

CALL FOR EXPRESSION OF INTEREST

The ILO is searching for a consultant to undertake a needs assessment for fighting child labour and improving occupational safety and health in the coffee and tea supply chains in Uganda through cooperative development with a focus on women empowerment. The consultancy should take approximately 30 working days to be completed, with work expected to be undertaken during the period May – August 2024. Please see the attached TOR for further details.

Type of contract: External Collaboration Contract

Duration of the contract: May – August 2024

Application deadline: 10th April 2024 (Midnight Geneva time)

Desired profile of the consultant

- i. Advanced University Degree in Social Sciences, Rural Development, Economics, or other relevant fields;
- ii. At least seven years of experience working on topics related to decent work, rural development (cooperative development) and/or international labour standards (in particular OSH and/or child labour), at national and/or international level, with specific reference to Uganda, and preferably targeted districts or sectors;
- iii. Demonstrated experience in conducting gender-responsive institutional needs and capacity assessments to inform capacity building support;
- iv. Experience developing data collection tools and conducting primary qualitative research, particularly on issues relating to rural development, rights promotion, access to finance and labour markets; and
- v. Excellent analysis and report writing skills in English, including the ability to develop presentations and deliver them to national level stakeholders.

Proposal submission

The consultant will be selected through a competitive process from amongst qualified consultants. Interested consultants must send their application to the following email klaprocedurement@ilo.org, **by 10th April 2024 (Midnight Geneva time)** specifying the subject: “Consultancy: Needs assessment for fighting child labour and improving OSH in the coffee and tea supply chains in Uganda through cooperative development with a focus on women empowerment”. Shortlisted candidates will be interviewed.

1. The CV of the consultant(s) highlighting previous work that are relevant to the context and subject matter of this assignment;
2. A technical proposal, describing the methodology to be implemented (no more than 2 pages) and a tentative timeline to conduct the work between 1 May and 30 August;
3. A financial offer, confirming the candidates’ daily professional fees for a total of 30 days, and encompassing all costs related to the consultancy, including travel expenses.

Terms of reference

Consultancy for a needs assessment for fighting child labour and improving occupational safety and health in the coffee and tea supply chains in Uganda through cooperative development with a focus on women empowerment

1. Background

a. Context

Fundamental principles and rights at work are the enabling conditions for decent work and sustainable economic growth. They provide the foundation on which equitable and just societies are built. Without their realisation in law and practice, neither the ILO's Decent Work Agenda nor the wider 2030 Sustainable Development Agenda can be achieved.¹ Mutually interdependent and reinforcing, they are the starting point for a virtuous circle of effective social dialogue, better incomes and conditions for workers, increased consumer demand, more and better jobs and social protection, rural development, rising enterprise productivity, and of formalizing the informal economy. Deficits in one right are particularly pronounced when other fundamental principles and rights at work are not respected.

In Uganda, the International Labour Organization (ILO) is implementing several projects focused on promoting fundamental principles and rights at work, specifically carrying out common and/or coordinated actions for promoting the right to a safe and healthy working environment and eliminating child labour.

'Accelerating action for the elimination of child labour in supply chains in Africa' (ACCEL Africa) is a regional project funded by the Ministry of Foreign Affairs of the Netherlands. It takes an innovative systems approach to addressing child labour, moving away from project-based downstream interventions to focus on strengthening existing systems that are critical to addressing the root causes of child labour. The project aims to achieve three interdependent outcomes at sub-national, national, regional and global levels: (i) the strengthening and enforcement of policy, legal and institutional frameworks to combat child labour in global supply chains; (ii) the institutionalization of innovative, evidence-based solutions that address the underlying causes of child labour within these supply chains and; (iii) the scaling up of strategies that address these root causes through knowledge sharing, strategic partnerships and financing. In its second phase, the focus countries for intervention are Cote d'Ivoire, Ghana, Kenya, Mali, Nigeria, and Uganda, working in the cocoa, coffee, cotton, gold, and tea supply chains.

