

# Request for Proposals Mapping grievance and remedy mechanisms in Pakistan - Consultancy

RFP n#: 2022-09-SA-DW

Location: Pakistan

Start date: 10/10/2022

End date: 23/12/2022

**Better Cotton key contact:**

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All applications must be sent by email, to [tender@bettercotton.org](mailto:tender@bettercotton.org) **ONLY** with the subject header: "Application RFP Mapping Grievance and Remedy Mechanisms in Pakistan – RFP n#: 2022-09-SA-DW."

Questions, requests and applications sent after the deadline (12 October 2022) will only be considered in exceptional circumstances.

## About Better Cotton

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](http://www.bettercotton.org)

## Background

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Pakistan is the 5<sup>th</sup> largest cotton producer in the world. Better Cotton has been grown in Pakistan since 2009. Today, Pakistan is the 2<sup>nd</sup> largest producer of Better Cotton, with close to 500,000 licensed farmers, across the provinces of Punjab and Sindh. In addition, more than 180,000 workers are reported as employed by farmers, ranging from permanent or seasonal workers, to piece-rate or daily workers.

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 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 continuously provide crucial guidance and support to farming communities on the implementation of our standard.

In recent years, a global Taskforce on Decent Work was established by Better Cotton to support the organization in strengthening its risk management, monitoring, identification and remediation approach with regards to potential labour and human rights risks. Recognizing that access to remedy is a core part of any approach to address potentially adverse human rights impacts in cotton production and fundamental to the promotion of decent work, one of the key recommendations made by the Taskforce was for Better Cotton "to update and expand" its existing organizational-level grievance mechanism, and remediation approach.

Therefore, as we look to transform and update our remediation strategy:

*We are seeking to understand what state-based and non-state based, judicial and non-judicial grievance and remedy mechanisms currently exist in Pakistan, through which – in case of incidence – access to remedy by Better Cotton farmers, workers and impacted communities, could be sought, and which, could be considered compliant with UNGP criteria.*

*We are also particularly keen to identify what intermediaries (NGOs, Trade Unions or other worker and community organizations) may be supporting individuals in accessing remedy and providing support services in incidents of forced labour, child labour, workplace violence and/or sexual assault, in the communities and districts where Better Cotton is grown, see Annex 1, for list of relevant districts). Support services of interest and relevance could include:, legal aid (with expertise on labour rights), financial services, return assistance (e.g. for migrant workers), rehabilitation, community-based child labour remediation support, crisis services, welfare support, counselling and advanced medical care (incl. fistula repair, access to emergency contraception, PEP and family planning support).*

Further inputs will be provided to the selected consultant to provide further background on the assignment, including:

- Decent Work taskforce report and recommendations (2020)
- Pakistan Decent Work Risk Assessment (2021)
- Pakistan Survivor Support Guidelines (2022)

## Scope of Work

The two expected deliverables in this assignment are as follows:

1. A report mapping relevant state-based and non-state based, judicial and non-judicial grievance and remedy mechanisms with a detailed account of their scope, procedures and potential outcomes; as well as a high-level analysis of their alignment with core UNGP criteria of legitimacy, predictability, equitability, human rights compatibility, transparency, etc.
2. A list of credible entities (NGOs, Trade Unions, worker or other community organizations) supporting individuals in accessing remedy and/or providing support services in incidences of forced labour, child labour, violence and/or sexual assault, in the communities and districts where Better Cotton is grown (see Annex 1, for list of relevant districts), as well as a detailed description of support/service(s) provided, target population, impact to date, years of experience, main partners/donors (as relevant), specific location(s), and where possible, relevant contact details.

## High-level Timeline

12 October 2022	All applications must be submitted by email, headed "Application RFP Mapping grievance and remedy mechanisms in Pakistan – RFP n#: 2022-09-SA-DW " addressed to Amanda Noakes at <a href="mailto:tender@bettercotton.org">tender@bettercotton.org</a> <b>ONLY</b>
13 to 20 October 2022	Applications review & shortlisting / Interviews
By 21 October 2022	The successful applicant will be notified Unsuccessful <u>shortlisted</u> applicants will also be notified
31 October 2022	<b>Start of the consultancy</b>
By 15 November 2022	Inception report
By 10 December 2022	Draft of deliverables
By 10 January 2023	Final deliverables

## Required Skills & Knowledge

Skills, Knowledge & Experience
<i>Essential</i>
At least 5 years-experience in consultancy work, on similar assignments
Demonstrated expertise on grievance mechanisms, access to remedy and human rights
Familiarity with civil society and community-based networks in Punjab and Sindh
Experience collecting data / mapping or surveying service providers in rural areas
Strong understanding of UN Guiding Principles on Business & Human Rights
Fluency in English and Urdu
<i>Optional</i>
Fluency in Sindhi

## Application Requirements

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

- Overview of relevant experience;
- Proposed methodology and timeline;
- Detailed and transparent budget, preferably in EUROS, including time allocation and day rates.

In addition to skills, competencies and expertise, we will also consider value for money of proposals.

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.

## Annex 1: Districts where Better Cotton is grown

Province	Districts
Sindh	Mirpur Khas
	Matiari
	Tando Allah Yar
	Sanghar
	Umer Kot
	Khairpur
	Ghotki
	Dadu
	Jamshoro
	Sukkur
	Naushahro Feroze
	Nawabshah
Punjab	Sahiwal
	Multan
	Jhang
	Muzaffargarh
	Bahawalpur
	Khanewal
	Lodhran
	Vehari
	Rahim Yar Khan
	Mianwali
	Rajanpur
	Dera Ghazi Khan
	Layyah
Bahawalnagar	