Terms of Reference

**Case Studies and Green Skills for Just Energy Transformation in Asia**

**Name of Programme Team: Climate Solutions Partnership**

**Overarching purpose:**

The overall aim of this project is to compile case studies from Climate Solutions Partnership Energy Transition (CSP-ET) work in Indonesia, Vietnam and India and develop skill development roadmaps to promote just energy transformation in these countries.

**Background:**

WWF is one of the world’s largest independent conservation organisations, active in nearly 100 countries. Our supporters – more than five million of them – are helping us to restore nature and to tackle the main causes of nature’s decline, particularly the food system and climate change. We’re fighting to ensure a world with thriving habitats and species, and to change hearts and minds so it becomes unacceptable to overuse our planet’s resources.

[Climate Solutions Partnership](https://www.wwf.org.uk/who-we-are/who-we-work-with/hsbc) (CSP) is a five-year philanthropic collaboration between HSBC, WWF and WRI which aims to scale-up climate innovation ventures and nature-based solutions, remove deforestation from palm oil supply chains and increase sustainable production and consumption, and help transition the energy sector towards renewables in Asia, by combining our resources, knowledge and insight.

[The Energy Transition pillar](https://www.wwf.org.uk/what-we-do/projects/energy-transition-asia) (ET) of the Climate Solutions Partnership aims toacceleratea fairand affordabletransition to a resilient, net zero economy in China, India, Indonesia and Vietnam by removing barriers and incentivising renewables and energy efficiency technologies.

The Energy Transition Pillar of the Climate Solutions Partnership focusses on:

Raising corporate and Government ambition: Working with fast-growing sectors such as textile and technology, as well as industrial parks pilot, implement and scale clean energy solutions.

Growing low carbon and financing opportunities: Advocating on clean energy transition solutions, national and subnational policy and regulations needed to remove barriers to commercialise renewable energy at scale and mobilise finance to accelerate deployment of clean energy solutions.

Demonstrating efficient and renewable energy solutions: Providing technical assistance to local companies, electric utilities to help evolve their business, service models and commercial offerings to be driven by efficient and renewable energy solutions.

Sharing knowledge and building capacity: Facilitating regional and bi-lateral sharing of best practices to help economies learn from each other and push the pace of Energy Transition.

According to the IEA World Energy Employment report, the clean energy sector added 4.7 million jobs globally in 2022 totalling 35 million jobs, employing more workers than the fossil fuel industry. The key sectors included solar PV, wind, electric vehicles and battery manufacturing, heat pumps and critical minerals mining. The report further adds that the energy sector needs highly skilled labour and the number of workers pursuing degrees/certifications relevant to energy sector jobs are not keeping pace with the growing demand.

It is estimated that 43% of the workforce in Asia and the Pacific is employed in industries that are either vulnerable to climate extremes or the transition to a low-carbon economy (Deloitte 2023). Thus, green workforce development is a central pillar of the transition to a low-carbon economy, and education systems need to be prepared to meet emerging green skill needs.

​​​​​At the same time, certain areas that rely on fossil fuel employment will need to undergo a period of transition, as people shift from jobs in those sectors, to other jobs. WWF and others have been calling for a just energy transformation.

WWF’s Just Energy Transformation Vision: “The just energy transformation focuses on the systemic changes - delivered through energy transitions - needed in the energy sector to simultaneously deliver on climate targets and also on sustainable development goals to achieve a more equitable, sustainable and climate safe world.” -From the [WWF Vision for a Just Energy Transformation Paper (2021)](https://wwfint.awsassets.panda.org/downloads/wwf_discussion_paper___just_energy_transformation.pdf)

The Alliance for Just Energy Transformation launched at COP27 and of which WWF is a founding member with UNDP and KPMG has identified eight principles: guided by science and the urgency, be fair and will uphold everyone’s values, sustainable-ambitious plan, comprehensive and inclusive strategies, ensure social and stakeholder engagement, centred on climate justice, energy access and access to decision making.

