

Operationalization of the Just Transition Framework in JETP Indonesia: Phase I Indonesia



Terms of Reference | Date

The project will map key stakeholders and through a consultative process develop detailed guidance for implementing the 9 standards of the Just Transition Framework of Indonesia's JETP Comprehensive Investment and Policy Plan, with a focus on Standard 9 Economic diversification and transformation. The goal is to ensure a just energy transition in Indonesia by promoting economic diversification and transformation, supporting global climate goals, and addressing the socio-economic effects of shifting to renewable energy. To achieve this, the project will conduct stakeholder mapping and consultations, perform a gap analysis, develop practical guidance for implementation in alignment with existing standards and policies.

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I. Introduction

1. The Southeast Asia Energy Transition Partnership (ETP) brings together governments and philanthropies to work with partner countries in the region. ETP supports the transition towards modern energy systems that can simultaneously ensure economic growth, energy security, and environmental sustainability. To contribute to the achievement of the UN's Sustainable Development Goals (SDGs) and the Paris Climate Agreement objectives, ETP works in Southeast Asia, with a focus on three priority countries, namely Indonesia, the Philippines, and Vietnam. ETP's strategy is built around four interrelated pillars of strategic engagement that are squarely aligned to address the barriers to energy transition. These are (i) policy alignment with climate commitments, (ii) de-risking energy efficiency and renewable energy investments, (iii) extending smart grids, and (iv) expanding knowledge and capacity building.
2. Indonesia's Just Energy Transition Partnership (JETP Indonesia) was launched on 15 November 2022 by the President of the Republic of Indonesia, together with the US President, the Japanese Prime Minister and other world leaders, at the G20 Leaders' Summit in Bali, Indonesia. The JETP Indonesia is a collaboration between (i) the Government of Indonesia (GOI), (ii) the International Partners Group (IPG), consisting of the governments of Canada, Denmark, France, Germany, Italy, Japan, Norway, the United Kingdom, and the United States (US) and the European Union and (iii) Glasgow Financial Alliance for Net Zero (GFANZ). The US and Japan co-lead the IPG for the JETP Indonesia. The partnership aims to support Indonesia's accelerated and socially just energy transition, including the accelerated deployment of renewable energy and a phase-down of on-grid and off-grid coal-fired electricity generation, a more climate-resilient society, and ultimately, net-zero emissions economy-wide.
3. Following the Joint Statement issued by GOI and IPG, a Secretariat has been established to support the technical work, coordination, and operationalization of JETP Indonesia. The Secretariat will play an important planning and project/program identification role, coordinating the mobilisation and deployment of an initial \$20 billion in public and private financing support from the IPG and GFANZ over a three-to-five-year period.
4. The Secretariat, hosted by the Ministry of Energy and Mineral Resources and reporting to the Coordinating Minister for Maritime and Investment Affairs, functions independently with institutional support and implementation capacity from ADB. It is staffed by experts with a wide range of expertise ranging from energy systems, project management, transition finance, legal and communications to safeguards and just transition. The Secretariat's key deliverables are outlined in the Annex of the Joint Statement and initially, four working groups have been established focusing on technical, policy, financing and just transition workstreams to support the Secretariat's delivery of the Comprehensive Investment and Policy Plan (CIPP) in November 2023, which covers the accelerated RE deployment strategies and coal phase-down in on-grid power systems.

5. The JETP Indonesia's CIPP introduced the Just Transition Framework (JT Framework) for energy transition. It includes 9 Standards that cover both social and environmental safeguards for large infrastructure projects, as well as economic diversification and transformation, and an overall approach to capturing the opportunities that the investments in energy transition will bring. It is expected to be implemented at project, subnational and national levels.
6. However, one major issues need to be addressed following the JT framework presented in [Chapter 6 of the CIPP](#), namely the operationalisation of the JT framework for the 9 Standards. As JETP Indonesia enters the implementation stage, it plans to conduct a comprehensive study to tackle these two issues. The current TOR will only cover phase I of the project.
7. To this end, the Just Coal Transition Platform Southeast Asia (JCTP), a program implemented by ETP will be leveraged to provide technical assistance to the JETP Indonesia. The JCTP convenes stakeholders in coal regions affected by the energy transition in Southeast Asia, particularly Indonesia, Vietnam, and the Philippines by providing technical, financial, and strategic support. Working closely with ETP and other stakeholders, JCTP ensures a coordinated and effective transition process, addressing socio-economic impacts and promoting sustainable development. This effort aligns with the UN's Sustainable Development Goals and the Paris Climate Agreement, furthering Indonesia's journey towards a just and equitable energy transition.

