

NOTE FOR PROSPECTIVE CONSULTANTS:

- If you are interested in submitting your CV for this assignment, kindly email robertj@finmark.org.za
- See the Scoring Grid (Annex 1) for the desired qualifications, skills and professional experience
- Deadline for CV submission: To be advised on request

SUPPORT TO IMPROVING BUSINESS AND INVESTMENT ENVIRONMENT (SIBE)

Terms of Reference (ToR) for Recruitment of Short-Term Expert (STE)	
Title of Assignment:	Develop National Action Programme on Investment (NAPI) to domesticate the SADC Investment Policy Framework (IPF) for Eswatini
Reference no.:	TOR 0294/R.A 1.3/AWP2020-21
Activity Code:	NI 0294.1.3.1 “STE inputs”
Responsible SADC SPO:	Mario Lironel, SPO Finance and Investment, SIBE Task Manager, Directorate Finance, Investment and Customs
Date of issue:	22 June 2021
1. Background	
1.1 Background SADC	<p>The Southern African Development Community (SADC) was formed in 1980 as the “Southern African Development Co-operation Conference” (SADCC) by nine of the current Member States. On 17 August 1992 in Windhoek, Namibia, the SADCC was transformed into The Southern African Development Community (SADC) with the signing of the SADC Declaration and Treaty. It currently comprises sixteen¹ Member States, with a combined population of approximately 360 million and a gross domestic product (GDP) of more than USD 700 billion (2019).</p> <p>The main objectives of SADC are to achieve development, peace and security, and economic growth, to alleviate poverty, enhance the standard and quality of life of the peoples of Southern Africa, and support the socially disadvantaged through regional integration,</p>

¹ Angola, Botswana, Comoros, Democratic Republic of the Congo, Eswatini, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Tanzania, Zambia, and Zimbabwe.

	<p>built on democratic principles and equitable and sustainable development.</p> <p>Over the past years, significant changes in the global economy have taken place to persuade the SADC region to change its economic architecture and strategic direction.</p> <p>The desire to survive and participate in the global markets demands high levels of competitiveness.</p> <p>Consequently, emphasis is increasingly being placed on private sector led growth and governments of the sub-region continue to seek to establish an appropriate enabling environment to support economic growth and poverty alleviation. It was in this context that the SADC Regional Indicative Strategic Development Plan (RISDP) was revised. to take into account the region's revised strategic direction as encapsulated in the various policy documents, such as the SADC Regional Industrialization Development Plan, the SADC Infrastructure Development Plan and the various Protocols that define regional programs.</p> <p>The Revised RISDP (2020-2030), which is the main strategic document for SADC, puts industrialisation and market integration at the forefront of SADC's efforts to achieve the integration agenda. Furthermore, the SADC Industrialization Strategy and Roadmap (2015-2063) and Action Plan which was approved at the same time as the revised RISDP (2020-2030) informs the priorities of the SADC industrialisation agenda.</p> <p>Notably, one of the objectives outlined in the Regional Indicative Strategic Development Plan (RISDP) (2020-2030) is to promote the development of sound investment policies in Member States, to improve the investment climate and enhance the levels of intra-SADC and foreign direct investment in the region. This objective is supported by a similar objective aimed at enhancing cooperation in taxation and related matters, including tax information sharing; capacity building for Tax Administrations; and to develop common approaches and policies to the application and treatment of tax incentives and negotiation of tax agreements. This is in recognition that investors, among other things, consider tax regimes in making their investment decisions.</p> <p>The RISDP (2020-2030) also highlights enhancement of monetary cooperation to reform the SADC banking system and harmonization of banking regulatory frameworks. Furthermore, development and strengthening of the financial and capital markets is critical to facilitate free movement of capital and mobilization of financial resources for the promotion of growth and development in the</p>
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	<p>region. In addition, the strengthening of financing mechanisms to be more responsive to the needs of SMEs operations remains critical, including the strengthening of financial inclusion regulatory frameworks in support of the Industrialisation Strategy and Roadmap.</p> <p>For further information see www.SADC.int.</p>
1.2 Background - SIBE Programme	<p>The Support to Improving Investment and Business Environment (SIBE) Programme is a five-year Programme, implemented by the Finance, Investment and Customs (FIC) Directorate and financed to the tune of €14 million by the EU under the 11th European Development Fund (EDF). The Financing Agreement and the Contribution Agreement were signed in June 2019 and August 2019, respectively. The Programme, which covers all the 16 SADC member states in SADC, is being implemented by the SADC Secretariat over a period of 55 months from the date of signature of the Agreements. .</p> <p>The overall objective of the Programme is to achieve sustainable and inclusive growth and support job creation through the transformation of the region into a SADC investment zone and promoting intra-regional investment and foreign direct investment (FDI) in the SADC region., in particular for small and medium enterprises (SMEs).</p> <p>The specific objective of the SIBE Programme is to develop the region into a SADC investment zone, promoting intra-regional investment and FDI in the SADC region, in particular for SMEs.</p> <p>The Programme focuses its support on the following Results Areas (RAs):</p> <p>RA1 - An enabling investment policy framework across SADC Member States is supported.</p> <p>This result area covers the following main activities:</p> <ul style="list-style-type: none"> (i) Set-up a dialogue at regional level on improving investment and business environment in SADC; (ii) Provide ad-hoc support to Member States in developing structured public-private dialogue mechanisms for improving investment and business environment in SADC; (iii) Harmonise SADC Member States' investment and business environment related laws and regulations; and (iv) Enhance the SADC Tax regime in support of a conducive investment and business environment. <p>RA2 - Enhanced integration of financial markets in the SADC region is promoted;</p>