The *'Ending Child Labour in Supply Chains'* project funded by the European Union and implemented by the ILO (lead agency), UNICEF, Food and Agricultural Organization and the International Trade Centre aims to address the root causes of child labour through an area-based approach. The focus is primarily on the coffee supply chain and leverage existing efforts in the minerals supply chain, particularly in cobalt production. The action will be implemented over a period of 40 months (May 2023-September 2026) in Honduras, Uganda and Viet Nam, which are important coffee producers, and the Democratic Republic of Congo (DRC), the world's leading producer of cobalt. The project envisions collaboration with the private sector through the Child Labour Platform.

In 2023, Uganda was among the three countries where the *ILO Vision Zero Fund* launched a campaign to advocate for the right to a safe and healthy coffee supply chain. The campaign included a multi-stakeholder workshop aimed at contextualizing campaign messages to the local setting and promoting collective action and social dialogue to address safety and health concerns of coffee workers. Through

¹ https://www.ilo.org/wcmsp5/groups/public/@ed_norm/@ipec/documents/publication/wcms_648801.pdf

awareness-raising and capacity-building activities, the Fund remains committed to disseminating knowledge of good practices and innovative approaches to advance towards these objectives.

b. Cooperatives in Uganda

Uganda is one of the few British Colonies that advocated for the establishment of cooperatives as early as 1900.² The history of cooperatives in Uganda can be traced back to 1913, when four farmers in the Mubende District decided to market their crops collectively.³ Despite several challenges, cooperatives in Uganda continue to offer employment opportunities to many people, especially women and the youth. They have contributed to poverty reduction through the establishment of income generating activities and the offering of employment opportunities. Cooperatives provide social protection through advocacy, collective registration or access to finance. The establishment of specialized innovative cooperative enterprises, such as rural electrification, rural water, and indigenous community service farms is likely to enhance development in the rural areas.⁴

As values-based organizations, cooperative enterprises, are well-placed to advance and advocate for fundamental principles and rights at work such as the effective abolition of child labour, and the right to a safe and healthy working environment, through various ways, including members' economic participation, democratic decision-making, member education and training, and various services they offer to their members and communities at large.

Box 1: What is a cooperative?

A cooperative is defined by the International Co-operative Alliance and the International Labour Organization as **“an autonomous association of persons united voluntarily to meet their common economic, social, and cultural needs and aspirations through a jointly-owned and democratically-controlled enterprise.”**⁵

The ILO *Promotion of Co-operatives Recommendation*, 2002 (No 193) calls for measures to promote the development of cooperatives.

c. The cooperative advantage

Efficient member-based organizations such as cooperatives contribute to addressing child labour issues within their business and at the community level. Cooperatives have a specific role to play in rural areas where agriculture is a dominant form of economic activity, and where public services are often limited.

Likewise, cooperative values and principles lend themselves naturally to the promotion of occupational safety and health (OSH) for their members and workers. They are also well suited to facilitate collective and individual access to OSH services. The ILO has long drawn on the strength of the cooperative model to promote decent work. This was done, among others, by helping cooperatives at different levels to:

- Ensure that cooperative business operations and supply chains are child labour free;
- Engage in awareness-raising campaigns among their members and in the communities in which they operate;
- Improve productivity and incomes for adult members;
- Stimulate decent youth employment through training and education programmes;

² https://ilo.primo.exlibrisgroup.com/discovery/delivery/41ILO_INST:41ILO_V2/1258079890002676

³ <https://www.mtic.go.ug/wp-content/uploads/2019/09/Overview-of-Cooperatives-in-Uganda.pdf>

⁴ https://ilo.primo.exlibrisgroup.com/discovery/delivery/41ILO_INST:41ILO_V2/1258079890002676

