Request for Proposals

Decent Work Stakeholder Mapping in Mozambique - Consultancy

RFP n#: 2022-08-SA-DW

Location: Mozambique
Start date: 26 09 2022
End date: 26 01 2023

Better Cotton key contact:
Amanda Noakes
Decent Work - Standards & Assurance
tender@bettercotton.org

All applications must be sent by email to tender@bettercotton.org ONLY with the subject header: “Application RFP DW Stakeholder Mapping in Mozambique – RFP n# 2022-08-SA-DW”. Questions, requests and applications sent after the deadline (12 September 2022) will only be considered in exceptional circumstances.

Better Cotton is seeking a consultant to carry out a decent work stakeholder mapping and analysis in the provinces of Nampula and Niassa, Mozambique. We want to identify and assess relevant not-for-profit organizations and other initiatives working on the prevention, identification or remediation of child labour, the promotion of labour rights, including channels to access those rights (e.g. grievance and remediation, social protection schemes etc.). Better Cotton is also keen to identify organizations or initiatives supporting improvements to smallholder livelihoods (e.g. through diversification, improved access to markets, access to finance etc.).

Background

Better Cotton is the world’s largest cotton sustainability programme. Our mission: to help cotton communities survive and thrive, while protecting and restoring the environment. In difficult times, we are meeting the challenge head on. Through our network of field-level partners we have provided training on more sustainable farming practices to more than 2.9 million cotton farmers in 26 countries. More than a fifth of the world’s cotton is now grown under the Better Cotton Standard and our membership network includes more than 2,400 members.

More information about Better Cotton can be found on our website: www.bettercotton.org

Better Cotton has been grown in Mozambique since 2013, primarily in the regions of Nampula and Niassa. Today, close to half of the country’s circa 200,000 cotton farmers, produce Better Cotton. Most...
households have small plots, typically less than one hectare of rain-fed cotton, which they cultivate largely by hand. Most smallholder farmers in Mozambique cultivate cotton as a cash crop, next to, or in rotation with their subsistence food crops, to secure extra income.

Poverty in Mozambique is widespread, with more than 50% of the population living below the poverty line. Poverty is particularly concentrated in rural areas, where farming is the main economic activity. While cotton provides an important source of income for farmers, smallholder cotton farmers struggle to meet their household needs. Compounding existing challenges, climate change is already impacting agricultural production. Changing rainfall patterns and extreme weather events can increase the cost of producing cotton and decrease yields. This climatic variation is anticipated to get worse, having a significant impact on smallholder livelihoods and adding to the vulnerability of farming households who rely on rainfed crops for subsistence.

Underscored by poverty, labour issues in Mozambique’s agricultural sector are also prevalent, with child labour a primary challenge. Children in rural areas often work, to support their parents, on their family farms, or elsewhere. Poor educational infrastructure and quality, as well as scarce work opportunities outside of farming mean that little value is seen to be derived from attending school. Working on family farms is valued as an important learning opportunity for children, preparing them for the responsibility that they often take on, at an early age.

When family labour is insufficient, smallholders hire workers - many of which are also farmers - to support in farming activities. This is especially true in the absence of mechanization, meaning cotton is harvested by hand which is highly labour intensive. Ensuring decent working conditions and meeting minimum wage requirements for farm workers, when farmers themselves are struggling to make a minimum income is a significant challenge.

In line with Better Cotton’s mission to support cotton communities to survive and thrive, Decent Work is one of 7 core principles of our farm-level standard. It is covered under Better Cotton’s Principles & Criteria, which applies to farmers and workers participating in Better Cotton programmes worldwide. Within our Decent Work Principle, specifications are set to support the promotion of the ILO’s Fundamental Principles & Rights at Work on Better Cotton farms, which our criteria draws on. This includes:

- Freedom of association and the right to collective bargaining;
- Eliminating all forms of forced or compulsory labour;
- Eliminating child labour;
- Eliminating discrimination
- Promoting a safe and healthy working environment

The Better Cotton standard also promotes decent working conditions in line with local regulation and collective agreements, including on wages and working arrangements. Better Cotton and its partners also continuously provide crucial guidance and support to farming communities on the implementation of our standard.

Better Cotton’s 2030 strategy also lays out key priorities relating to decent work, including to improve smallholder livelihoods and to empower women in Better Cotton communities, aiming to strengthen and deepen its impact in these areas, through new partnerships and measurable targets.

As Better Cotton looks to further strengthen its approach to decent work in Mozambique, this consultancy seeks to set the groundwork for Better Cotton to build relevant local partnerships in this area, to ground our approach in collaborative action, and to build and learn from existing initiatives.
**Scope of Work**

The scope of this assignment, based on the proposed approach, will likely include *desk research, remote and field contact work*, with the aim being to identify a range of relevant not for profit organizations and initiatives in the provinces of Nampula and Niassa, with a final shortlist of at least 3-4 of the most high potential, credible and impactful initiatives, that Better Cotton and its partners could explore partnerships with to foster decent work.