	<p>Under this Result area, the programme will assist in:</p> <ul style="list-style-type: none"> (i) Development of financial markets in the SADC region (ii) Developing policies and strategies to address risks to financial stability at regional and national levels. (iii) Strengthen SADC-Real Time Gross Settlement System (RTGS), Committee of Insurance, Securities and Non-banking Authorities (CISNA), Committee of SADC Stock Exchange (CoSSE), SADC Committee of Central Bank Governors (CCBG) and SADC Bank Association (SADCBA). <p>RA3 - Enhanced financial inclusion is supported.</p> <p>This Result Area focuses on developing proper and specific action plans aimed at reducing costs of remittances and developing financial products for SMEs.</p> <p>The SIBE Programme is being implemented by the SADC Secretariat, supported by long - and short-term experts. The tasks envisaged for the Secretariat include procurement, managing the resulting contracts, payments, reporting to the various stakeholders as well as monitoring and evaluation. The Programme is coordinated by a Task Manager, the Senior Programme Officer – Finance and Investment under the operational oversight and guidance of the Director of Finance, Investment and Customs (FIC).</p> <p>The SADC Secretariat has contracted a consortium composed of FinMark Trust, GFA Consulting Group and Southern Africa Trust, under a Service Contract for a Technical Assistance Team including one Long Term Expert to coordinate and manage the implementation of activities across the 3 result areas, and a pool of Long and Short-Term Experts.</p> <p>These Terms of Reference (ToRs) are a request for the provision of consultancy services to the SIBE Programme to carry out an assignment on: “Develop the National Action Programme on Investment (NAPI) to domesticate the SADC Investment Policy Framework (IPF) for Eswatini.”</p>
<p>1.3 Background to this Assignment</p>	<p>According to the World Investment Report 2019, in the last decade, total investment in the region has averaged between 20 per cent and 24 per cent of GDP. Few Member States (Lesotho, Mozambique, Seychelles and Zambia) have managed to record high total investments averaging 30 per cent of GDP.</p> <p>During the same period, the stock of inward Foreign Direct Investment (FDI) in the region has increased steadily at an annual rate of 14%, making it one of the fastest growing regions in the world. However, the spread of FDI inflow in the region is skewed with few Member States accounting for a large component of the FDI.</p>