II. Summary

8. The JETP Indonesia's Comprehensive Investment and Policy Plan (CIPP) introduced the Just Transition Framework (JT Framework) for energy transition, emphasising economic diversification and transformation under Standard 9. This ToR will deliver a comprehensive operationalization guide for all 9 Standards, ensuring stakeholders have clear and actionable steps to follow in fostering economic resilience and inclusivity in the energy transition processes. While Standards 1-8 are relatively well developed, the project will focus on operationalizing Standard 9 by tackling issues related to definitions, impact assessments, opportunities for economic growth, governance structures, and the alignment of support from public and private entities. This comprehensive approach involves developing detailed guidance for implementation at the project, sub-national, and national levels. Drawing on this, an updated CIPP chapter on Just Energy Transition will be produced that provides further details on the implementation of the 9 Standards.

III. Project Details

A. Rationale

9. In order to maximise the socioeconomic benefits of Indonesia's clean energy transition, a robust Just Transition Framework which helps identify and mitigate risks and leverage

opportunities is crucial. By developing detailed guidance on the operationalisation of the Just Transition Framework, the project aims to ensure that the country's shift to renewable energy is equitable, inclusive, and sustainable by focusing on protecting vulnerable stakeholders, promoting economic diversification, and ensuring that all communities benefit from the transition.

B. Impact

10. The project will help to define a workable and implementable JT Framework which will be crucial to ensure the applicability of the just aspect of Indonesia's energy transition, particularly in the power sector and in the context of the JETP, with the aim of enhancing economic diversification and transformation, strengthening the operational framework, improving project implementation, establishing robust monitoring and evaluation, and providing accessible grievance mechanisms, for the whole energy transition process.

C. Objectives, Outcomes and Outputs

3. The outcome of this project is to ensure a just and equitable energy transition in Indonesia that promotes economic diversification, resilience, and inclusivity. The objective of the project is to establish a robust framework for Indonesia's energy transition that ensures a just and equitable process, promotes economic diversification, protects vulnerable communities, and aligns with international sustainability and climate goals. It aims to mitigate negative socio-economic and environmental impacts, protect vulnerable stakeholders, and support sustainable local development while achieving Indonesia's climate goals.
4. The primary outputs of this project are:
 - i. A detailed guidance for implementing Standard 9 of the Just Transition Framework that will be produced as the Final Completion Report, and
 - ii. An updated CIPP chapter that provides more details in the implementation of all the 9 standards and summarises the guidance.

D. Sustainability, Gender Equality and Social Inclusion Mainstreaming

5. ETP is committed to promoting and supporting gender equality and social inclusion (GESI) through its project implementation. Groups that will be impacted by the project activities shall be identified. The Project shall be inclusive of the invited stakeholders during the consultation and seek a balanced representation of women and other identified groups in project activities. The implementing partner should identify the implications, its outputs and contributions to gender equality and social inclusion in the project activities. This task shall be accomplished through a clear methodology and approach.

IV. Project Deliverables

6. In line with the outputs and outcomes expected from this project (see Project Background), this section provides additional information on specific deliverables that will be required in order to accomplish the above project outputs.
7. Table 1 outlines the key deliverables which are expected in this project. Additional details on associated activities for each deliverable follows Table 1.

Table 1. Deliverables and Implementation Timeline

Payment	Deliverables	Target delivery and payment date	% of Payment
1	Deliverable 1: Inception Report	Month 1	10%
2	Deliverable 2: Draft of the updated CIPP chapter on Just Transition	Month 2 - for submission on 1st October 2024	30%
3	Deliverable 3: Revised final CIPP chapter on Just Transition	Month 3 - for submission on 8 November 2024	30%
4	Deliverable 4: Final Completion Report	Month 6 - February 2025	30%
5	Non-personnel reimbursable costs: 4 consultation workshops	Months 2- 5 (indicative)	N/A, Reimbursable up to ceiling cost
Continuous - Contract Monitoring Requirement	Monthly Progress Report	Monthly submission	N/A

Deliverable 1: Inception Report

8. The consultant must prepare a detailed work plan and mobilise the necessary resources. As a deliverable, the consultant must develop and submit a detailed inception report detailing the plan, ensuring the expectations of ETP are aligned with the understanding of the project from the consultant.
9. The inception report should contain, as a minimum:
 - a. Introduction and project background
 - b. Scope of Services

- c. Methodology and Workplan, including approach, methodology and project gantt chart
- d. A detailed approach as to how each deliverable will be met and what each submission will contain
- e. Results of the audience mapping and analysis and communication/ outreach plans
- f. Identification of suitable media channels to be used for communicating the project and rationale for choosing them
- g. A donor coordination strategy
- h. Project management inclusive of organisational chart detailing key personnel, their roles and responsibilities, as well as their locations (strong in country team and project management is expected)
- i. Risks, mitigations and assumptions
- j. Monitoring and Evaluation Framework, presented in the form of the ETP Results Based Monitoring Framework (RBMF)

