

Prospective study for a project

National expert on environmental and climate transition

Context

Following discussions with the Bangladeshi national authorities, Agence Française de Développement (AFD – French Development Agency) has commissioned a prospective study to provide technical documentation for a forthcoming dialogue in 2025 on the opportunity for AFD's first intervention in technical and vocational education and training (TVET) sector in Bangladesh. Four professional sectors are targeted: Water, Energy, Textile and Agriculture

This study is also in line with AFD's objectives to support the just and environmental transition (JET) and the climate objectives in terms of mitigation and adaptation set by the Bangladeshi State, particularly in the framework of the National Adaptation Plan of Bangladesh (NAP) 2023-2050 whose 6th objective is entitled "*Ensure transformative capacity-building and innovation for climate change adaptation*". In the same way, the 2021 NDC (Nationally Determined Contribution) identifies adaptation to climate change as a national priority - and in particular the adaptation of jobs and skills.

Expertise France / Cap Compétences has been commissioned to conduct this prospective study.

Issues

Carrying out an analysis of (i) the employment situation, (ii) vocational training at secondary and tertiary levels, (iii) employment intermediation and (iv) stakeholders in relation to the cross-cutting issue of environmental and climate transition and adaptation, so as to propose strong and well-justified intervention scenarios to AFD.

The environmental and climate transition is defined as reconversion and transformation of professions and skills impacted by climate change. These occupations/publics will have to be identified (in the professional sectors targeted by the study).

Particularly in the areas most affected by climate change, in order to limit the increase of inequalities, in particular by enabling these groups to benefit from changes in the economic sectors.

The aim is also to highlight green jobs aimed at decarbonising the economy, the rational use of natural resources, the use and development of non-carbon energies and the preservation of biodiversity (in the professional sectors targeted by the study).

Ideally, this would involve retraining/adapting jobs/publics at risk towards green jobs and the greening of jobs.

Some of the challenges lie in identifying/accessing the right contacts and sources of information to ensure that the analyses and proposals drawn up are fully contextualised.

Scope of work

The study will focus on six main areas:

- Analyses of employment in the selected sectors of Water, Energy, Textiles and Agriculture
- A brief general analysis of the TVET/HE sector and a specific analysis of it in relation to environmental and climate transition and adaptation.
- A brief general analysis of intermediation services for employment, reconversion and adaptive social protection and a specific analysis of it in relation to transition and environmental and climate adaptation.
- Mapping of donor interventions in VET/employment/sustainable development and budgetary intervention modalities (grant/conventional loan/climate loan/public policy budget financing).
- Prioritised intervention scenarios linked to the previous sections
- Gender will be a cross-cutting issue in all analyses and intervention scenarios

Timeline

- Until the end of 2024: Document collection, document review and identification of contacts for the fieldwork + planning of the fieldwork mission
- January to March 2025: Fieldwork, production of deliverables, remediation/corrections

Place of work

The expert lives in Dhaka. He/she will work from home.

He/she will certainly have to travel within the city to arrange/confirm meetings and/or collect documents and/or deepen certain discussions.

The expert will take part in the entire two missions led by the international head of mission (a priori from 13 to 17 January 2025 and from 17 to 21 February 2025).

Main tasks

As national focal point

- Identification of documentary resources, key contacts and appropriate field visits in relation to all the topics: employment in the four target sectors, secondary and higher vocational training, employment intermediation, environmental and climate transition and adaptation.
- Programme and preparation of the field mission (making appointments, focus groups, etc.) and dynamic adjustment of the programme during the mission (unscheduled interviews, changes to the timetable, etc.).
- Logistics (booking accommodation, vehicles, places for focus groups, etc.). Payment arrangements will be discussed with Expertise France.

- Substantial translation of the main documents into Bengali for the international head of mission.
- Participation in all interviews - face-to-face during the missions or online.
In particular, the expert will help the international head of mission to make links / discuss subjects of national interest / related to the context that is not familiar to them.
He/She can also help the international head of mission to understand certain answers in relation to national practices or context.
In short, it helps to ensure that the discussions during the field visit are properly contextualised.
- Following the missions, the expert may be asked to continue / complete certain exchanges in relation to specific needs as part of the production of deliverables.
- Review of the main deliverable (intermediate and final versions as well as summary ppt) after writing, in order to ensure that the analyses and proposals put forward are properly adapted to the national context.

As an expert in environmental and climate transition (as defined above in the 'issues' of the study), and in close collaboration with the head of mission, he/she will implement, record and focus the analyses and proposals for action in the deliverable in relation to this issue.

