

# Call for bids

## Tools to support waste picker rights in FMCG company supply chains

**[This is a revised version of a similar call for bids advertised between Monday 20th September and Monday 5th October. This replaces the previous call for bids.]**

### Background

Public awareness of the scale and impacts of plastic pollution - and the role of fast-moving consumer goods (FMCG) companies in contributing to this - is increasing. For example, see Tearfund's [Rubbish Campaign](#) highlighting the role of The Coca-Cola Company, PepsiCo, Nestlé and Unilever. Public awareness and pressure has resulted in large numbers of companies exploring or establishing voluntary Extended Producer Responsibility (VEPR) schemes in low- and middle-income countries, to demonstrate that they can collect their waste plastic. VEPR schemes immediately bring FMCG companies into contact with the existing informal waste sector (IWS). In addition to EPR schemes (voluntary or mandatory), companies also come into contact with waste pickers through their procurement of post-consumer resin (PCR) for their packaging. The amount of PCR procured is on the rise, as many companies have committed to increasing the percentage of recycled content in their plastic packaging. In both scenarios - EPR schemes and the procurement of PCR - the relationship between FMCG companies and waste pickers will often be via a supply chain, including a Producer Responsibility Organisation (PRO) in the case of EPR (or an NGO or SME in smaller pilots), and recyclers in the case of procurement. While FMCG companies will rarely be in direct contact with waste pickers, the UN Guiding Principles on Business and Human Rights affirm that companies have a responsibility not only to avoid causing or contributing to adverse impacts on human rights, but also to seek to *prevent or mitigate impacts that are linked to their operations, products or services by their business relationships, including their supply chains*.

Tearfund's waste picker rights advocacy programme is focussed on developing and agreeing a set of principles to guide fair partnerships between FMCG companies and the informal waste sector, as well as guidance on how these can be implemented and monitored in FMCG company operations and supply chains. These draft principles were first circulated in January 2020 and have since undergone revision, informed by comments from both FMCG companies and waste picker representatives, and learning from various research projects. While the exact wording of the principles is yet to be agreed, we are clear on some of the key areas that need to be addressed, such as income security, safe and fair working conditions, movement up the value chain and child labour. And a key priority is to ensure that waste pickers are treated as equal and active participants in EPR schemes, in decision-making related to collection and recycling programmes, and in multi-stakeholder platforms.

## The project

Tearfund is seeking to develop “tools” (guidance/resources) to help support the implementation of the guiding principles in both EPR schemes, and in PCR supply chains. This call for bids focuses on PCR supply chains only.

Tearfund research suggests that while there are a plethora of responsible business tools and approaches being used by companies in their human rights due diligence practices in formalised supply chains, there is a lack of publicly available resources for companies to use to assess and manage human rights issues amongst workers within informal supply chains. While there are a small number of organisations and consultancies developing proprietary tools specifically focussed on FMCG companies' engagement with the informal sector, these are not yet publicly available.

## Tools to support waste picker rights in FMCG company supply chains

In order to ensure human rights due diligence throughout all relevant supply chains, we believe that tools and guidance are needed to guide FMCG companies through the following process:

1. MAPPING of plastic waste supply chains, value chains and stakeholders in a specific context.
2. PARTICIPATORY ASSESSMENT AND ANALYSIS of human rights risks, root causes and priority concerns of waste pickers in particular contexts.
3. PARTICIPATORY ACTION PLANNING to integrate waste pickers in ways that address human rights risks and waste picker priorities.
4. IMPLEMENTATION of action plans.
5. MONITORING, VERIFICATION and REPORTING.

The tools developed within this initial work package will focus on Stage 1. A separate TOR will be circulated at a later date for Stage 2. The tools should be designed for use by FMCG companies.

*Stage 1 - mapping of plastic waste supply chains, value chains and stakeholders in a specific context.*

Supply chain mapping is an exercise by which a company<sup>1</sup>:

- collects information on its suppliers and sub-suppliers;
- discovers the relationships and interdependencies among the supply chain tiers;
- understands the people involved in the process and their behaviour patterns;
- increases the traceability and transparency of the entire supply chain.