Deliverable 2: Draft of the updated CIPP chapter on Just Transition

10. The consultant will develop the updated CIPP chapter for the Just Transition Framework, compiling the findings, stakeholder inputs, comparative gap analysis, and mapping of existing guidelines into a draft chapter. Ensure it aligns with the objectives of the Just Transition Framework and provides clear, actionable guidance for stakeholders. This draft will serve as a foundation for the updated CIPP, offering comprehensive insights and practical steps for implementing the Just Transition in Indonesia. The process includes:
11. Conduct an initial review of existing literature, policies, and frameworks related to the Just Transition Framework. it should also cover mapping of existing guidelines for the standards within the Just Transition Framework as outlined in the CIPP document. This includes:
 - i. Reviewing and documenting current guidelines related to standards 1-8
 - ii. Identifying how these guidelines align with the new standard 9 proposed in the Just Transition Framework.
 - iii. Highlighting best practices and areas for improvement in current guidelines to better support the transition process.
12. It also involves identifying and mapping all relevant stakeholders, including financiers, private developers, state-owned enterprises (SOEs), subnational and national governments, civil society organisations (CSOs), and academics by:
 - i. Comparative Gap Analysis: Conduct a thorough comparative analysis to identify gaps between existing practices and the requirements of the Just Transition Framework. This involves:
 - ii. Reviewing international best practices and successful case studies.
 - iii. Identifying discrepancies between current policies and the standards set out in the Just Transition Framework.

13. Highlighting areas where additional support, resources, or policy adjustments are needed to meet the framework's objectives. During the development of the draft, the consultant will coordinate and work closely with the JETP Secretariat and the Just Transition Working Group (JTWG)

Deliverable 3: Revised final CIPP chapter on Just Transition

14. The consultant will revise the updated CIPP chapter on Just Transition based on feedback from the JETP and external reviewers in a timely manner. This involves incorporating suggestions to enhance clarity, completeness, and practicality. The consultant will address comments from both JETP and external experts, refining the chapter's language and structure for better readability and coherence. The revised chapter will integrate all feedback, ensuring it aligns with the Just Transition Framework's objectives and serves as a robust, actionable guide for stakeholders in Indonesia's energy transition. During the development of this product, close coordination with ETP, JETP secretariat, and Just Transition Working Group (JTWG) and other relevant development partners is expected.

Deliverable 4: Final Completion Report

15. The Final Completion Report will provide a comprehensive analysis of the subject, including detailed mapping of existing guidelines for Standards 1-8 from various organisations such as World Bank, ADB, IFC, OECD, and ILO (non-exhaustive) and an in-depth analysis and guidance to operationalize all nine standards of the Just Transition Framework. The report will serve as a critical document for stakeholders, offering clear, actionable steps for implementing the Just Transition in Indonesia. Please see Annex 1. for a detailed explanation of the minimum requirement expected from the report.

Consultation workshop and post-workshop report

16. The consultant is required to organise 4 (four) in-person stakeholder consultation workshops to support the development of the deliverables, which will be a well-researched and comprehensive product that supports the updated CIPP, reflecting stakeholder insights and providing a robust framework for the Just Transition in Indonesia.
17. Workshop minimum requirements:
 - i. **Total workshops:** 4 (four) in-person stakeholder consultation workshops
 - ii. **Total participants:** 100 people per workshop
 - iii. **Duration:** One full day event for each consultation workshop
 - iv. **Location:** Jakarta, Indonesia
 - v. **Indicative groups of participants:** Financiers, private developers and SOEs, Subnational and National Governments, CSOs, and academics

18. The detailed agenda needs to be discussed with ETP. Gender considerations have to be addressed in organising the consultation workshop. The consultant shall aim to have appropriate women participation in the workshops in which women participants need to be at least 35% of the total number of participants. All key stakeholders related to the topic, particularly governmental entities, should be engaged. Journalists should be invited to promulgate the findings of the workshop.
19. The consultant is expected to handle all tasks related to the consultation workshops including organising the logistics, inviting participants and speakers, booking the venue and executing the actual workshop. The consultation workshops will be reimbursed against the actual up-to-the-ceiling price proposed in the bidding costs. The consultant is required to propose in the financial proposal the non-personnel costs associated with consultation and dissemination workshop participation. The non-personnel costs will be reimbursed against the actual up-to-the-ceiling price proposed in the bid. A detailed breakdown of international travel and other foreseeable costs should be provided to guide actual reimbursement.
20. One week after each consultation workshop, the consultant is required to submit a post-workshop report that includes the following components:
 - Description of the consultation workshop (e.g., background, objective, organisation)
 - Workshop agenda and participant components
 - Workshop proceedings (e.g., summary of presentations, key points raised, important insights, significant outcomes or decisions)
 - Gender considerations
 - Stakeholder engagement
 - Monitoring and implementation
 - Media and communication
 - Conclusion and next steps
 - Annexes (supporting materials such as slides of the presentations, workshop handouts, participant list, list of comments, etc.)