⁵ <http://ica.coop/en/whats-co-op/co-operative-identity-values-principles>

- Provide training to help cooperatives realize what they can potentially gain from improving OSH conditions of their members and workers, guiding them in the identification of services that will facilitate access of female and male members and workers to skills and resources necessary for safe and healthy work practices and conditions;
- Provide social protection through micro-insurance to protect families from occupational hazards, grievous workplace injuries, illness or loss of breadwinners, and ensure access to healthcare;
- Incorporate child labour issues in curricula of cooperative colleges and training programmes of cooperative support institutions;
- Engage in social dialogue with government, workers' and employers' associations, and other stakeholders; and
- Encourage national and multinational companies to adopt policies prohibiting child labour along value chains.⁶

In addition, considering the values and principles they promote, cooperative businesses have a role to play in the economic and social empowerment of women. Cooperatives managed by and for women can offer them interesting opportunities to have control over their economic activities, especially in situations where these women are faced with social and cultural constraints likely to limit their ability to participate in the world of work. Cooperatives contribute to equality between men and women, not only through, in several countries, a growing proportion of women among their members, but by broadening almost everywhere the field of possibilities offered to women in local economies and societies. Challenges do exist nonetheless: Women tend to be marginally represented in traditional cash/ export crop-related cooperatives e.g. coffee, cocoa, cotton, tobacco, in which crop ownership is mostly male. Women are more numerous and rising in numbers in subsectors such as fruits, spices, cereals and dairy, where land ownership is less critical and capital requirements lower.⁷ In Uganda, women lack access to the land, coffee trees and finance needed to earn a living from coffee farming and are under-represented within coffee cooperatives. Women provide the bulk of low-paid labour in Uganda's coffee sector, yet it is men who market the coffee, run the cooperatives and have control over the majority of the profits.⁸

Therefore, it is important to understand the constraints that cooperatives and their members, men and women, face in responding to child labour and what needs to occur to enable lasting reductions in child labour.⁹

2. Scope of the assignment

The main objective of the consultancy is to carry out a gender-responsive assessment of the capacities and needs of the coffee and tea cooperative enterprises and other similar producer organizations¹⁰, that provides for an understanding of their potential to address issues related to child labour in their various activities, and to improve occupational safety and health. The assessment will also help to identify opportunities for economic and social empowerment of women given the specific challenges they face in the tea and coffee sectors.

Although the assessment intends to be national, particular attention is expected to be paid to cooperatives operating in the greater Mbale and Masaka region, including the districts of Kalungu, Masaka, Manafwa, Bulambuli, Sironko, Kyenjojo and Kabarole.

⁶ Op. cit.

⁷ ILO: *Cooperatives and the Sustainable Development Goals – a contribution to the post-2015 development debate, a policy brief* (2014)

⁸ Farm Africa: *Gender and the coffee value chain in Kanungu, Uganda*.

⁹ ILO: *Child labour in the Tanzania tobacco industry: An analysis of the value chain* (2010)

¹⁰ This refers to self-help organizations not registered as cooperative enterprises but operating along the same principles and values (including self-help, self-responsibility, democracy, equality, equity and solidarity)

Specific tasks to be conducted under this consultancy include:

1. Carrying out an initial gender-responsive review of existing literature on cooperatives, child labour and occupational safety and health in the coffee and tea value chains in Uganda, with a particular focus on the targeted districts.
2. Preparing an inception report that includes a summary of the literature review conducted under 1; proposed research questions; description of the proposed methodology for conducting the assessment; and draft data collection tools to be implemented.

Research questions are expected to include the following:

1. Structure, Governance and Services provided by cooperatives:

- a. What is the estimated number of the largest cooperatives and similar self-help organizations operating in the tea and coffee supply chains in the targeted districts?
- b. What are their main strengths and weaknesses in terms of leadership, governance, membership, gender dynamics (% of women in leadership, % of women members), market access, and their economic viability?