	<p>In addition, the increase in FDI has not led to significant advances in poverty reduction and job creation. Large projects in particular had little impact in local entrepreneurship and empowering women. Indeed, few countries have succeeded in attracting significant amounts of investments beyond the extractive sectors, which are generally capital intensive with low impact on employment and poverty reduction and result in undiversified economies highly dependent on commodity prices which are generally volatile.</p> <p>This highlights the need for a more inclusive growth path, with private investment playing a potentially more important role in creating jobs, promoting economic diversification and environmental sustainability as well as infrastructure development and broad-based entrepreneurship, including for Micro, Small and Medium Enterprises (SMMEs), women entrepreneurs and firms in rural areas.</p> <p>The difficulty to diversify investment in the SADC region to non-extractive sectors with high impact on employment reveals itself in the World Bank Ease of Doing Business Index 2019 where, with the exception of Mauritius, Botswana and South Africa, most Member States are performing poorly and this has limited the amount of intra-SADC investment and FDI. In a region like SADC, with several landlocked countries with small populations, advancing in deeper economic integration that would allow investors to consider the SADC region as a larger market is key. Insufficient dialogue and cooperation among SADC Member States means that there is a tendency among the SADC Member States to treat each-other as “competitors” when developing their investment policies.</p> <p>Establishing a conducive environment for domestic and foreign investment is recognised as a major tool for sustainable growth, development and poverty reduction in the region. The SADC Protocol on Finance and Investment (FIP) specifically calls for an investment policy strategy to accompany the regional integration objectives of SADC. It requires Member States to co-ordinate their investment regimes and co-operate to create a favourable investment climate within the region. Annex I of the Protocol, on Co-operation on Investment, further refers to the need for harmonisation of investment regimes with the objective of developing the region into an investment zone.</p> <p>In February 2011, the SADC Committee of Ministers for Finance and Investment called for action: “to define a SADC Regional Action Programme on Investment (RAPI)”. One of the tasks identified under the RAPI has been to develop regional guidance, based on country experiences and international good practices, with the overreaching goal of facilitating co-ordinated improvement of investment policy frameworks across Member States in support of the integration agenda. The Committee also called for the development of a regional investment policy framework to “create a favourable investment climate within SADC with the aim of addressing barriers to investment and making it easier to do business in the region”.</p> <p>Responding to that call, the SADC Secretariat has developed a SADC Investment Policy Framework (IPF) which offers Member States a framework for the formulation and operationalisation of sound investment policies that can promote broad-based economic growth. Driven by Member States, it has been designed as an action-oriented programme that provides a policy roadmap for reforms in a non-prescriptive manner, promoting peer learning and sharing of good practices.</p> <p>The aim of the SADC IPF is to leverage a collective effort among Member States to advance reforms that can be conducive to attracting higher and better levels of investments to support the industrialisation and development process of the region.</p> <p>The IPF involves three phases:</p> <ol style="list-style-type: none"> 1. Phase One: Analysis of the investment climate in the SADC region using
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	<p>the OECD Policy Framework for Investment (PFI). This phase was completed in 2014.</p> <ol style="list-style-type: none"> 2. Phase Two: Elaboration of action-oriented regional guidance for investment policy reform based on the results of phase one. This phase was completed in 2015. 3. Phase Three: Activities and tools to facilitate implementation of the action-oriented guidance developed in phase two. This phase has been started and will need to be sustained for several years. <p>The IPF identified five action areas as key:</p> <ol style="list-style-type: none"> 1. Action area 1: Promoting a Coherent and Transparent Investment Environment 2. Action area 2: Ensuring Market Access and Competition 3. Action area 3: Providing Security and Protection of Investors' Rights 4. Action area 4: Ensuring Responsible and Inclusive Investment for Development 5. Action area 5: Promoting Regional and International Cooperation <p>Although it is a regional programme, the implementation of the IPF needs to be done at national level to facilitate a transition of activity from Regional-level to the Member State-level.</p> <p>Based on the regional process for the IPF, the USAID Trade Hub for Southern Africa supported the SADC Secretariat in the implementation of the IPF at the national level, specifically to develop "Investor Road Maps" for ten Member States². A pilot phase involving five Member States was supporting the process of "domestication" of the IPF through the development of National Action Programmes for Investment (NAPI) based on the priorities of each country in the IPF and three Member States (Botswana, Malawi and Zambia) have already developed their NAPIs.</p> <p>Under the Support to Improving the Investment and Business Environment in the SADC Region – SIBE Programme, the SADC Secretariat will assist Member States to develop their NAPIs in order to implement and domesticate the SADC IPF.</p>
2. Description of the Assignment	
2.1 Global objective	<p>The overall objective of this assignment is the implementation and domestication of SADC IPF in order to harmonise national laws, regulations and practices of the individual Member States within an economic community with a regional focus and consistency.</p>

² Botswana, DR Congo, Madagascar, Malawi, Mauritius, Mozambique, Seychelles, Tanzania, Zambia, and Zimbabwe.