Project Communications Requirements

21. The consultant will develop communications and dissemination products from the project. The communications products form the contractual requirements from ETP for every contract managed. The consultant is required to submit the communication products following the direction from ETP and in coordination with the JETP Secretariat.
22. The following table provides the details of the required communication products for this assignment. It is noteworthy that all communications and publication materials are subject to the approval of the JETP Secretariat.

Table 2. Project Communication Requirements

No.	Communications Items	Quantity
1	Social media posts The Consultant will provide text (approx 100 words) and photos (minimum 2). The ETP team will publish the content on ETP's social media sites (LinkedIn ,	1 post per platform per public workshop/event

	Facebook, Twitter),	
2	Press Releases The Consultant will compile text (approx 500 words), following which the ETP team will publish the press release on ETP website.	1 per public workshop/event
3	Articles for ETP Website The Consultant will compile text, following which the ETP team will publish the article on ETP website. The articles must be impactful and engaging, and capture key project activities and impact. Each article must be submitted with a minimum of 3 high-quality photos/graphics.	2 - including 1 by mid project, and 1 upon project completion
4	Project wrap-up presentation A 15-20 minute recorded presentation (with slide deck) summarising key highlights of the project. The recording will be featured on the ETP website as a knowledge item.	1 upon project completion
5	Database of project photographs from events/activities	15-20 high-quality images per workshop/event/activity, inclusive of 'action shots' capturing key speeches, activities and participant engagement

Contract Monitoring Requirement: Monthly Progress Report

23. In addition to the listed deliverables, the consultant is required to submit monthly progress reports. Failure to submit this report may result in payments being withheld.
24. The monthly progress report includes a concise narrative (in short bullet points) of the completed activities contributing towards the milestones and the indicative next steps. It serves as the monitoring report between the consultant and ETP.
25. The monthly progress report includes the following standard items:
 - i. General progress update
 - ii. Updated Gantt chart
 - iii. Risk identification and mitigation
 - iv. Communications activities and materials, if any.
26. The final monthly progress report will include the above items and the following:
 - i. Summary of lessons learned from project implementation
 - ii. Recommendations on potential next steps to build on this project

27. On a quarterly basis, the consultant is required to provide the updated results against the Results Based Monitoring Framework (RBMF) in a provided template. The data must be gender-disaggregated, where applicable.
28. The templates (Excel spreadsheet) for both the monthly progress report and RBMF will be shared at the project kick-off stage.

Other key information

29. A public facing, publishable Executive Summary (approximately 2 pages) in professional English must be submitted with each deliverable.
30. A public facing, catchy powerpoint presentation highlighting key information must be submitted with each deliverable.
31. All project deliverables and presentations must be submitted in professional English and Indonesian.
32. All deliverables are subject to review by ETP, and beneficiary entity(ies) where applicable, before approval. If there are comments and suggestions, the deliverables need to be revised accordingly before payment is released.
33. The consultant is required to organise and execute all aspects of the workshops, including organisation and logistics.
34. The consultant must consider and highlight specific gender considerations in their proposal.
35. The consultant, or an active organisation within the applying consortium, must have in-country presence.
36. The consultant will closely work with ETP, the JETP Indonesia, and the Just Transition Working Group to develop and produce all the deliverables required by this ToR. Coordination with other relevant development partners is expected and will be done in close coordination with ETP and the JETP Indonesia.

V. Timeline for the Project

37. The project will require 6 months. The actual project timeline will be presented by the consultant and agreed upon in the Inception Report.

