

Request for Proposals: Labour Monitoring and Remediation Pilot in Nampula and Niassa, Mozambique

RFP n#: 2024-5-SA-LMRMZ

Location: Nampula and Niassa, Mozambique

Start date: 1 July 2024

End date: 31 March 2025



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All applications must be submitted via [this form](#).

You may submit questions to tender@bettercotton.org - RFP n#2024-5-SA-LMRMZ" until 5th June 2024.

Questions, requests and applications sent after the deadline (10 June 2024) will only be considered in exceptional circumstances.

Description

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 16 countries around the globe. More than a fifth of the world's cotton is now grown under the Better Cotton Standard and our membership network includes more than 2,500 members.

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

Background




We are seeking a consultant(s) or organisation to support Better Cotton in the design and pilot of a Labour Monitoring and Remediation system in Nampula and Niassa, Mozambique.

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 are committed to producing Better Cotton in line with our farm-level standard or “[Principles & Criteria](#)”. Most households have small plots, typically less than one hectare of rain-fed cotton, which they cultivate largely by hand. The majority of 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. It 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. Underscored by poverty, the challenges related to decent work at farm level are salient and widespread.

In developing and piloting a Labour Monitoring and Remediation system, Better Cotton and its partners aim to improve community engagement on farm-level labour practices and access to remedy for farming communities, including through targeted interventions to tackle the prevalent challenges such as child labour, occupational health and safety issues, and others – as identified through local risk mapping and prioritisation.

The introduction of a Labour Monitoring and Remediation system corresponds to Better Cotton farm standard’s new requirements applicable across Producer categories (Smallholder – SH; Medium Farms – MF; and Large Farms – LF) 5.1.1, 5.1.2 and 5.1.3, which provide that:

5.1.1	gender equality
A system is in place to regularly monitor risks and incidents of labour rights violations:	
<ul style="list-style-type: none"> i. Individuals responsible for the monitoring system are clearly identified, farmers and workers are represented in the operation of the monitoring system; ii. Where risks are identified, prompt actions are taken to address these and prevent their escalation. 	 <p>*LF with over 25 workers</p>
5.1.2	gender equality
All workers have access to impartial, effective and secure channels to raise concerns about rights violations and have these addressed. These mechanisms should use existing, credible grievance mechanisms or other systems where they exist.	
	
5.1.3	gender equality
Where labour rights violations occur, victims have access to protection and remediation. Confidentiality and safety of victims are protected throughout the process.	
	

As with all Better Cotton standard’s criteria, implementation needs to be translated into the local context, with creative approaches and solutions that are locally relevant, participatorily-designed and community owned, while still meeting the criteria’s overarching intent.

Scope of Work

The scope of this consultancy includes the following – **subject to final adjustments that will be decided in agreement with the selected consultant(s) or organisation:**

- Engagement with Better Cotton and its Programme Partners to build a clear understanding of the purpose and objectives of this pilot project, as well as key expectations.
- Lead and design in-person, Focus Group Discussions (FGDs) in Nampula and Niassa, with the objectives to:
 - Co-design a locally owned and context-relevant labour monitoring and remediation approach with Programme Partners, including relevant field staff (PU managers; field facilitators) and participatory engagement from farming communities, with adequate representation of women's and youth's perspectives. The discussions should also include other local / community / government stakeholders, as mapped and relevant.
 - Agree on relevant roles and responsibilities in operationalising the system, including with respect to data collection and monitoring of farm labour; grievance handling; remediation and support to address the issues identified.
 - Agree on relevant interventions to support remediation or mitigation of prevalent issues, and how they will be actioned, including those most affected by the identified risks and those who can be part of their resolution.
- Document the co-designed approach, including by outlining the responsibilities agreed to and assigned, as well as the remediation protocols. Translate this approach into accessible (visual) training and communication materials for communities and field staff involved in the pilot.
- Deliver in-person training and share developed materials with relevant Programme Partner staff and community members on the approach.
- Support baseline data collection, as per agreed approach – with particular emphasis on understanding who is working (labour profiles: gender; age; type of worker etc.); on what tasks; and under what conditions.
- Support analysis of baseline data collected to inform prioritised interventions on mitigation and remediation activities.
- Support actioning of mitigation and remediation activities, as prioritised.
- Document results and learnings from piloted LMR approach, including successes and challenges – with recommendations for improvement. Share and discuss these with Better Cotton and its Programme Partners.
- Drawing on pilot learnings and needs expressed by Better Cotton and its Programme Partners, support the development of locally adapted guidance materials on the set-up of an effective LMR system in Mozambique, including step-wise actions/activities to be undertaken; good practices, recommendations and lessons learnt (do's and don'ts); as well as concrete examples. Support also the pre-season training sessions organized by Better Cotton's Mozambique staff, with specific reference to the LMR roll-out process.