<p>2.2 Specific objectives</p>	<p>The specific objectives of the assignment are as follows:</p> <ul style="list-style-type: none"> (i) Making Eswatini responsive to the new international business trends; (ii) Providing a legal and regulatory framework for investments within an economic community in order to access economies of scale; (iii) Creating SADC a more attractive site for investment from outside the region; (iv) Allowing for enhanced interconnectivity (information sharing, data exchange and regional investment opportunities); (v) Improving competitiveness of the regional economy; (vi) Enabling competition at the multilateral level.
<p>2.3 Requested services</p>	<p>The regional and national level implementation of the SADC IPF in partnership with donors is depicted graphically below:</p> <p>According to this process, the following tasks are envisaged in this assignment:</p> <p>(i) Prioritize the areas of focus for reforms:</p> <p>The action-oriented investment policy guidance that has been developed in the SADC IPF is articulated in the form of five (5) key action areas, twenty-five (25) items and seventy-three (73) suggested actions. The consultant is to assist the Eswatini to:</p> <ul style="list-style-type: none"> a. establish priorities among these key action areas that will be pursued in a NAPI while considering the significant investment bottlenecks, both for domestic and FDI; b. set priorities for reform among the items and suggested actions.

	<p>(ii) Develop implementation strategies:</p> <ol style="list-style-type: none"> define short- and medium-term objectives; develop an operational plan of the implementation; define the approach, the institutional aspect, the mechanism of adoption and implementation taking into account the international best practices and the local context; define a national-level monitoring of the reform's implementation and reform's impacts with indicators for each action, performance review and reporting. based on the elements above, draft the NAPI Document for Eswatini.
2.4 Deliverables	<p>The main expected deliverables of this assignment are:</p> <ol style="list-style-type: none"> An inception report outlining the priorities for reforms among the key action areas, items and suggested actions; A structured draft of the NAPI document for validation by main stakeholders (officials of Ministries, private sector, civil society); A final NAPI Document revised and updated for validation by high-level stakeholders and Government; and An executive summary of the whole, in PowerPoint format for presentation purposes. <p>Note: All deliverables will be the property of the SADC Secretariat.</p>
2.5 Management	<p>The STE will report to and will be under the day-to-day supervision of the Programme Coordinator and Task Manager/SPO Finance and Investment.</p>
2.6 Methodology	<p>The assignment will broadly entail:</p> <ol style="list-style-type: none"> Part 1: Inception and planning: estimated at 10 fee days; Part 2: Data collection (25 fee days), including the following tasks: <ol style="list-style-type: none"> undertaking desk review of key documentation related to the investment environment in the country, strategic documents, existing studies etc.; undertaking consultations with relevant stakeholders including Think-tanks, officials of Ministries, Private Sector and International Cooperating Partners. This will be done to gather the necessary primary information, partly to verify the data collected from the documentation review and also to fill the gaps that emerge from the literature review; participating in virtual SADC Investment Sub-Committee meetings to gather other eventual comments and recommendations on improvements to the NAPI document. <p>During this phase the STE is also expected to become conversant with:</p> <ul style="list-style-type: none"> the SADC Vision 2050 and RISDP 2020-2030; the SADC Protocol on Finance and Investment; the SADC Industrialisation Strategy and Roadmap (2015-2063) and its Action Plan;

	<ul style="list-style-type: none">• The SADC Investment Policy Framework. <p>3. Part 3: Data analysis and development of the National Action Programme on Investment for Eswatini– 20 fee days</p> <p>4. Part 4: Validation workshop, finalisation of the Draft Report to incorporate issues raised from stakeholders with the list of all the stakeholders including their contact details, and Power Point Presentation of the report (10 fee days).</p>			
3. Resources allocated				
3.1 Resources from the Technical Assistance contract:				
	Part 1	Part 2	Part 3	Part 4
Up to 65 STE days	10	25	20	10
Up to per diem days (approximate)	0	0	0	0
Mobilisation travel	0	0	0	0
Regional travel	None	None	None	None
	The STE will be facilitated to engage with stakeholders virtually. The STE is expected to arrange his/her own transport in the locations of the Assignment.			
3.2 Other related resources allocated from the SIBE budget				
Translation of documents	The translation of deliverables will be arranged by SADC Secretariat separately. It should be noted that a minimum of 5 weeks is required for translation.			
Interpretation	Interpretation when/if necessary will be arranged by SADC Secretariat separately.			
	The STE is expected to utilise their own laptop computers, cellular telephones and internet services.			
3.3. Expert profile				
Qualifications and skills	<ul style="list-style-type: none">• At least a Master’s Degree in Economics, Business Administration, Banking, or Development Finance or any other related area from a recognised institution;• Fluency in English;• Excellent computer skills including knowledge of Microsoft Office packages such as Power Point and Microsoft Word.			
General professional experience	<ul style="list-style-type: none">• Minimum of 10 years of general professional experience;• At least 7 years of experience in investment areas within a public or private sector, regional or international organization.			
Specific professional experience	<ul style="list-style-type: none">• At least 5 years of experience in at least one of the following: economic policy development, FDI, investment facilitation and promotion, investment law, regional integration;			