Table 3. Proposed timeline of the project's deliverables

DELIVERABLES	Month					
	1	2	3	4	5	6

1. Inception Report						
2. Draft of the updated CIPP chapter on Just Transition						
3. Revised of updated CIPP chapter on Just Transition						
4. Final completion report						
5. 4 consultation workshops and post-workshop reports						

VI. Key Beneficiaries

38. The key beneficiaries of this project are provided in the following table.

Table 4. List of beneficiaries of this project

Beneficiary	Benefit	Explanation
JETP Secretariat (direct)	Policy and regulatory guidance	Provides actionable steps and comprehensive guidance for implementing the Just Transition Framework.
Private Developers and SOEs (indirect)	Clear implementation framework	Offers detailed guidelines and best practices for integrating the nine standards into projects.
Financial Institutions (indirect)	Risk mitigation and investment opportunities	Identifies strategies and opportunities for financing the energy transition, reducing investment risks.
Local Communities (indirect)	Economic resilience and support	Ensures economic diversification and support for communities affected by the energy transition.
International Organizations (indirect)	Framework for replication	Provides a model framework that can be replicated in other countries undergoing energy transitions.

39. The contractor is expected to identify and engage with other relevant stakeholders as part of this project.

VII. Results Based Monitoring Framework

40. The Results of the Project are monitored through the following Framework in Table 5. All reports will update the achievement of the indicators.

Table 5. Results Based Monitoring Framework Outline

Project Name: Operationalization of the Just Transition Framework in JETP Indonesia: Phase I

Strategic Outcome:

1. Policy alignment with climate commitments
4. Knowledge and Awareness Building

IMPACT

- Green Jobs in low-carbon industries added
- Share of renewable energy (RE) in the total final energy consumption (TFEC)
- Share of RE in the total primary energy supply (TPES)
- Additional RE (non-combustible) installed capacity (GW)

OUTCOME

1. Strengthened RE and EE policy enabling environment
4. Increased development of and accessibility to RE/EE knowledge

OUTPUT

1.2 National Fiscal policies, regulations, and Investment policies have undergone reforms to create an Investment Climate that is conducive to investment flow into RE/EE and improves its energy transition readiness for capital and investments

4.1. Stakeholders (relevant Government entities, Public sector companies, Financial institutions, Private entities, Academia, and Consumers) involved in the RE/EE value chain, are knowledgeable and better informed to advance the energy transition agenda

INDICATOR	TARGET
IN 1.2-01 - No. of RE and EE related financing frameworks and fiscal reforms developed and presented to the government entities	1 RE and EE related financing frameworks developed and presented to the government entities
IN 1.2-02 - No. of fiscal policy adjustments, investment framework instruments, established and enacted/adopted by the government entities	1 investment framework instruments, established and enacted/adopted by the government entities
IN 4.1-01 – No. of studies, research, new evidence gathered and published, for raising awareness, improving knowledge base, driving decisions, and	1 study gathered and published for improving knowledge base, driving decisions, and dissemination

dissemination	1 updated CIPP chapter on Just Transition Framework
IN 4.1-02 - No. of trainings, knowledge sharing events, and/or awareness workshops organised at national and regional levels building institutional capacity and knowledge networks	4 trainings, knowledge sharing events, and/or awareness workshops organised at national and regional levels building institutional capacity and knowledge networks
IN 4.1-02A - Total no. of attendees	400 attendees
IN 4.1-02B - Total no. of female attendees	140 (35%) female attendees
IN 4.1-03 - No. of articles, press-releases on social-media, and mass-media, for outreach	3 articles, press-releases on social-media, and mass-media, for outreach
IN 4.1-03 - Total no. and listing of entities supported through Technical Assistance	1 (JETP secretariat)

ACTIVITIES

- Review existing policies and frameworks.
- Identify and map relevant stakeholders.
- Engage with financiers, developers, SOEs, governments, CSOs, and academics through stakeholder consultation workshops and interviews
- Analyse data from FGDs and interviews.
Identify and address gaps in current practices.
- Map and Document guidelines for Standards 1-8 from key organisations.
- Compile findings into a draft CIPP chapter in consultation with JT Working Group and JETP Secretariat.
- Develop detailed guidance for all nine standards.
- Final Report: Prepare a comprehensive final report.

