

**Fairtrade – NAPP is looking for a Consultant/Firm
To conduct an exploratory study on the Study on Drafting and Implementation of
Organizational Policies (Social and Environmental) among Cotton Producers in India**

TERMS OF REFERENCE

BACKGROUND INFORMATION:

Fairtrade NAPP was established in 2014 and is a member of Fairtrade International Producer Networks. Fairtrade NAPP supports and empowers Fairtrade certified farmers and workers across the Asia Pacific region. The producers share 50% ownership of the Fairtrade system and have an equal voice in all decisions that affect them. As a Producer Network, NAPP ensures their voice is heard in the system. Currently NAPP has 300+ Producer Organizations across 21 countries in Asia and Pacific Region supporting more than 260000 farmers and workers.

Fairtrade strengthens the position of farmers and workers in the value chain. By offering an alternative approach to trade NAPP supports producers in securing better markets, contributing to greater sustainable development in Asia Pacific region under Fairtrade – Network of Asia and Pacific Producers (NAPP).

NAPP being the official representative of Asian and Pacific Producers within Fairtrade Labelling Organizations (FLO) its mission is to connect disadvantaged producers and consumers, promote fairer trading conditions and empower producers to combat poverty, strengthen their position and take more control over their lives based on the below mentioned three pillars:

- To serve as an organ of representation, coordination, exchange and collaboration for the empowerment of small-scale farmers and farm workers from Asia and the Pacific within the framework of Fairtrade certification.
- To facilitate the incorporation of more producers to be able to join the Fairtrade movement in Asia and the Pacific through an existing wide range of products and services.
- To ensure that Asian and Pacific realities and conditions are taken into account while setting Fairtrade Standards without compromising on the basic principles of Fairtrade

NAPP is in the current stage of conducting an exploratory study to assess the Drafting and Implementation of Organizational Policies (Social and Environmental) among Cotton Producers in India. This study aims to identify interesting models or experiences, focusing on reducing vulnerability and achieving higher levels of social inclusion among such farmers to align with a global system of stronger governance. The study will also focus on having a better understanding on how the farmers are involved or what practices exist in Drafting and Implementation of Organizational Policies (Social and Environmental) among Cotton Producers in India.

For the above-mentioned exploratory study NAPP is looking for a Consultant/ Firm who would be able to do the exploratory study and to present its outcomes.

OVERALL SCOPE OF WORK

The service of a National Consultant/Firm is required in conducting an exploratory study that would specifically focus on:

- Analyse and reflect existing organizational policies available and in use by Fairtrade Cotton Producer Organizations in India.

- Explore the barriers and challenges in drafting and implementing organizational policies, like Social Protection, Proportional Representation, Environmental Policies and other policies.
- Identify the role of Farmer members - in developing such policies - Through sharing of their challenges, experiences and participation. Sharing of possible Methodology of implementing such models.
- Document good practices that encourage the level of participation of cooperatives at various levels to maximize their benefits.
- Identify the areas where interventions are likely to be the most enabling and thus effective to provide opportunities for NAPP to work with producer organizations towards reducing vulnerability and increasing their opportunities towards a participatory mode of drafting the policies.
- Review, recommend and examine the opportunities and constraints for drafting, mainstreaming and making organizational policies accessible to farmers, and for NAPP to strengthen the same at the farmers level in the regions.

QUALIFICATIONS AND KNOWLEDGE REQUIRED:

- Advanced degree in Agriculture, Development management, Cooperative management, Media and Communication, rural management, sociology, social work, public administration or law.
- At least 2 years of experience working in the area of Agriculture, Supply chain management, producer support and relations including interaction with various range of stakeholders involved in this area.
- In addition to a strong background on inclusion and integration the Consultant/Firm should be familiar with other cross-cutting issues related to, gender, human rights, civil society partnerships and child participation.
- Previous involvement in exploratory studies, situation analysis, report writing and formulation of recommendations.
- Prior experience working directly with various NGOs on issues related to agriculture, farming, supply chain management, producer companies, go green initiatives, organic farming etc.,
- Familiarity with the rights-based approaches, community organisation, co-operatives and Producer Companies and with National Laws applicable.
- Availability for continuous/regular work during the three months period starting at the earliest.

OUTPUTS TO BE DELIVERED BY THE END OF THE ASSIGNMENT

The consultant/Firm is expected to submit the exploratory study report based on the objective that would highlight the following:

- A summary on Drafting and Implementation of Organizational Policies (Social and Environmental) among Cotton Producers in India and initiatives addressing the same in relation to Fairtrade practices.
- Methodology followed during the course of research
- Examples of good practices to enable the farmers groups, NAPP and other stake holders to come together to draft organizational policies and put systems as a point of reference to work towards better governance and thus towards enhancing Fairtrade practices for sustainable development.
- Recommendations for NAPP to take forward its work on reducing the vulnerability among the farmers groups through social inclusion and in strengthening Fairtrade practices to share the impact of the same.
- To identify and to report on best practices in the regions which can be used as case study materials.

Available Budget:

The budget allocated is 1000 Euros for this internal research project.
The deliverables include:

1. Research Draft explaining the methodology
2. Research Final Report
3. Research Dissemination and Learning Presentation

Time Line & Nature of the study

Timeline: The exploratory study is intended to start by the mid of December 2020 and is to be completed by the end of March 2021 (a time period of three months).

The study is intended to be an exploratory in nature with a combination of desk reviews, references and supported by limited field level research in relation to identifying best practices and case study materials.

Details of TOR submission:

Interested Consultants/Firms/Organizations should email expressions of interest and an operational plan (preferably with the proposed methodology of the study and including CVs of the study team) to research@fairtradenapp.org on or before **2nd December 2020**. All expressions of interest should quote “**Organizational Policies-Cotton Producers-India**” on the Email subject line.