In the context of plastic waste, mapping should lead to the ability to trace products through the chain wherever value is added, from the production and purchase of PCR products, to recycling, to aggregation and sorting, through to plastic waste collection.

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<sup>1</sup> FLA ENABLE Training Toolkit - Implementing Responsible Sourcing and Production in Agricultural Supply Chains. MODULE 2: Integrating Human Rights into Business

Tools are needed for in-depth mapping of the plastic waste supply chains, and value chains, and the specific role of waste pickers within these. These mapping tools will enable better understanding of the number of waste pickers within the supply and value chains, and factors such as their sex, age and ethnicity. The tools will enable better understanding of the nature of waste pickers' work in that particular country context (including income and conditions), and the nature and extent of child labour. They will also increase understanding of how waste pickers are organised, their participation in policy processes and forums, and how best to approach collaboration with waste pickers (those who are organised and those who are not) in a specific context.

This project will develop guidance on how to conduct such mapping of the plastic waste value chain in a particular context. Ultimately, the tools need to be applicable at a scale that informs national or state-level procurement. The consultant should advise on the level of sub-analysis required to build up a picture at this scale.

The mapping tool(s)/guidance should be as clear and practical as possible. They should outline the correct questions to be asking in such a mapping exercise, and give guidance on appropriate data sources and data collection methods to be used in answering the questions. They should also advise on analysis and presentation of data findings.

### **Methodology**

1. Review relevant supply chain mapping guidance and tools that are publicly available for other supply chains. Tearfund has commissioned a scoping study of social responsibility approaches, guidance and tools that will serve as a useful starting point for this stage in the project.
2. Conduct semi-structured interviews with key stakeholders (to be identified together with Tearfund) to inform the tools.
3. The consultant(s) will then use the information from steps 1 and 2, coupled with their own experience and expertise, to develop the draft tools and guidance for this project.

### **Outputs**

A draft guidance resource/"tool" that will support and guide FMCG companies and other stakeholders to implement Stage 1 of the five-stage process.

### **Consultant(s)**

We invite quotes from a consultant, team of consultants or organisation with:

- ***Expertise in human rights due diligence***  
We are looking for consultant(s) with an excellent understanding of, and expertise in, human rights due diligence processes in FMCG company supply chains, and the tools currently available to support these.
- ***Understanding of the informal waste sector***

They will also have an excellent understanding of the informal waste sector - the vital role waste pickers play, as well as the human rights challenges they face - and they will understand the issues relating to the integration of the informal waste sector in waste management systems (led by either municipalities or industry).

- **Experience in developing ‘tools’ - guidance/resources**

The consultant(s) will have experience in the development of participatory tools or practical guidance and resources, and they will have excellent English written communication skills.

### Resources and timeline

The budget for this project is £8,000 and we propose the following timeline:

Project phase	Activity	By when
Recruitment	Call for bids circulated	7th October
	Deadline for acceptance of bids	18th October
	Consultant(s) selected	20th October
Phase 1	Briefing meeting with Tearfund	21st October
	Outline proposal of the tool(s) to be produced and process to be followed	5th November
	Comments from Tearfund on outline	10th November
Phase 2	Draft 1 of tool(s)	3rd December
	Comments from Tearfund and others	10th December
Phase 3	Delivery of draft 2 of tool(s) taking on board comments from Tearfund and others	17th December

### Submission details

Please submit a bid explaining:

1. Your relevant experience and expertise (max 1 page). If more than one person will work on this project, please also name the individuals that will conduct the research and their related experience/expertise. Please also include CVs.
2. The approach that you will take to the project, referencing (or attaching) any similar work that you intend to draw on (1-2 pages, with further information as annexes if required).
3. A breakdown of your costs including the number of days and the day rates for each individual as well as other relevant costs.

Please send these to [mari.williams@tearfund.org](mailto:mari.williams@tearfund.org) by 17.00 GMT on 18th October 2021.