



Organization for Security and  
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## PUBLIC CALL FOR IMPLEMENTING PARTNER ENGAGEMENT IN THE OSCE PROJECT “PROMOTING WOMEN’S ECONOMIC EMPOWERMENT IN THE ENERGY SECTOR IN CENTRAL ASIA FOR ENERGY SECURITY AND SUSTAINABILITY”

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Date of closure: **14 November 2021 – (12:00 CET)**

**Ref:** IP-C/SEC/09/2021 - Multiple project activities: 1. STUDY ON SOCIO-ECONOMIC BENEFITS OF RENEWABLES, SKILLS NEEDS AND OPPORTUNITIES FOR WOMEN’S EMPOWERMENT IN THE SUSTAINABLE ENERGY SECTOR / 2. MENTORING PROGRAMME ON WOMEN IN ENERGY / 3. COMPLEMENTARY STUDY TOUR

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For the implementation of the OSCE Extra-Budgetary Project “Promoting women’s economic empowerment in the energy sector in Central Asia for energy security and sustainability”, OSCE seeks to hire an implementing partner, a non-profit organization or academic institute, with experience in empowering women in the energy sector to support the organization of a set of career development and capacity building activities.

### **1) Background information**

Despite the invaluable role that women could play across the energy value chain in support of economic growth and sustainability, the energy industry remains one of the least gender-balanced sector of the economy, with women making only 22% of the energy workforce. Meanwhile, the energy transition to more efficient and sustainable energy systems is set to transform the global energy landscape and become a key motor for job creation, economic development and enhanced energy security across regions, providing also an opportunity to address the gender imbalance. This transition could be particularly beneficial to the economies of the five Central Asian OSCE states due to their high potential for all renewable energy sources. Accordingly, all Central Asian states are exploring national plans for investments in sustainable energy to tap into this significant potential, mitigate the impacts of extreme weather events and meet their climate and energy targets.

At the same time, the growth of the sustainable energy sector has the potential to empower Central Asian women and provide them with a platform to be agents of change at the local and national level. As women are the primary managers and users of energy in Central Asian households, strengthening their role in the energy sector and expanding their access to sustainable, affordable, reliable and resilient energy systems is key to increase the long-term energy security and sustainability of the region.

However, a lack of up-to-date data, clear objectives, targeted training, education, mentoring, work placement schemes, financial tools and supportive social policies in transitioning to more sustainable energy sources may deepen existing divides.

This makes this project particularly timely and relevant as it supports the beneficiaries addressing such challenges and gaps through a mix of analytical and capacity building activities.



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In this regard, the OSCE is looking for an implementing partner that would support the Project Staff assessing the job creation potential and future skill needs of the renewable energy sector in Central Asia and empowering female professionals in the energy transition through career advancement activities and networking.

Target group:

Professionals and government officials dealing with energy security, sustainability and gender equality issues in Central Asia as well as young to mid-level female energy professionals from the region.

**2) Specific tasks of the implementing partner shall include:**

Under direct supervision and in close co-ordination with the OCEEA Project Staff, the Implementing Partner will be responsible for the logistical arrangements and the development of the following project activities:

**a. Study/Research on the socio-economic benefits and the future skill needs of renewables in Central Asia, with a focus on which opportunities the transition opens up for empowering women in the energy sector**

Based on global and country-specific data on the socio-economic potential of renewable and the renewable energy potential of the Central Asian region, the implementing partner is expected to produce a study that:

- Analyses the expected job creation potential of renewable energy employment in Central Asia and consequent occupational patterns and skills requirement;
- Identifies potential socio-economic benefits of a shift to renewables in Central Asia;
- Assesses the gender dimension of renewable energy deployment in the region.

Besides the use of existing data, the implementing partners will produce such findings by conducting surveys and consultations with relevant governmental authorities, representatives of private businesses, HR experts, international organizations, academia and civil society operating in the beneficiary countries.

On the basis of these findings, the implementing partner will include in the study a set of suggestions on (1) how to provide women with the skill set needed for pursuing a career in the future energy sector of the region, and (2) how to integrate gender equality goals into future renewable energy and labour sector policies in the Central Asian countries.

**b. A one-year long mentoring program supporting up to 30 young to mid-level career female professionals to advance their career in the energy sector.**

To accelerate the careers of women in junior/middle management positions in energy, support their pathway to leadership positions and foster a global network of mentorship, knowledge-sharing and empowerment, the implementing partner will assist OCEEA to set up a regional mentoring programme for 30 women from Central Asia.

The expected actions from the IP under this Activity are:



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- Designing of the mentoring program
- Development of the call for applications for mentees and mentors in close collaboration with OSCE
- Selection of participants through government nominations and an open call for applications;
- Selection of mentors through an open call for applications;
- Mentor-mentee matchmaking;
- Conducting pre and post intervention surveys to document the impact of the mentoring.
- a selected participants;
- Developing accompanying social media campaign to promote the participants' work and the programme's results;
- Issuing of a programme certificate for all mentees and mentors;
- Creating a network of Central Asian women in energy;
- Drafting of an evaluation report of the programme.