High-level Timeline

10 June 2024	Applications deadline All applications must be submitted via this form .
11 to 20 June 2024	Applications review & shortlisting / Interviews
By 21 June 2024	The successful applicant will be notified Unsuccessful <u>shortlisted</u> applicants will also be notified
01 July 2024	Start of the consultancy
By 10 July 2024	Consultations with relevant Better Cotton staff and Programme Partners held to clarify further the purpose and objectives of the pilot, as well as key expectations
By 16 August 2024	Focus Group Discussions in Nampula and Niassa undertaken
By 26 August 2024	Documented LMR approach submitted to Better Cotton and its Programme Partners for feedback
By 6 September 2024	Training materials developed and submitted to Better Cotton and its Programme Partners for feedback
By 30 September 2024	Training workshops undertaken
By 31 October 2024	Baseline data, per agreed approach, collected, analysed and submitted to Better Cotton and its Programme Partners for feedback
By 8 November 2024	Mitigation measures and remediation discussed, prioritized and actioned in collaboration with relevant stakeholders
By 30 November 2024	Support to training sessions with Programme Partners (including those not part of the pilot) on how to roll-out the first steps of the LMR, with context-relevant examples and recommendations.
By 7 March 2025	Analysis of mitigation measures and remediation actioned, and their relevance / effectiveness to date and submission of report on results, learnings, and recommendations from the pilot submitted to Better Cotton and its Programme Partners for review and comment

	Locally adapted guidance on LMR approach developed and submitted to Better Cotton and its partners for review and comment
By 31 March 2025	All deliverables completed and finalized – end of consultancy

Required Skills & Knowledge

Skills, Knowledge and Experience
<i>Essential</i>
At least 8 years of experience in rural development, including with a focus on child labour; gender or other areas of relevance to this assignment
At least a Bachelor's university degree in development studies or related subject
Prior experience designing and conducting training workshops and Focus Group Discussions, including with rural communities
Prior experience in designing quantitative and qualitative survey tools and supporting data collection and analysis, including in rural communities
Prior experience designing and supporting the roll-out of targeted development interventions or projects
Demonstrated understanding of the key challenges facing rural communities in Mozambique
Fluency in English, Portuguese, and other local languages of relevance, e.g., Makua etc.
Passionate about social impact with strong analytical and communication skills
<i>Optional/desired</i>
Prior experience engaging with private sector stakeholders, e.g., in project implementation
Good understanding of the stakeholder landscape in Nampula and Niassa

Application Requirements

Proposals responding to this Request for Proposals should be a maximum of 5 pages (excluding CVs), and include the following:

- Overview of relevant experience
- Proposed methodology and timelines
- Detailed and transparent budget, in EUROS

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. Better Cotton is also committed to working with individual(s) and organisation(s) committed to human rights and sustainability.

Evaluation Criteria

Proposals will be evaluated based on the following criteria:

Technical Evaluation Criteria

- Relevant professional experience of the proposed consultant(s) or organisation
- Availability and time to dedicate to this engaging assignment
- Demonstrated understanding of this RFP
- Feasibility of the proposed activity plan and timeline
- Quality and relevance of the proposal

Financial Evaluation Criteria

- Quality and clarity of budget provided
- Alignment of the budget to the activities outlined in the proposal
- Value for money