botswana's ability to produce a competent, productive, and entrepreneurial workforce and management cadre through education, training, and improved labour relations.
- Provide products and services for members that will foster business development.
- Promote, improve, and encourage the development of commerce, industry, and manpower.
- Promote the general business interests of its members, including small and large enterprises.
- Work for the maintenance of good labour relations and fair conditions of employment for both employers and employees.
- Advise and inform members on all matters which may affect their interest, in particular, to disseminate information regarding government policies, programs and non-legislative initiatives.

BB is a constituent member of the International Labour Organization (ILO) and represents Botswana employers in matters of Labour and Employment.

3) Objective of the assessment

Although Botswana is endowed with sunshine and wind, providing opportunities for investment in both solar and wind generated electricity, the uptake of renewable energy remains low. In fact, the implementation of the Botswana Energy Master plan has been stalled, and this is despite the recognition that developing renewable energy in Botswana will address the country's existing challenges of energy security and climate change. In this regard, Business Botswana has made a specific request to the ILO to assist with a policy review of the enabling legislative environment for the uptake of renewable energy in Botswana.

As per the Terms of Reference set out below, a service provider is required to carry out an assessment to a) gain a deeper understanding of energy sources and their use in Botswana, b) to assess policy and regulatory framework for investments into renewable energy solutions and c) assess the reasons for the low uptake and to recommend measures to promote the use of renewable energy sources in Botswana.

4) Terms of Reference

Specifically, the Service provider is required to:

- a. Provide an analytical background on energy sources and their use in Botswana, i.e. the energy mix, and who has access to what type of energy and in which locations, and analyse government's renewable energy plans and programmes, including any incentive schemes for increased uptake of renewable energy solutions
- b. Assess the social, employment, gender-equality and environmental opportunities and challenges for increased investment in and use of renewable energy in the country
- c. Carry out interviews with relevant stakeholders (including private sector players) to investigate the causes of low uptake of renewable energy
- d. Review the current policy, legal and regulatory framework and use the outcomes of interviews with private sector players to assess the investment appetite for new solar and wind energy plants
- e. Benchmark national efforts against international best practice, assess and recommend infrastructure financing options including incentives
- f. Review the current policy environment and existing legislation (i.e., land allocation and licensing procedures) to determine if they are conducive for private sector investment and recommend reforms, and what the bottlenecks and challenges are.
- g. Present the preliminary findings, seek further inputs and formulate recommendations and incentives that will promote the uptake of renewable energy at a workshop to be organised by the ILO
- h. Prepare a report of the findings and the recommendations on measures to promote uptake of renewable energy by both investors and households (including policy/legislative reforms).

5) Methodology and activities

- 5.1.1 An elaborate, coherently structured and articulated approach on how the work will be undertaken, addressing each of the points in the ToRs above.
- 5.1.2 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 similar assignments.

5.1.3 A work plan with clear timelines and milestones.

5.1.4 An itemized budget quoted in Botswana Pula inclusive of VAT and linked to deliverables.

5.1.5 Company profile and CV of expert/experts with references provided for previous work.

6) Contractual Obligations

- a) The ILO is managing the consultancy with advice and support from the Decent Work Country Programme (DWCP) steering committee with representation of government, organized business, and organized labour who will vet and comment on deliverables and final report
- b) The ILO focal persons are Maria Machailo-Molebatsi, Senior Specialist for Employers Activities – Country Office Pretoria and Onneetse Makhumalo, National Project Coordinator – Gaborone Botswana
- c) The Service Provider will enter a contract highlighting the terms and conditions of the consultancy including payment modalities.
- d) The Service provider travel costs (to and from locations) as well as food and accommodation should be included in consultancy fees.
- e) The Service provider shall always maintain professional and ethical standards during the entire consultancy period.

7) Payment schedule & Timeframe

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

- **30% upon submission of a Preliminary report /Inception Report:** to be submitted one week after signing the contract outlining the methodology, work schedule, stakeholders, initial observations and inception meeting with ILO and BB.
- **40% upon submission of an Interim Report:** describing the initial findings and the **first recommendations**.

- **30% Upon submission of the final report:** comprising validated findings, recommendations, and incentives to promote uptake of renewable energy.

8. Application process

8.1 All applications must be submitted in PDF format by e-mail to lpc_pry@ilo.org by Wednesday 22nd June 2022, 23:59 Central Africa Time.

8.2 The e-mail subject heading should state the following: Proposal to undertake Assessment on Promoting Renewable Energy in Botswana

8.3 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

8.4 All submissions will be acknowledged