The IP is also expected to provide the selected participants of the mentoring programme with parallel tailored knowledge workshops or online modules to assist in their personal and professional growth. The IP will be responsible for designing and rolling out such workshops/modules.

**c. Organize a business study tour to leading energy companies for exposing the participants of the mentoring program to various aspects and job opportunities emerging in the clean energy sector**

The Implementing partner is expected to organize a study tour to leading energy companies located in one or more participating States in the target region. The goal of the tour would be that of exposing the program participants to various aspects and job options emerging in the clean energy sector. The study tour should include short in person training courses in career development and project management in the energy sector and clean technologies as well as a series of meetings and interactions with government officials and business companies operating in the clean energy sector. The tour will also represent an opportunity for the mentoring participants to meet in person, exchange personal experiences, and build a community of regional female leaders in the energy sector.

The expected actions from the IP under this Activity are:

- Design the study tour program in cooperation with OSCE Staff
- Identify relevant companies and stakeholders to be engaged in the Study Tour
- Take care of logistical arrangements for tickets and accommodation – visa procedures will be supported by the OSCE
- Provide social media coverage of the study tour.

**3) Qualifications of the IP (mandatory requirement):**

- Must have extensive experience in organizing career development activities for women in the energy sector;
- Shall have experience collecting and disseminating data on the link between the energy transition and women's economic empowerment;



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- Shall have logistical and technical capacities to conduct analysis and capacity building activities on clean energy related topics and women's empowerment;
- Must have experience in working with governmental/intergovernmental entities and institutions in the OSCE area, especially on energy related projects;
- Strong communication skills in English

Applicants will be evaluated based on the following criteria:

1. Experience and qualifications of the selected organizations: number and relevance of career advancement, learning programmes and publications carried out on women in energy and the renewable energy sector in general;
  - 60 out of 100 points
2. Experience and qualifications of staff assigned to the project: number of mentoring programs, study tours and studies developed + communication/social media expertise;
  - 40 out of 100 points

**4) The project proposal should provide:**

Technical Proposal (no prices should be included to the Technical Proposal):

- a) Modalities of implementation of the activities foreseen for the implementing partnership agreement;
- b) Timeline of activities – to be initiated in November 2021 and concluded by end of 2022;
- c) Background information about the applicant organization with justification of its eligibility to participate in the public call based on the qualifications:
  - a. Information on background (CVs), qualifications and experience of the staff who would be assigned to the project;
  - b. List of potential subcontractors;
  - c. List of similar activities conducted so far;
- d) Supporting documentation, as requested under paragraph (6) below.

Financial Proposal:

The Financial Proposal shall cover all expenses to be incurred for performing the services as specified including, but not limited to, the cost of the remuneration of the Bidder's personnel and all other compensations, insurance and social charges as well as overheads, technical assistance, supervision costs, travel costs (to and from training location of venue) and any other costs incurred by the implementing partner personnel for the purpose of performing the services; and shall show a detailed cost breakdown per price categories.

As the OSCE is always interested in delivering products of the highest quality, the applicants are welcome to present any suggestions or comments on how to improve the delivering of this activity in their technical proposal.

**5) Entities eligible to apply:**

- Non-governmental (not for profit) organizations in the OSCE area.



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## 6) Supporting documentation:

Applicants shall provide information on their operational capacities:

- Registration certificate (accreditation);
- Statute (in English);
- Documentation proving expertise in organizing and developing mentoring programmes, study tours and studies on renewables and women's empowerment in the energy sector;
- A list of key management personnel and proposed project staff;
- Bank account details;
- Short description of similar projects/activities implemented in the last 5 years.

## 7) How to apply and the procedures to follow:

The Public Call documents are available on request by e-mail to: [ipcalls-at-osce.org](mailto:ipcalls-at-osce.org). The Public Call documents include:

- This document;
- Acknowledgement letter - ANNEX A; (applicants are required to submit Participation form **not later than 10 November 2021, 17:00 CET (local time)**)

Applicants must apply in English. Hand-written applications will not be accepted.

Applications (Technical Proposal and Financial Proposal) must be delivered in separate, password protected PDF files to [ipcalls-at-osce.org](mailto:ipcalls-at-osce.org) on or before **14 November 2021, 12:00 CET (local time)**.

Any application submitted after the deadline at **12:00 CET on 14 November 2021** will be automatically rejected.

**Please address all your queries or questions in writing to [ipcalls-at-osce.org](mailto:ipcalls-at-osce.org) up to 5 days before the submission deadline and kindly refrain from any telephone calls or personal visits.**