	<ul style="list-style-type: none"> • At least 3 years of practical, progressively responsible experience in economic, investment, or legal related field where economic research and analysis are a main feature of the work required; • Knowledge of the issues and processes involved in regional economic integration and investment climate/conditions, preferably in Southern Africa; • Sound knowledge of SADC coordinated development effort, strengthening and harmonisation of the policy and regulatory framework for investment in the region; • Experience in facilitating the development and implementation of regional projects/programmes for investment promotion and improvement of business environment (e.g. Regional Action Programme on Investment RAPI); • Ability to facilitate the implementation of capacity building and training programmes to enhance capacity in investment promotion in the SADC region.
4. Location duration and planning	
4.1 Location of work	The Assignment will be carried out in Eswatini or virtually by agreement.
4.2 Duration	<p>The indicative expected start date is 21 July 2021</p> <p>The indicative expected end date is 19 November 2021</p>
4.3 Working week	<p>The working week is from Monday to Friday, except in case of official holidays or SADC closure days as recorded in Annex 1.</p> <p>Weekends are not normally considered as working days unless specifically requested and confirmed in advance in writing by the SADC Secretariat.</p> <p>However, due to the timing of the validation workshop some weekend dates may be utilised in Part 4.</p>
5. Reporting	
5.1 Language	The Assignment language and all reporting are in English.

<p>5.2 Progress reporting</p>	<p>Submission and approval procedure for inception and progress reports</p> <p>All written deliverables shall be submitted in soft copy by email, with Arial font size 12, in a format provided by FinMark Trust to the STE.</p> <p>The soft copy must not be in PDF format preventing formatting.</p> <p>All reports will be submitted to FinMark Trust for quality control; then they will be submitted to the SIBE Programme Coordinator for preliminary endorsement, who will then submit them to the RA Manager and SIBE Task Manager with recommendation for approval. Comments to the reports, if any, will be communicated in writing to the STE within 10 working days of receipt of each report.</p> <p>Part 1: Inception report (numbered/STE/IR) and presentation</p> <p>The STE will complete a report and submit it by the end of Part 1. The Report will include a methodology for the Assignment.</p> <p>At the end of Part 1 the STE will make a brief Power Point presentation to the Secretariat of the report.</p> <p>Note: this presentation is a deliverable and should be annexed to the report. The inception report will be submitted by the STE to FinMark Trust, copied to the Secretariat. FinMark Trust will formally submit it to the SADC Secretariat (Task Manager) for approval.</p> <p>After submission, the Secretariat will consider the report and provide any feedback within 5 working days.</p> <p>Parts 2 and 3 – Progress report (numbered/STE/PR)</p> <p>At the End of Parts 2 and 3, the STE will submit progress reports within 2 working days at the end of each Part.</p>
<p>5.3 End of Assignment Reporting</p>	<p>Part 4 - End of Assignment Report (EoAR) and presentation</p> <p>The STE will submit the EoAR for approval at the completion of the Assignment. The report shall be submitted in the format provided and will include, the following:</p> <ul style="list-style-type: none"> • An Executive Summary of the whole assignment; • List of activities carried-out during the assignment; • Methodology/Discussion of key issues; • Main Conclusions and Lessons Learnt; • Recommendations for further support to the beneficiary; • Key Annexes, such as all deliverables produced, including the completed updated validation workshop report • In addition to the report at the end of Part 4 the STE will provide a PowerPoint presentation to the Secretariat of the EoAR on the last day of the assignment (which will be by way of remote link through Zoom or such other e-platform to be suggested by SADC Secretariat). The presentation is a deliverable and should be annexed to the report. <p>EoAR Submission and approval procedure:</p> <ul style="list-style-type: none"> ▪ After end of assignment, EOAR will be submitted by email to the SIBE Programme Coordinator/Investment Expert for quality control; then, it will be submitted to the RA Manager for technical comment for the STE. Technical comments will be issued within 10 working days. ▪ The STE shall address all the technical comments within 15 calendar