41. The results are reported with additional supporting information and evidence where applicable and necessary.

VIII. Qualification and experience of the service provider and evaluation criteria

42. The evaluation criteria of this ToR are based on **the selection criteria of an LTA service provider for a specific Engagement: Option 1: Risk based selection of ranked eligible service providers**
43. If the highest ranked service provider does not meet the requirements of this assessment, this process can be applied to the next ranked service provider and so on.
44. The consultant's project team should demonstrate the capacity to execute the works and should include all essential roles filled with personnel with relevant experience. CV's of the personnel proposed should be used to verify this information.
45. The following are the **minimum positions** that should be included on the team. The highest ranked service provider should refer to section 2: Key Personnel Proposed for the detailed qualifications and experiences that each team member will be assessed against. At the minimum, the team composition should comprise the following:
 - i. Team Lead
 - ii. Government Policy Advisor
 - iii. Environment, Social, and Governance (ESG) Expert
 - iv. Social and Economic Development Expert
 - v. Data Analyst
46. The LTA service provider should make an assessment of the additional positions needed (if any) to complete the assignment as per Terms of Reference.
47. Considering the importance of close coordination with stakeholders in Indonesia, it is expected that the team proposed consists of consultant(s) who understands the local context in Indonesia. All the core team members must be based in Jakarta, Indonesia throughout the contract period. Should the Team Lead not be based in Jakarta, Indonesia, the contractor must assign a Jakarta-based Co-team Lead from the core team member who can manage the relationships with the key counterparts and have a decision making authority.
48. The LTA service provider should also assign a Contract Manager who would liaise on the non-technical part of the contract implementation, including coordination, liaising with key counterparts, liaising with UNOPS on submission of invoice and payment-related documents.

Evaluation Criteria: Technical Criteria

49. Technical evaluation will be carried out to the highest ranked LTA service provider based on EAPMCO LTA List with requirements as follows:
- The maximum number of points that a bidder may obtain for the Technical proposal is 100. To be technically compliant, the LTA service provider must obtain a minimum of 70 points
 - Minimum pass score: 70% of maximum 100 points = 70 points

50. Technical proposal points allocation

Section No.	Description	Points Obtainable
1.	Proposed Methodology, Approach and Implementation Plan	60
2	Key Personnel Proposed and Sustainability Criteria	40
Total Technical Proposal Points		100

Section 1: Proposed Methodology, Approach and Implementation Plan

No.	Description	Points
1.1	Description of the Offeror's approach including risk(s) and mitigation measure(s), and methodology for meeting or exceeding the requirements of the Terms of Reference.	40
	1. Description of the offeror's approach to the identification of primary and secondary data sources and its collection methods. (10 points)	
	2. Description of the offeror's approach to developing the analytical methods and deep-dive plans for the report. (10 points)	
	3. Description of the offeror's approach to obtaining the buy-in from the Indonesian government stakeholders on the direction and approaches to developing the report. (10 points)	
	4. Description of the offeror's approach to developing workshop concepts. (10 points)	

1.2	<p>Quality Assurance Plan</p> <p>A plan outlining how the bidder intends to ensure oversight and quality assurance throughout the assignment, including clear process flow between the experts and JV members (if relevant). Quality Assurance plan should include discussion on risk-assessment and its mitigation plan.</p>	8
1.3	<p>Implementation Timeline</p> <p>Bidder submits a detailed implementation timeline which includes detailed activities to be undertaken during this assignment, and is completed with gantt chart.</p>	6
1.4	<p>Social Sustainability Plan</p> <p>Description of approach and methodology that demonstrates the offeror's commitment to supporting and mainstreaming gender equality and social inclusion through its operations and project implementation activities.</p>	6

Section 2: Key personnel proposed

No.	Composition	Description	Points
2.1	Team Lead	<p>Education (2 points)</p> <ul style="list-style-type: none"> - Advanced university degree (Master's degree or equivalent). - Experts with a first level university degree (Bachelor's degree or equivalent) and additional 2 years of relevant experience will be considered in lieu of Advanced degree. <p>Experience (8 points)</p> <ul style="list-style-type: none"> - At least 10 (ten) years of professional experience in energy transition or the broader energy policy sector in Indonesia is required. (3 points) - At least 7 (seven) years of professional experience in leading energy transition related projects of similar sizes, especially related to national and/or regional economic and social development planning in Indonesia. (3 point) - Experience in managing relationships and ensuring buy-in from the government counterparts in Indonesia. (1 point) - Experience in just transition related projects in Indonesia. (1 point) 	10

2.2	Government Policy Advisor	<p>Education (2 points)</p> <ul style="list-style-type: none"> - Advanced university degree (Master's degree or equivalent). - Experts with a first level university degree (Bachelor's degree or equivalent) and additional 2 years of relevant experience will be considered in lieu of Advanced degree. <p>Experience (6 points)</p> <ul style="list-style-type: none"> - At least 7 (seven) years of professional experience in public policy and government affairs is required. (2 points) - At least 5 (five) years of professional experience in designing and implementing policy advice and/or government relations strategies in Indonesia. (2 points) - Experience in energy transition related fields in Indonesia. (1 point) - Experience in just transition related projects in Indonesia. (1 point) 	8
2.3.	Environment, Social, and Governance (ESG) Expert	<p>Education (2 points)</p> <ul style="list-style-type: none"> - Advanced university degree (Master's degree or equivalent). - Experts with a first level university degree (Bachelor's degree or equivalent) and additional 2 years of relevant experience will be considered in lieu of Advanced degree. <p>Experience (6 points)</p> <ul style="list-style-type: none"> - At least 7 (seven) years of professional experience in ESG or general sustainability fields is required. (2 point) - At least 5 (five) years of professional experience in ESG project design, implementation, and reporting in Indonesia. (2 point) - Experience in the implementation of social and environmental safeguard standards, such as JETP's principles 1-8, the International Finance Corporation's (IFC) Performance Standards, and the World Bank's Environmental and Social Framework in Indonesia. (1 point) - Experience in just transition related projects in Indonesia. (1 point) 	8

