



Terms of Reference

Contextual Analysis of Workers in Coffee Small Producer Organizations

1. Background

Based on Fairtrade International's (FI) 2021-2025 strategy, the Fairtrade System seeks to grow impact for smallholders and workers. Fairtrade strive to enable smallholders to earn a living income by selling significant volumes under Fairtrade conditions and eventually be able to pay a living wage to their workers.

FI members recognize that strategies, standards, programs and projects are in place to ensure the rights and wellbeing of SPO and HL workers, however there is a need to better understand the nature and types of SPO labour, starting with cocoa, banana and coffee. The system aims to identify and define different workers' categories in cocoa, coffee and banana farms in different countries and regions, to be able to make feasible commitments towards improvements in livelihoods, access to workers' rights, health and safety, workers wellbeing and deliver on them.

In discussions on workers' rights and benefits in SPOs, the PNs, Fairtrade International and leading NFOs agree that the Fairtrade system should develop a Worker in SPOs Strategy. The work around the development of this strategy will be guided and supported by a Steering Committee with PN, NFO and FI participation.

Fairtrade started in 2019 a consultancy with Tulane University on cocoa in Africa and Banana in Latin America, consisting in a desktop study and on the ground contextual analysis; outcomes of the latest are still pending. In steering committee meetings of September and December 2019, the need to add coffee was discussed and the PNs were asked to send a proposal on how best to build on the outcomes from the Tulane consultancy and start consultation on coffee with producers, their networks, traders and experts on labour in smallholder upsets.

In a wide range of countries and regions a contextual analysis is needed to understand the nature and types of labour engaged in SPO farming. On-the-ground labour realities (baselines) enable us to identify and define existing challenges and make concrete proposals to improve access to workers' rights and wellbeing. Proposals should be tested through pilot interventions.



The lessons learned out of the pilots will enable the design of a Workers in SPO Strategy, containing tools, processes, guidelines and methodologies.

2. Objectives

- Identify different categories of (formal and informal) workers.
- Define challenges faced with regards to access to workers' rights, workers wellbeing and workers health and safety per category as referred to above.
- Provide recommendations for improvements in standards, services, programs and projects for Fairtrade certified SPO coffee in Latin America, Africa and Asia

3. Scope

The contextual analysis and mapping will take place in 4 countries in Latin America and the Caribbean, 4 in Africa and 2 in Asia, selecting 2 Fairtrade certified coffee SPO per country and their geographical region of influence. In Africa sample SPOs in the following countries Ethiopia, Uganda, Tanzania, and Kenya. In Latin America Brazil, Colombia, Honduras and Nicaragua and in Asia, Indonesia and Vietnam.

The contextual analysis should include primary data collection and be complemented with existing desktop/system data:

- Fairtrade system data, including provisions on the existing SPO standard
- Previous relevant studies commissioned by Fairtrade system (Ergon, Basic, Tulane)
- National and international workers' rights frameworks and recommendations (WRAC)
- Programs and best practices promoting workers' rights, health, safety and overall wellbeing.
- National relevant government data from offices like cooperative agencies, social affairs offices and coffee authorities

4. Research Questions

a. Which are the most typical working arrangements and workers' rights, wellbeing, health and safety conditions in Fairtrade certified coffee SPOs?



b. What are legal, economic, political, cultural or social factors that influence these working arrangements?

c. What is the livelihood conditions of workers hired by Fairtrade certified coffee SPOs and/or by SPOs members?

d. Which measures, programs and projects are in place with positive impact on workers' rights, wellbeing, health and safety and livelihoods.

All questions should also be looked at with a gender lens.

5. Methodology

The researcher will apply a contextual analysis method to assess, within the context of its setting, the qualities that characterize the working arrangements and livelihood conditions of coffee workers in geographical areas of influence of Fairtrade certified SPOs.

The researcher is requested to conduct a review and report on existing data sources mentioned above prior to data collection. The primary data collection will be focused on responding to the Research Questions stated in the previous section. The methods for data collection should be in line with Tulane's University data collection structure and include, but not limited to:

- Semi-structured interviews with key stakeholders to assess workers arrangements and workers' rights,
- Focus Groups Discussions with workers to identify risks assessments for probability and impact, and
- Workers survey to assess their livelihood conditions
- A contextual analysis and mapping of coffee workers in Fairtrade certified SPOs in Latin America, Africa and Asia, including workers that are directly hired by the SPOs as well as the producer organization members in all existing arrangements
- Workshops with the Latin American, African and Asian Coffee Networks with regards to desktop and on the ground findings, with the aim to make realistic recommendations for improvements
- Interviews and possibly focus groups discussions with relevant NFOs, FI experts, Labour experts, national governments of the countries included in this research, the Coffee Help desk and traders to discuss the desktop and on the ground findings, with the aim to make realistic recommendations for improvements
- Interviews with Producer Networks key representatives and staff.



Among the stakeholders, the researcher should consider the following groups:

- Coffee Networks in Latin America, Africa and Asia
- Coffee Network CAN
- NFOs
- FI experts
- Traders
- WRAC
- Other Key international and in-country stakeholders such as Work Ministry, ILO, etc
- Trade and workers Unions
- Government Regulatory Office

Given the pandemic situation, it is recommended for the researcher to work with local consultants in-country for primary data collection. The Fairtrade Producer Networks can provide support in identifying these local consultants, if needed.

6. Deliverables

The internal researcher should deliver the following products:

- a. An inception report which includes the analysis of existing data and documentation as well as the detail methodological approach and plan for primary data collection.
- b. A draft report with contextual analysis, challenges and possible future implications for the Fairtrade standards and recommendations for the Fairtrade system strategy to improve workers livelihoods, wellbeing, health and safety and access to rights. The contextual analysis should respond to the research questions previously mentioned. The report should be 70 pages maximum including annexes.
- c. Validation workshop with key stakeholders defined by the research steering committee.
- d. Webinar presenting the main findings and key recommendations.
- e. Any photographs and/or video footage from the research.
- f. All raw data collected through the research process.



7. Proposal Submission and deadline

Interested consultants/organisations should submit a Proposal with supporting documentation as an appendix electronically clearly marked “Proposal to provide contextual analysis of workers in coffee SPO’s” **by August 13th** to the email address: adquisiciones@clac-comerciojusto.org , or any questions concerning this TOR.

Please note that all application materials will be shared internally within the 3 Producer Networks.

Your submission of a proposal will be taken as de-facto consent to share your personal data with those on the committee.