

TERMS OF REFERENCE FOR CONSULTANTS (Institutional or Individual Contract)

CONSULTANCY FOR Assessing the Social Impact of BCL Mine Closure

Type of Contract (tick the appropriate box)	Consultant Contract	Individual Contract	Institutional Contract	TA
Title	Assessing the Social Impact of Bamangwato Concessions Limited (BCL) Mine Closure			
Purpose	Conduct an assessment on the social impact of BCL mine closure on families and children			
Location	Gaborone and Selebi-Phikwe area			
Duration	December 2017 – March, 2018			
Start Date	4 December, 2017			
Reporting to	Monitoring and Evaluation Officer, UNICEF Botswana			

(A) BACKGROUND AND CONTEXT

In October 2016, the Government of Botswana put its largest copper-nickel producer, Bamangwato Concessions Limited (BCL) Mine in Selebi-Phikwe under provisional liquidation “due to non-profitability”, as stated by its Mineral Resources Minister. BCL mine excavates and smelts mixed copper-nickel ore from several shafts in deep and opencast mines. Selebi-Phikwe is a small mining town which is located in Central District. It is situated in the eastern part of Botswana, about 415km by road from Gaborone and about 150km south east of Francistown.

BCL mine has been the main source of employment in the town of Selebi-Phikwe and the surrounding villages of Mmadinare, Bobonong, Serule and Sefophe. BCL mine closure resulted in about 5,000 employees losing their jobs. This came at a time when the mining sector was just recovering from the closure of Boseto and African Copper mines. The closure of BCL will have long lasting direct and indirect social and economical impacts on the communities of Selebi-Phikwe and surrounding areas on families, including children. Secondary business communities will also be affected by the mine closure as their main clients are mine workers.

UNICEF Botswana Country Office wishes to undertake an assessment to determine the social impact of BCL mine closure on families and children. Mine closure may impact families and children in the following ways: household income, school attendance, mental health issues, negative lifestyle choices (including alcohol and drug abuse), transactional sex, gender-based violence, sexual exploitation and abuse.

(B) ASSIGNMENT OBJECTIVES

The consultant will work closely with the UNICEF Botswana Monitoring and Evaluation officer to design and implement an assessment to understand the social impact of the BCL Mine Closure on families and children during the October 2016 – November 2017 period. The objectives of the assessment are, inter alia, to:

1. Determine changes in the socio-demographic profile of Selebi Phikwe.
2. Assess any changes in school enrolment (public versus private), truancy rates, dropout rates and children’s performance.
3. Determine if there are any changes in sexual behaviour of adults and children in Selebi-Phikwe and surrounding areas.
4. Understand any changes in service uptake of NGOs working on issues around commercial sex work, gender based violence, alcohol and substance abuse.
5. Determine if there are any changes in crime statistics as recorded by the Botswana Police Service.
6. Assess and quantify any changes in those seeking healthcare service for domestic violence and sexual assault.
7. Determine the availability of any support to those affected.
8. Assess the sustainability of support availed to those affected by the mine closure.
9. Make future projections on the continued social impact of mine closure.
10. Make recommendations for actions that may be taken to mitigate further negative impact of the mine closure on families and children.

(C) SCOPE OF WORK

The consultant will be supervised by the UNICEF Botswana Monitoring and Evaluation Officer with overall oversight of the process by the UNICEF Botswana Child Protection Specialist. The consultant is expected to engage closely with relevant authorities, not least the Department of Social Protection in the Ministry of Local Government and Rural Development. Furthermore, the consultant is expected to coordinate with other actors, including UN agencies, in regard to complementarity and non-duplication of efforts.

The consultancy will cover 2 main work phases:

Phase I

- Desk review of all available literature on the impact of BCL mine closure.
- Collection and analysis of data from administrative entities such as, inter alia, the Regional Education Office, schools, Department of Social and Community Development, District Health Management Team, Botswana Police Service and NGOs on social and health-related issues during the period of interest.

Phase II

- Primary data collection to fill in any gaps using key informant interviews or focus group discussions.

