

---

## **TERMS OF REFERENCE – South Africa and the Climate Crisis**

### **1. INTRODUCTION**

The climate crisis incurs various consequences in various contexts. Given the context of South Africa, including high levels of unemployment, precarity, large coal-base use, and development plans yet agreed-to carbon emission limits, a complex situation is apparent regarding the impacts of climate change. Consequently, having an overview of the relevant impacts of climate change and their extent in South Africa will be important for organized labour and communities to respond to.

An annual report on the extent and impacts of the climate crisis in South Africa, both directly on producers and indirectly through policies, will give an overview of the most important aspects of climate change impacting South Africa. This will provide not only information regarding pressing issues from climate change but also provide information that both trade union formations and other worker and community organisations may utilise in dealing with the climate crisis and the impact it has on them.

### **2. PURPOSE**

The Just Transition Labour Centre (JTLC), under the Trade & Industrial Policy Strategies (TIPS), seeks a service provider to produce an annual report (and template) on the extent and impacts of climate change in South Africa, with a focus on the working class and communities. The key arguments that the JTLC Annual Report aims to evaluate is how climate change may affect workers more broadly, due to changes in the production process; technological change in response to climate change, and how this impacts the availability of jobs and employment opportunities; and policy reform that seeks to address climate change, mitigate the symptoms, and build resilience. The JTLC Annual Report must give readers an appreciation of current climate science, effects on the South African economy and on industry, global and national policy effects and plans, and how organised labour (via the federations or trade unions) and communities in South Africa may proactively prepare and respond to the effects of climate change.

### **3. BACKGROUND AND PROBLEM STATEMENT**

Trade union formations and other worker and community organisations are requiring focused information on the impact of climate change visited on them and yet to come. Both the national government (via the Presidential Climate Commission) and the business sector have been planning and creating policy, including seeking funds, to mitigate and adapt to the impacts of climate change. However, despite their responsibilities to their citizens and employees, they have other responsibilities that have and may further place the working class (in general) into jeopardy and possibly even life-threatening danger.

The problem being addressed is the lack of focused, accessible, and comprehensive information on the climate crisis's direct and indirect impacts on workers and communities in South Africa, especially in relation to the country's socio-economic challenges such as high unemployment, reliance on coal, and ongoing development plans. This research will focus on climate change's impacts on the working class and vulnerable communities, addressing the gaps in knowledge regarding policies, risks, and how these sectors can be affected by climate change. By producing an annual report with clear data and analyses, the research will empower trade unions, workers, and community organizations to proactively respond to the challenges posed by climate change, advocate for better protections, and help formulate actionable strategies for adaptation. This project was directly requested by the Just Transition Labour Centre Steering Committee.

### **4. SCOPE OF WORK**

The successful service provider will be required to undertake the following scope of work:

- i. Develop a template for the JTLC Annual Report
- ii. Conduct a research overview of the state of knowledge of climate change globally, its widespread impacts and risks, and climate change mitigation and adaptation measures
- iii. Assess how this information sits with current global policies (i.e., how the science accords with global policy)
- iv. Review of state of knowledge of climate change in South Africa
- v. Governance and policies and the impacts in South Africa, including mitigation and adaptation effects
- vi. Reporting and assessment of federation and trade union priorities regarding climate
  - a. Global confederations, federations, and trade unions
  - b. South African federations and trade unions

- vii. Focus on industrial sectors, regarding climate change: Manufacturing, Agriculture, Mining, Automotive, Energy, and Transport
  - a. Production and policy changes
  - b. Noted challenges
  - c. Improvements
  - d. Worker and community effects
- viii. Identify arising climate hotspots in South Africa (climate events/incidents, geographical areas at risk)
- ix. Assessment of above information impacts on both workers and communities
- x. Provide a populated template of the Annual Report for 2024
- xi. Presentation and language to be aimed at workers and communities

## **5. EVALUATION QUESTIONS**

The role of the JTLC is to produce evidence-based research that will aid and arm the working class (in general) to challenge the plans of both national government and employers (in general) to ensure that their needs are voiced and protected.