2. Role of cooperatives in advancing fundamental principles and rights at work:

- a. What are the main challenges that cooperatives in the targeted supply chains and districts face in fighting child labour / improving coffee and tea growers' occupational safety and health / empowering women?
- b. Are they implementing any specific initiatives to prevent and eliminate child labour and/or improve safety and health and/or empower women?
- c. How can they use their existing and potential roles to address child labour and/or improve workers safety and health and/or support women empowerment?
- d. Are there any economically viable alternative for cooperatives' members to address their need for labour while preventing them from possible use of child labour?
- e. How can OSH be an enabler for promoting the elimination of child labour, in particular hazardous work?

3. Business development ecosystem

- a. Which are the relevant cooperative support organizations (i.e. business development service providers for cooperatives, training institutes, NGOs etc.) operating in the coffee and tea value chains?
- b. What are their main strengths and weaknesses when supporting cooperatives to fulfil their role?
- c. Are there any concrete opportunities for cooperative development for farmers?
- d. What are the main skills gaps and training needs for cooperatives, other producers' / farmer's organizations, and cooperative support organizations, including in relation to promoting fundamental principles and rights at work?

Data collection tools are expected to include questionnaires for conducting semi-structured interviews and focus group discussions with relevant stakeholders such as cooperatives and organizations (incl. financial and producers' cooperatives, producers' organizations, cooperatives members), government representatives (e.g. National Council of Cooperatives, Ministry of Gender, Labour and Social Development, etc.), cooperative support organizations, national employer's and worker's organizations, and NGOs, among others.

The main objective of the interviews will be to gather in-depth information, including factual information as well as perceptions on the current situation and potential for cooperative development, potential for cooperatives to address child labour, promote women empowerment and

improve occupational safety and health in their operations and their members' operations, and the integration of youth in existing cooperatives (as members or employees).

The consultant should take specific measures to ensure the inclusion of women and youth as interviewees. The inception report should also include an interview/FGD plan.

3. Validate the inception report with ILO, incorporate comments received and finalize.
4. Implementing the methodology and gathering the following information:
 - a. Mapping cooperatives and similar self-help organizations operating in the tea and coffee supply chains in the targeted districts, based on a value chains approach;¹¹
 - b. Identifying the strengths and weaknesses of cooperatives in terms of leadership, governance, membership, infrastructure, gender dynamics, market access, and their economic viability;
 - c. Identifying specific initiatives and challenges faced by cooperatives in fighting child labour and in improving coffee and tea growers' occupational safety and health as well as specific challenges faced by women;
 - d. Identifying relevant cooperative support organizations (i.e. business development service providers for cooperatives, training institutes, NGOs etc.) operating in the coffee and tea value chains;
 - e. Identifying the strengths and weaknesses of cooperative support organizations to fulfil their role of providing support to primary cooperatives as well as women-led cooperatives;
 - f. Identifying concrete opportunities for cooperative development for farmers, as well as economically viable alternative to address their need for labour thus preventing them from possible use of child labour. The opportunities should also cover women empowerment in the select value chain sectors¹²;
 - g. Identifying and analysing skills gaps and specific training needs for cooperatives, other producers'/ farmer's organizations, and cooperative support organizations, and review the potential of existing ILO tools in addressing these gaps;¹³
 - h. Providing recommendations on how cooperatives could use their existing and potential roles (e.g. service provision, membership support, member education, concern for community, training, etc.) to address child labour in coffee value chain and improve workers' safety and health as well as support women empowerment. If possible, recommendations will include a list of cooperatives that could be considered as potential beneficiaries by the ILO.
5. Preparing the draft assessment report, containing the information detailed above. Receive and incorporate comments from the ILO.
6. Carry out a presentation of the revised report, as per ILO comments, to the ILO and key stakeholders.¹⁴ OSH The presentation should include a summary of the main findings and recommendations. Receive comments from the ILO, incorporate and finalize report.