A key assumption in the Climate Solutions Partnership’s Theory of Change for the Energy Transition pillar is that work external to this programme on just transition supports transition away from fossil fuel-based energy. However, according to the [IISD (2023)](https://unfccc.int/sites/default/files/resource/KCI9_4a_Just%20transition%20paper.pdf) progress remains slow, more research on net-job impacts is needed, and locally focused approaches are necessary to assess the political dynamics between national and sub-national jurisdictions. As such, we have identified a critical opportunity to leverage the regional stakeholders in the CSP Energy Pillar to develop a framework for Governments and sectors to assess their readiness and plan for a just transition in key Asian markets.

**Project scope and objectives:**

To facilitate the urgently required global transformation to renewable energy by recognising the need to drive skill building and reskilling for communities and workers dependant on fossil fuels for energy and employment.  Addressing this potential barrier by reskilling to provide work forces with opportunities related to renewable energy. Without such provision, there is likely to be social resistance to any energy transition, which will jeopardise the immediate shift that is needed from fossil fuels to clean energy.

To achieve this goal, the purpose of this project is to:

Influence policy makers, business leaders, workers, communities and other stakeholders on the urgent need for skills as a focus area to drive energy transition, with targeted engagement through launch of the skills case studies report at COP 29 (Nov 2024) and the skill development roadmap at Asia Clean Energy Forum (ACEF) 2025 or Asian Energy/Climate conferences before June 2025.  Influence policy makers to prioritise skills in the country NDCs or Just transition working plans in the run up to COP29 and other global events.

**Objective**

1. Compile Case studies from WWF CSP-ET Asia offices on skills training and their role in driving Just Energy Transformation. (In consultation with the WWF CSP-ET offices)
2. Develop a roadmap for skills development essential to accelerate energy transition in Asia focussing on Dairy sector (India), Textiles sector (Vietnam/Adidas in Indonesia) and Government stakeholders (PLN, Indonesia).

**Audience**

Policy makers in Asian countries (specific to the focus countries of this TOR), corporates and International brands in the focussed sectors, JETP sect, alliances such as ASEAN, GFANZ, SEA ETP supporting ET in Asia, multilateral banks such as ADB, IFC and others, CSOs working with communities and COP JET working groups/members.

**Roles and responsibilities**

WWF-UK is leading this piece of work, with close participation of WWF offices in India, Indonesia and Vietnam delivering the CSP-Energy Transition work. We believe that WWF, a credible and neutral organisation is best positioned to produce a persuasive and impactful piece on just energy transformation given its past experience on developing the [WWF Vision for a Just Energy Transformation Paper (2021)](https://wwfint.awsassets.panda.org/downloads/wwf_discussion_paper___just_energy_transformation.pdf)and it’s work with the [The Alliance for Just Energy Transformation](https://wwf.panda.org/discover/our_focus/climate_and_energy_practice/what_we_do/changing_energy_use/alliance_just_energy_transformation/).

**The supplier to work with WWF CSP-ET teams to:**

1. Understand from the CSP-ET teams the projects delivered, and the skills/capacity development activities led by them.
2. Review [WWF’s paper on Just Energy Transformation](https://wwfeu.awsassets.panda.org/downloads/wwf_discussion_paper___just_energy_transformation.pdf), [Alliance for Just Energy Transformation](https://wwf.panda.org/discover/our_focus/climate_and_energy_practice/what_we_do/changing_energy_use/alliance_just_energy_transformation/) Principles and ADB’s [P](https://www.adb.org/sites/default/files/publication/916561/adb-brief-262-workforce-low-carbon-economy.pdf)​​[reparing the Workforce for the Low-Carbon Economy: A Closer Look at Green Jobs and Green Skills](https://www.adb.org/sites/default/files/publication/916561/adb-brief-262-workforce-low-carbon-economy.pdf" \t "_blank).
3. ​​​Compile case studies on CSP-ET skills training and capacity building activities led by each CSP-ET team. Highlight how the trainings have benefited the beneficiaries and how they are good examples of Just Energy Transformation.
4. Map the skills/vocational training programme that would accelerate energy transition adoption through consultations with various stakeholders.
5. Map the existing govt/pvt skills/vocational training programmes in each of the focus countries and if/how they support energy transition.
6. Identify the challenges and barriers for developing skill development programmes in each country.
7. Identify the nodal agency to align skill programmes for energy transition in each country.
8. What should change to promote and make skill programmes accessible?
9. Suggest the budget allocations needed for skills programmes and how will it be sourced?
10. Based on the above information, develop a roadmap for promoting green skills for energy transition as per the categories suggested by the above ADB report.
11. Showcase the case studies at COP29/global events to influence various stakeholders on the need to prioritize skill/reskilling development plans especially in NDCs as well as for corporates to focus on skilling/reskilling.
12. Showcase the skills development roadmap at an event like ACEF or other Asia based energy/climate event before June 2025.