(D) ACTIVITIES AND TASKS

1. The consultant will deliver an **inception report and work plan** detailing the proposed process and adjustment to methodology of conducting this assessment.
2. **Phase I**
 - Review all available material related to BCL mine closure to determine impact. This will include, but not limited to level of job loss, government's response to mitigate impact and other key information related to BCL mine closure.
 - Facilitate the collection of existing secondary data from entities that provide services to families and children in Selebi Phikwe.
 - Analyse secondary data.
 - Determine any information gaps that may require primary data collection.
3. **Phase II**
 - Based on Phase I, and in agreement with supervisor, determine appropriate means of collecting primary data to inform the social impact of BCL mine closure.
 - Conduct primary data collection and analyse the data to complement secondary data analysis.
4. The consultant will deliver a final report (including a one page executive summary) detailing the findings of the assessment. The report will include recommendations for critical actions

that should be undertaken by the Government and its partners to mitigate further impact of the closure of the mine.

(E) DELIVERABLES

Deliverables	Duration (Estimated # of days or months)	Timeline/Deadline	Schedule of Payment (%)
Inception Report and detailed Work Plan the assignment.	5 days	December 8 th , 2017	15%
Phase I: Desk review of available material on the impact of BCL mine and facilitation of secondary data collection and analysis			50%
Literature review on the impact of BCL mine closure and corresponding response by government and other entities to mitigate the impact including secondary data collection and analysis complete. This time period accounts for the December holiday period.	35 days	February 23 rd , 2018	
Phase II: Potential collection of primary data and analysis			15%
Agreed upon plan to carry out primary data collection. Conduct primary data collection and analysis	15 days	March 16 th , 2018	
Draft report with recommendations on the way forward is compiled from all the phases of the assignment and is shared with UNICEF Botswana for review and approval.			
Final report is submitted.	5 days	March 30 th , 2018	20%

(F) SUPERVISION AND REPORTING ARRANGEMENTS

The consultant will report to the Monitoring and Evaluation officer at UNICEF Botswana. Overall oversight will be provided by the Child Protection Specialist at UNICEF Botswana.

(G) CONSULTANT PROFILE

- Masters level University degree in public health, statistics, epidemiology, nutrition or other relevant field of study.
- Significant experience (3-5 years) in conducting assessments.
- Demonstrated statistical analysis skills and familiar with specific statistical software.
- Demonstrated skills in data collection methods and data analysis.
- Demonstrated skills in report writing.
- Fluent in English.

(H) REMUNERATION OF THE CONSULTANCY AND PAYMENT

The consultancy fees will consider experience and qualifications. UNICEF uses value for money policy for remunerating consultants. The Consultancy proposal should include a financial proposal that incorporates consultancy fees (paid on a monthly-basis), transport (traveling to and from the Selebi-Phikwe area, as may be needed), accommodation fees, and all other administrative costs. Payments shall be paid monthly subject to completion of deliverables set for that month.

(I) WORKING ARRANGEMENTS

- No contract may commence unless the contract is signed by both UNICEF and the consultant.
- All remuneration will be within the contract agreement.
- Consultant will be responsible for their own accommodation arrangements and fees while in Gaborone. For approved travel outside Gaborone, UNICEF will provide Daily Subsistence Allowance.
- The Consultant will provide for their own transportation for all activities within this assignment, where the Consultant individually travels. In cases where the Consultant is travelling with UNICEF staff, UNICEF will provide transport as appropriate.
- The consultant must complete all formal administrative requirements by the organization.
- Consultants will neither have supervisory responsibilities nor authority on UNICEF budget and other resources.
- Consultants will be required to sign the health statement for consultants/individual contractor prior to taking up the assignment, and to document that they have appropriate health insurance, if applicable.
- Consultant is not entitled for payment of overtime.
- The consultant should have their own lap-top and other office supplies as necessary, to complete the work activities. Other equipment such as printers and scanners will be available through UNICEF offices.
- All UNICEF conditions for technical assistance / consultancies apply to this position.

(J) HOW TO APPLY

UNICEF will accept applications only from individual contractors. A selection committee, comprising of UNICEF staff will review applications and make a final decision of a successful application. All applications should contain the following documents:

I. Technical Project Proposal, which would also include:

- Interpretation of the assignment
- Proposed methodology to complete the assignment
- Consultant's profile/portfolio
- Proposed timeframes (in days and/or weeks)
- Names and contact details of reference persons
- List of relevant publications or analytical reports (if applicable)
- Any other additional information to support the application (optional).

II. Financial Proposal: Detailed budget breakdown (in US Dollars).