2.4	Social and Economic Development Expert	<p>Education (2 points)</p> <ul style="list-style-type: none"> - Advanced university degree (Master's degree or equivalent) in a relevant field, such as development economics, development studies, public policy, etc. - Experts with a relevant first level university degree (Bachelor's degree or equivalent) and additional 2 years of relevant experience will be considered in lieu of Advanced degree. <p>Experience (6 points)</p> <ul style="list-style-type: none"> - At least 7 (seven) years of professional experience in the social and economic development sector is required. (2 points) - At least 5 (five) years of professional experience in national and/or regional planning focusing on economic and social development. (2 points) - Experience in the implementation of social and environmental safeguard standards, such as JETP's principles 1-8, the International Finance Corporation's (IFC) Performance Standards, and the World Bank's Environmental and Social Framework in Indonesia. (1 point) - Experience in just transition related projects in Indonesia. (1 point) 	8
2.5	Data Analyst	<p>Education (1 point)</p> <ul style="list-style-type: none"> - Advanced university degree (Master's degree or equivalent). - Experts with a first level university degree (Bachelor's degree or equivalent) and additional 2 years of relevant experience will be considered in lieu of Advanced degree. <p>Experience (5 points)</p> <ul style="list-style-type: none"> - At least 5 (five) years of professional experience in data analyses or research is required. (2 point) - At least 3 (three) years of professional experience in gathering and analysing quantitative and qualitative data for Indonesia context. (2 point) - Experience in just transition related projects in Indonesia. (1 point) 	6

Annex 1 - minimum expected outline of the deliverable 4: final report

Chapter 1 Background & Problem Statement	<p>Introduction to the Just Energy Transition Partnership, the concept of Just Transition, and the foundations and pillars that underpin the JT Framework. It will focus on the gaps and problems that need to be addressed in implementing the JT Framework principles, with a focus on Standard 9. This document will be a standalone report, with a relevant section to be added into the JETP's CIPP document, and will be open for public</p>
Chapter 2 Stakeholder Landscape	<p>This chapter will first explain the methodology used for mapping the targeted stakeholders in the Indonesian ecosystem relevant to the Investment Focus Areas (IFAs), followed by the actual mapping process, and discussions on their concerns and common consensus. It will also include marginalised and vulnerable groups, and their representatives, particularly directly and indirectly impacted communities through allied economic activities/dependence on certain resources that could affect public revenue, public services delivery, etc.</p>
Chapter 3 Application of Standard 9	<p>Detailed exploration and scoping on Standard 9, methodology for assessing economic diversification including key measures, key performance indicators, and methods of measurement and monitoring. This will include short-term, medium-term and long-term design of economic diversification across different IFAs and ensure the alignment of economic diversification with existing organisations, policies, programs, processes, and funding for economic development in targeted areas.</p> <p>Based on the analysis above, to provide recommendations for the applications of Standard 9, whether for every IFA or across, as well as the level of the application: project, sub-national or national level.</p> <p>It will identify through scoping using desktop research methods and select interviews with those, directly and indirectly, impacted across the supply chain and geographical areas. The study will also assess the gaps that exist that hinder the ability to deliver Standard 9, and hence the changes that need to happen to ensure the delivery of Standard 9 from different stakeholder perspectives.</p>