**Skills/Capacity building projects led by CSP-ET teams**

Vietnam – Trainings for energy managers in textile industries on energy auditing and certification from Ministry of Information and Technology (MOIT).

Indonesia – Capacity building for PLN officials on understanding and implementing biodiversity safeguards.

Indonesia – Corporate Assistance Programme to Adidas suppliers to sign up to SBTi and develop decarbonisation strategies.

India – Community capacity building for adoption of renewable energy solutions in dairy cold chain and Productive RE in Sundarbans.

The service provider shall:

* be under the direction of the WWF staff managing this project;
* commit to regular check-ins with WWF (at least weekly/fortnightly/monthly) and inform WWF if and when issues arise between these check-ins;

WWF shall:

* Work closely with the selected supplier;
* Provide feedback on draft versions of the report;
* Provide a list of resources which can be used as a starting point for research (including prospective interviewee names and documents);
* Be on hand to answer queries;
* Provide final sign-off of report.

Third Party at WWF country offices shall:

* Assist in assessment of proposals and selection of service providers
* Be informed of progress and consulted if issues arise;
* Provide feedback on any draft version of the research;
* Facilitate introductions with industry experts.

**Submission of Proposal:**

Proposals should include :

* Relevant background of the service provider involved, CVs of consultants   
  who will participate in the project,
* Please ensure that the fee proposal are fully broken down and itemised, with rate and quantity information included. If VAT registered, please ensure application of VAT is clear. Please include any NGO discounts you may wish to offer. If relevant, please list any anticipated travel expenses separately.
* Detailed timeline for delivery: July – October 24: Compile CSP-ET Skills case studies and present at COP29/global event in Nov.  December – March 25: Develop skill development roadmaps and present at ACEF 25 or Asian Energy/Climate conferences before June 2025.
* Provide proof of legal status/appropriate authorizations to implement this task in India, Indonesia and Vietnam or presence of service providers in these countries.
* Demonstrable experience and expertise in just transition topics especially on skills/reskilling. The service provider and team should have a degree/expertise in energy transition, social sciences, or any other relevant degree.
* Understanding of energy issues, national, regional, and global energy trends and experience of working on climate change and energy projects or clean energy investments.
* Evidence of previous experience in related tasks and expertise in just transition sector.
* Experience in policy and advocacy targeted at policy makers or corporates for scaling clean energy solutions in India, Indonesia and Vietnam.
* A brief overview of your organisations environmental and social activities

The proposal should be no longer than 5 or 6 sides plus CVs of participating suppliers

Proposals will be assessed using a selection of criteria, likely including: fit to brief, previous experience of consultancy, how quickly the work can be completed, value for money, credible proposed methodology.

**Closing date to submit proposals:** Midday 19th July 2024

**Delivery of final report**: Case studies by 30th October 2024 and skills roadmap by 31st March 2025

**Date Issued:** 25th June 2024

**Commissioned by:** WWF-UK, Living Planet Centre, Brewery Road, Woking, GU21 4LL

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**Contracting with WWF-UK:**

It is our requirement that an appointed external partner adopts our standard terms and conditions for engaging with us. These are included within the tender documents. *Please confirm you are willing to accept these terms. Should you have any amends you wish to make, these will need to be discussed with the WWF-UK legal team.*

WWF-UK asks all suppliers to comply with the Supplier Code of Conduct and WWF-UK 3rd Party Expenses Policy. Both documents are enclosed within the tender pack. *Please confirm your acceptance of both.*

All contracted suppliers are required to register on Panda Purchasing (WWF-UK’s PO and invoice system). *Should you be successful in your bid, please confirm you will be willing to register on the system.*