- Qualitative and quantitative identification/characterisation, as far as data is available, of the main **jobs at risk/undergoing mutation** (in 5 years' time) in connection with climate change and related general or sectoral public policies.
Current dynamics identified in this area and/or dynamics to be promoted / consolidated / strengthened.
Needs / adaptation / retraining of skills linked to climate adaptation of jobs
- Qualitative and quantitative identification/characterisation, as far as data is available, of **green jobs** in relation to current and prospective market needs (5 years) and related general or sectoral national policies > skills needs
Current dynamics identified in this area and/or dynamics to be promoted / consolidated / strengthened.
- **Specific analysis of the VET/HE sector in relation to ECT** and the professional issues assessed above: do the training offer and curricula (current or under development) adapt to these issues?
Public policies related to ECT in the training sector?
Recent and ongoing reforms of courses and curricula, or on the contrary gap with ECT issues? > main levers for action by priority.
- **Specific analysis of intermediation measures for employment**, retraining and adaptive social protection schemes in relation to ECT: is the concept of jobs at risk / undergoing mutation in relation to climate change addressed? Are specific measures being implemented? Is there a focus on green jobs or the greening of skills/practices in the training courses/measures implemented? Are national guidelines and policies available?
Main levers of intervention by priority.

- **Mapping of donor interventions** in sustainable development (particularly in relation to VET and employment) and budget intervention modalities (grant/conventional loan/climate loan/public policy budget funding)

These interventions will be characterised in terms of donors, calendar, amount, key actions, project owner, etc.

Past or current projects may also be characterised in terms of their achievements/results/impacts and difficulties. In particular, the capacity of the project owners to carry out the projects.

- **Prioritised intervention scenarios** in line with previous analyses

The maximum 5 scenarios selected will combine the ECT analyses with those on gender, employment opportunities in terms of markets, and the other analyses on VET, HE and employment intermediation carried out by the other consultants.

These scenarios will also have been identified and drawn up in close consultation with the country's competent authorities and other stakeholders. The head of mission will coordinate the final selection of the five scenarios.

The scenarios will be proposed in the form of summary sheets (see head of mission and/or expertise scheme for more details)

Deliverables

The main deliverable, i.e. the analysis of the situation and the formulation of proposals for intervention in secondary and higher vocational training and employment intermediation link with the environmental and climate transition/adaptation, is produced by the mission leader.

The expert will be required to produce targeted notes and/or documents - intended to provide input for the main deliverable (intermediate and final versions as well as summary ppt) prior to writing and/or, regards the collaboration arrangements agreed with the project leader, the expert could intervene directly on the deliverable.

Qualifications

The expert must have the following qualifications:

- Native Bangla speaker
- Capacity to work in English language demonstrated by past projects implementation.
- Fluency in French would be an asset
- Higher education diploma
- Proven knowledge and experience in reconversion and transformation of professions and skills impacted by climate change.
- Knowledge in vocational training and employment intermediation issues would be an advantage.

- Experience of working with international donors on vocational training projects would be an advantage.
- A very extensive and operational network of contacts with Bangladeshi national stakeholders/leaders from the ministries responsible for vocational training, employment and the environment, sectoral ministries, the Ministry of Finance & the Ministry of Foreign Affairs and Cooperation, professional organisations, vocational training and HE establishments, professional intermediation structures, companies, NGO, international donors, AFD, UE, ILO, etc. is essential.

Budget and contract

The contract will be made with Expertise France, in France.

The total number of days for this assignment is 25 days, including preparation, team and debriefing meetings, travel, preparation of the field mission, meetings during or outside the missions, contribution and consolidation of the report, summaries and appendices.

As such, the consultant must meet the standards of a contract under French law, in particular:

- Be legally registered for the activities carried out as a consultant (registration certificate)
- Have a business bank account (different from the personal account). Provide a business bank statement
- Produce a tax certificate

If the consultant does not individually meet the contractual standards, he will have to be attached to a 'portage' company/structure.

The budget for any travel outside Dhaka (transport, accommodation and meals) will be covered by Expertise France. Travel arrangements will be agreed between the expert and Expertise France.

The expert's daily allowances also cover his daily working resources: transport within the city, computer, telephone, etc. Apart from his fees, he will not receive any specific expenses for these costs.

The expert works under the direct supervision of the mission leader and a fortiori the Cap Compétences / Expertise France team leader.

Application

Your CV must be in English or French, highlighting relevant experience.

Please also indicate your proposed fees per day

Only a shortlist of applicants will be contacted for further discussions.

The last day for sending applications is 22 november 2024.