- What are the most pressing climate change aspects in the world and in South Africa and how are they being addressed?
- What policies are in place and being developed and how do they aim to address these aspects?
- How may the working class (employed and unemployed) and communities in South Africa be impacted?
- How do these various climate change issues translate from problems and/or events into direct impacts on the working class (employed and unemployed) and communities in South Africa?
- What must trade union formations and community organisations pay attention to and plan for regarding climate change in South Africa?

The Annual Report should aim to answer some of these questions.

## **6. METHODOLOGY**

### **6.1. Evidence to support the research question**

- Climate science studies that indicate the sectoral and regional impacts of climate change in South Africa.

- Changes in production processes and technology as companies respond to climate change, and the implications for employment (e.g. droughts in agriculture, the shift from fossil fuels to renewables).
- Existing policies on climate change adaptation and mitigation, with an assessment of the likely impacts on workers and vulnerable communities.
- Data on employment, economic activities (carbon-intensive industries), and vulnerable communities.
- Analyses on the Minerals-Energy-Complex to highlight the entrenched nature of labour within carbon-intensive industries, that makes it difficult for workers and communities to shift towards a just transition, and how this influences their perceptions of a just transition.
- International case studies where workers and communities have been directly impacted by climate policies (limited to approximately 1000 words).
- Discourse analysis on existing policies such as the Paris Agreement, South Africa's Climate Change Response, green industrial policy that seeks to mitigate environmental impacts as this has direct implications on workers and vulnerable communities, and international commitments like COP and UNFCCC in evaluating the effectiveness and inclusivity of national policy and possible implications for workers and communities.

## **6.2. Additional data to support the research**

The research will integrate theoretical analyses of climate change, development economics, and justice frameworks, and international case studies of just transitions.

## **6.3. Type of data**

The data will be gathered from:

- Secondary data: Peer-reviewed academic articles; international reports; and government and policy documents;
- Data analysis: Economic data on sectors vulnerable to climate change; employment statistics; and climate risk assessments for key sectors in South Africa, where applicable.

## **7. DELIVERABLES**

The following deliverables are required:

- i. A template for the JTLC Annual Report
- ii. A draft JTLC Annual Report (for year 2024)

- iii. Regular meetings with the JTLC Centre Manager to discuss progress
- iv. A presentation of the draft Annual Report to the Steering Committee of the JTLC, taking into account any suggestions and/or comments by the Steering Committee members
- v. The draft final Annual Report submitted to the JTLC Manager for consideration
- vi. Final report

## **8. SUBMISSION OF THE FINAL REPORT**

The final report should constitute:

- Final report with notes of the methodology used
- Executive summary in Word
- PowerPoint presentation of the report
- Final PDF report

## **9. PROPOSED RESEARCH APPROACH**

The proposed research approach shall involve comprehensive data gathering of second data sources to assess and report on the socioeconomic impacts of climate change on workers and communities in South Africa. The research shall include analyses of national and international climate policies and their effectiveness in addressing the needs of these vulnerable groups.

## **10. REQUIREMENTS OF SUCCESSFUL TENDERER**

The successful service provider should possess the following skills and experience:

- Demonstrated experience in evidence-based climate science and reporting
- Good understanding of just transition issues (including in South Africa), South African government policy regarding climate change, and global climate change policies (including those of the COP and UNFCCC)
- A successful track record of clients in the public sector and international organisations, and not-for-profit entities, such as policy think tanks
- Some experience with organised labour

## **11. PROJECT GOVERNANCE**

The Service Provider will report to the JTLC Centre Manager.

## **12. TIMELINE**

The project will be expected to commence in April 2025, following contract award and to take approximately 3–5 months from inception to completion.

## **13. INSTRUCTIONS TO TENDERERS**

Tenderers are invited to respond to these terms of reference by submitting the following:

- i. A short (maximum 10 pages) proposal that includes a description of proposed research activities, fee proposal, and proposed payment/invoicing schedule. For each activity, please describe in a table: (a) the main research objective, (b) method, (c) data sources, (d) risks and mitigations, and (e) research output.
- ii. Indicative work plan.
- iii. Profile and CV of key personnel.

The maximum length of the proposal indicated above does not include the indicative work plan and CV(s) of key personnel.

Tenderers must submit their proposals by 14 April 2025. All proposals should be sent to [jobs@tips.org.za](mailto:jobs@tips.org.za).