<p>Chapter 4</p> <p>Gap Analysis and Requirements for JT Framework Implementation</p>	<p>This chapter will conduct a comparative gap analysis: examining the different approaches and the key successes and challenges, distilling lessons learned, and identifying gaps across different existing frameworks. It will assess the governance and institutional needs for JT Framework implementation, including an evaluation of existing capacities at the sub-national level.</p> <p>It will also look at the mechanisms the stakeholders have to react to projects that fail to meet the expectations for a Just Transition, and whether additional structures are required within, or alongside, the JETP Secretariat.</p> <p>It will detail the implementation of the JT Framework: defining the scope of a project's boundaries at the subnational level; what existing programs, procedures, funding and regulations are available; what new elements will be needed; how to measure, monitor, ensure compliance with the JT Framework; and recommended sequencing of actions from initial assessment to operationalisation. It will explore the primary barriers that exist around delivering the JT Framework and actions to mitigate such obstacles (including grievance mechanisms).</p>
<p>Chapter 5</p> <p>Creation of an operationalisation guide</p>	<p>Taking the design as aligned in Chapter 4, this chapter will create a practical guide for stakeholders to implement the JT Framework for Standard 9 at the project, sub-national and national levels in alignment with financier/developer obligation to comply with existing Standard 1-8.</p> <p>The outcome of this chapter may take the form of a matrix as guidance for stakeholders that are directly and indirectly impacted across the supply chain and geographical areas. This chapter will include guidance for developers, funders and government entities on sub-national and national levels, a monitoring guide for implementation and a grievance mechanism procedure.</p> <p>The monitoring guide will include a meta-monitoring template for the JETP Secretariat's use to ensure public transparency. The grievance mechanism procedures will explore different stakeholder responsibilities, investigative responsibilities, the flow of command, and identify decision makers.</p>

Annex 2 - Stakeholder List (Non-Exhaustive)

1. The key stakeholders of the project are:

Categories	Stakeholders
Government Institutions	Coordinating Ministry of Maritime Affairs and Investment
	Coordinating Ministry of Economy
	Coordinating Ministry for Human Development and Cultural Affairs Indonesia
	Ministry of Energy and Mineral Resources
	Ministry of Industry
	Ministry of Finance
	Ministry of Investment
	Ministry of State-Owned Enterprises
	Ministry of National Development Plan/BAPPENAS
	Ministry of Environment and Forestry
	Ministry of Manpower
	Ministry of Women and Children Protection
	Ministry of Social Affairs
	Ministry of Education, Culture, Research, and Technology
	Ministry of Home Affairs
	Sub-national governments
State-Owned Enterprises	Pertamina
	PLN / Indonesia Power/ Nusantara Power

	Geodipa
	Other SOE related company
JETP Secretariat Just Transition Working Group	United Nations Development Programme
	Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH
	Indonesian Centre for Environmental Law
	Asian Development Bank
	World Bank
Project Developers – Private	PT Medco Power
	PT Supreme Energy
	PT EMITS
	PT Kencana Energy
	UPC Renewables
	PT Vena Energy
	PT Kayan Hydro Energy
	PT Star Energy
	PT Trina Mas Agra Indonesia
	PT SEG
	PT DSSP (Sinar Mas)
	PT Investasi Selaras
	PT ATW Investasi Selaras
	Others
Associations in Energy Sector	ABGI (Asosiasi Biogas Indonesia)

	AEAI (Asosiasi Energi Angin Indonesia)
	AESI (Asosiasi Energy Surya Indonesia)
	APAMSI (Asosiasi Pabrikan Modul Surya Indonesia)
	API (Asosiasi Panas Bumi Indonesia)
	APINDO (Asosiasi Pengusaha Indonesia)
	APLSI (Indonesian Independent Power Producers Association)
	APPLTA (Asosiasi Pengembang Pembangkit Listrik Tenaga Air)
	APLIBI (Asosiasi Produsen Listrik Bioenergi Indonesia)
	INAHA (Indonesian Hydropower Association)
	ICRES (Indonesia Centre for Renewable Energy Study)
	KADIN (Kamar Dagang Industri)
	MASKEEI (Masyarakat Konservasi dan Efisiensi Energi Indonesia)
	MEBI (Masyarakat Energi Biomassa Indonesia)
	METI (Indonesia Renewable Energy Society)
	MKI (Masyarakat Ketenagalistrikan Indonesia)
	PJCI (Prakarsa Jaringan Cerdas Indonesia)
	Others
Civil Society Organizations (CSOs)	Wahana Lingkungan Hidup Indonesia (WALHI)
	Yayasan Lembaga Bantuan Hukum Indonesia (YLBHI)
	Greenpeace Indonesia
	Indonesian Center for Environmental Law (ICEL)

	Institute for Essential Services Reform (IESR)
	Lembaga Penyelidikan Ekonomi dan Masyarakat (LPEM UI)
	The SMERU Research Institute
	Pusat Studi Energi UGM
	Aliansi Masyarakat Adat Nusantara (AMAN)
	Society for Renewable Energy (SRE)
	SPSI
	Serikat Buruh
	Others
Academia	PSE UGM
	ITB Energy Center
	UI
	Others
Financial Institutions	Multilateral and Bilateral Development Institutions
	GFANZ Working Group members and other financial institutions
	Domestic Banks (Bank Mandiri, BNI, BRI, CIMB, BCA, UOB, BSI)
	Domestic Financiers such as IIF, etc
	SMI
	Others