**Proposals suggesting alternative approaches based on anticipated local challenges or needs are also encouraged.**

Based on Better Cotton’s proposed methodology, the **four expected deliverables** are as follows:

1. A list of relevant not-for-profit organizations, producer, or community organizations and other initiatives working on child labour, labour rights, and/or smallholder livelihoods, mapped in Better Cotton farming areas, with some high-level information on each organization/initiative (e.g. thematic expertise; years of experience; geographic focus area etc.) – *Desk-based*

2. A telephone interview survey, and shortlist (agreed upon in consultation with Better Cotton) of 10 – 12 stakeholders to be interviewed remotely – *Desk-based and remote contact work*

3. Field visits to meet with 5-6 further shortlisted organizations/initiatives and where possible, see their promising interventions in action (agreed upon in consultation with Better Cotton) – *Field-based contact work*

4. An est. 30-page report detailing the 10 – 12 stakeholders remotely interviewed, with in-depth accounts on those visited – *Desk-based*

The report should include the following key components:

- Detailed information on each organization’s niche; approach; track record; impact; size of operations; partners; local influence and anchorage etc. with further analysis on the strengths and limitations of visited organizations and their relevant interventions.
- Where grievance or remediation channels are identified, detailed analysis on the processes involved and some general indicators of their perceived effectiveness (e.g. number of incidents raised, number of cases remediated etc.).
- Recommendation on the 3-4 high potential organizations/initiatives that Better Cotton and its partners should prioritize when exploring new partnerships
- Recommendations on the specific interventions and opportunities, which are most compatible with Better Cotton’s mission and priorities.

Some key questions to be considered throughout the assignment are:

- What are the most credible and impactful organizations and initiatives working on labour issues and smallholder livelihoods in Nampula and Niassa that Better Cotton should be aware of?
- Which should Better Cotton prioritise for building operational partnerships, and why?
What are good initiatives identified for Better Cotton to promote Decent Work in cotton farming communities, in line with its mission and priorities, and in line with ambitions, needs and challenges put forward by local experts?

Further inputs will be provided to the selected consultant to further inform the scope of the assignment, including:

- Mozambique Decent Work Risk Assessment: output of a consultancy concluded in 2022
- Mapping of the specific zones across Nampula and Niassa where Better Cotton is grown
- Key criteria to consider when assessing different stakeholders

### Indicative Budget

We expect this assignment to take approx. 30 days to complete, over a 4-month timeframe and with a maximum budget of 15,000 EUR – this is indicative only and will be agreed upon based on proposals received.

### High-level Timeline

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<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>12 September 2022</td>
<td>Applications deadline</td>
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<tr>
<td></td>
<td>All applications must be submitted by email, headed “Application RFP Decent Work Stakeholder Mapping in Mozambique – RFP no: 2022-07-SA-DW” addressed to Amanda Noakes at <a href="mailto:tender@bettercotton.org">tender@bettercotton.org</a> ONLY</td>
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<tr>
<td>On rolling basis until 21 September 2022</td>
<td>Applications review &amp; shortlisting / interviews</td>
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<tr>
<td>By 22 September 2022</td>
<td>The successful applicant will be notified</td>
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<td>Unsuccessful shortlisted applicants will also be notified</td>
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<td>26 September 2022</td>
<td>Start of the consultancy</td>
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<td>By 21 October 2022</td>
<td>Deliverable I</td>
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<td>By 15 November 2022</td>
<td>Deliverable II</td>
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<tr>
<td>By 9 December 2022</td>
<td>Deliverable III</td>
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<tr>
<td>By 21 December 2022</td>
<td>Deliverable IV: Final Report</td>
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<td>26 January 2023</td>
<td>End of the consultancy</td>
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Required Skills & Knowledge

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<td><strong>Essential</strong></td>
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<td>At least 4 years-experience in consultancy work in Mozambique, on similar assignments</td>
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<td>Expertise on child labour, and/or other labour rights issues, including relevant work experience</td>
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<td>Demonstrated understanding of the key challenges faced by smallholder farmers</td>
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<td>Field contact work experience, in rural settings</td>
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<td>Fluency in Portuguese and English</td>
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<td><strong>Desirable</strong></td>
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<td>Understanding effective grievance mechanisms and experience reviewing, assessing or advising on grievance or remediation channels</td>
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In addition to skills, knowledge and experience, we will consider value for money and demonstrable commitment to the field of decent work, to evaluate applications.

Application Requirements

Proposals responding to this Request for Proposals should be a maximum of 4 pages (excluding CVs), and include the following:

- Proposed consultant / team of consultants, along with CV(s)
- Overview of relevant experience
- Proposed project approach and methodology
- Detailed budget, including time allocation per deliverable, day rates (preferably in Euro) and travel costs

We thank all applicants for their interest; however only shortlisted applicants will be contacted.

Better Cotton is committed to good practice and transparency in the management of natural, human and financial resources. All applications will be reviewed under the principles and subject to Better Cotton’s policies on equal opportunity, non-discrimination, anti-bribery & corruption and conflict of interest.