¹¹ The mapping will provide basic information such as the main crops and produce of each organization, type of organization, information on membership, production capacity etc.

¹² This will include the identification of good practices on the role of cooperatives in enhancing women empowerment in the target value chains.

¹³ This will include a review of ILO tools such as Think.COOP, Start.COOP, My.COOP and awareness raising package The Role of Cooperatives in Eliminating Child Labour to assess their relevance.

¹⁴ This validation workshop will be convened by the ILO, in consultation with the consultant.

The consultant will work under the direct supervision of the National Project Coordinator of the Ending Child Labour in Supply Chains project, who will work in close collaboration with the ILO's Cooperatives Unit, the ACCEL project and the ILO Vision Zero Fund initiative (LABADMIN/OSH).

3. Outputs

Specific deliverables expected include the following:

Deliverable	Explanation	Time required	Deadline
1-Inception report / work plan	This document should include: <ul style="list-style-type: none"> Summary of the literature review (including bibliography reviewed or to be reviewed); Gender-responsive research questions; Detailed explanation of the proposed methodology to be used for the study Detailed work plan with information on the stakeholders to be interviewed, travel plan and timeline; Data collection tools to be used; Draft table of content for the report. 	5 days	A week after the start date of the consultancy
2- Draft report (between 30 and 40 pages, excluding annexes)	In line with the agreed table of content for the report and detailing the specific task discussed above, the consultant shall prepare a draft report and share with ILO and stakeholders for input	21 days (including field visits to targeted locations)	6 weeks after the start of the consultancy
3-Presentation of findings for validation	After the initial inputs by ILO and stakeholders, the consultant will review the report, prepare a short presentation, and present the main findings to ILO staff and other relevant stakeholders in a validation workshop (to be convened by the ILO).	2 days (including preparatory work)	8 weeks after the start of the consultancy
4-Final report (between 30 and 40 pages, excluding annexes)	Based on the inputs provided by ILO and the stakeholders at the validation of the report, the Consultant shall review the report and submit a final clean copy to the ILO.	2 days	10 weeks after the start of the consultancy

All deliverables should be submitted in English, in a .doc or .ppt format, as relevant.

4. Qualifications required

- vi. Advanced University Degree in Social Sciences, Rural Development, Economics, or other relevant field;
- vii. At least seven years of experience working on topics related to decent work, rural development (cooperative development) and/or international labour standards (in particular OSH and/or child labour), at national and/or international level, with specific reference to Uganda, and preferably targeted districts or sectors;
- viii. Demonstrated experience in conducting gender-responsive institutional needs and capacity assessments to inform capacity building support;
- ix. Experience developing data collection tools and conducting primary qualitative research, particularly on issues relating to rural development, rights promotion, access to finance and labour markets and;

- x. Excellent analysis and report writing skills in English, including the ability to develop presentations and deliver them to national level stakeholders.

5. CALL FOR PROPOSALS

Type of contract: External Collaboration Contract

Duration of the contract: May – August 2024

Application deadline: 10th April 2024 (Midnight Geneva time)

The consultant will be selected through a competitive process from amongst qualified consultants. Interested consultants must send their application to the following email klaprocurement@ilo.org, **by 10th April 2024 (Midnight Geneva time)** specifying the subject: “Consultancy: Needs assessment for fighting child labour and improving OSH in the coffee and tea supply chains in Uganda through cooperative development with a focus on women empowerment”.

- 4. The CV of the consultant highlighting previous work that are relevant to the context and subject matter of this assignment;
- 5. A technical proposal, describing the methodology to be implemented (no more than 2 pages) and a tentative timeline to conduct the work between 1 May and 30 August 2024;
- 6. A financial offer, confirming the candidate’s daily professional fees for a total of 30 days, and encompassing all costs related to the consultancy, including travel expenses.

Shortlisted candidates will be interviewed.