	<p>days of receiving comments and submit the final EoAR to SADC for final technical and administrative approval. If no comments are received from SADC within one month since submission, the EOAR will be deemed satisfactory</p> <ul style="list-style-type: none"> ▪ Upon acceptance (or if the one-month period has elapsed since submission without comments being received), the EoAR shall be submitted to the RA Manager and the SIBE Task Manager for administrative approval; ▪ The Assignment will not be considered to be complete until the approval by the SIBE Task Manager of the EoAR has been obtained. ▪ The EoAR shall be delivered in soft copy. The soft copy shall include deliverables produced as annexes. The soft copy must not be in pdf format preventing formatting. 		
6. Administrative Information			
Timesheets	<p>The STE will complete a monthly Timesheet according to the template provided by TAT, recording days worked and outputs.</p> <p>Fees will be due only for working days recorded in the Timesheets that are countersigned by:</p> <ul style="list-style-type: none"> - SIBE Programme Co-ordinator and Team Leader; - SIBE RA Manager (Programme Officer Investment); and - The SIBE Task Manager. <p>The monthly Timesheet should be accompanied by the monthly Progress Report and both should be submitted by e-mail for review and approval.</p> <p>Note: Travel days for mobilisation and demobilisation are not fee-paying days. Travel days for mission-related travels between SADC countries will be recorded as working days and will be fee paying days.</p>		
Travel approval forms	If regional travel is required, the STE will complete a SIBE travel approval form which will be handed to the SIBE Task Manager for processing.		
Travel support documents	Boarding passes of regional and mobilisation trips, copies of hotel invoices and other support documents will be handed over to FinMark Trust through the Programme Coordinator.		
7. Endorsement			
SIBE Programme Coordinator	RA Manager	Task Manager	Director-Finance, Investment and Customs
Mike Nyamazana	Lisivololona Razanajaholy	Mario Lironel	S.L. Mtonakutha
Signature:	Signature:	Signature:	Signature:
Date:	Date:	Date:	Date:.....

ANNEXES TO TOR 029/KRA1.3/AWP5

ANNEX 1. Experts scoring grid

ANNEX 2: Botswana official holiday 2015/15 (non-working/fee days)

ANNEX 3: Gantt chart

ANNEX 4: Estimated budget

ANNEX 1
Experts scoring grid

Qualifications and Experience STE1	Points*
Qualifications and skills	20
At least a Master's Degree in Economics or Development Studies or Development Finance or any other related area from a recognised institution	10
Proficient in the use of computers and computer software relevant to the position.	5
General professional experience:	30
Minimum 10 years of general professional experience	15
At least 7 years of experience in investment areas within a public or private sector, regional or international organization	15
Specific professional experience:	50
At least 5 years of experience in at least one of the following: economic policy development, FDI, investment facilitation and promotion, investment law, regional integration	10
At least 3 years of practical, progressively responsible experience in, economic, investment, or legal related field where economic research and analysis are a main feature of the work required	10
Knowledge of the issues and processes involved in regional economic integration and investment climate/conditions, preferably in Southern Africa	10
Sound Knowledge of SADC Coordinated development effort, strengthening and harmonisation of the policy and regulatory framework for investment in the region	5
Experience on facilitating the development and implementation of regional projects/programmes for investment promotion and improvement of business environment (e.g. Regional Action Programme on Investment RAPI)	10
Ability to facilitate the implementation of capacity building and training programmes to enhance capacity in investment promotion in the SADC region.	5
Score	100

ANNEX 2: Botswana official holidays 2021

Date	Day	Occasion
1 January	Friday	New Year's Day
2 April	Friday	Good Friday
3 April	Saturday	Public Holiday
5 April	Monday	Easter Monday
1 May	Saturday	Labour Day
13 May	Thursday	Ascension Day
1 July	Thursday	Sir Seretse Khama Day
19 July	Monday	President's Day
20 July	Tuesday	Public Holiday
30 September	Thursday	Botswana Day
1 October	Friday	Public Holiday
25 December	Saturday	Christmas
26 December	Sunday	Boxing Day
27 December	Monday	Public Holiday

ANNEX 3: Gantt Chart

Task ID	Task Description	Duration (days)	Start Date	End Date	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Week 16	Week 17
1	Inception period	10	21/07/21	03/08/21	X	X															
2	Data collection and consultations	25	04/08/21	06/09/21			X	X	X	X	X										
3	Data analysis and Development of the NAPI document	20	07/09/21	05/10/21							X	X	X	X	X						
	Translation of the documents	5 weeks																			
4	National Validation Workshop and Draft Report	8	08/11/21	17/11/21															X	X	
5	Submission of the final report	2	18/11/21	19/11/21																	X

ANNEX 4. Estimate budget