

Stronger Together Spain: Call for Expressions of Interest

Stronger Together is looking for a Spanish/Spain based partner organisation/consultant(s) to implement the first phase (6 months) of a contextualised and locally owned project to tackle human rights and labour violations in the Spanish horticulture sector. In short, activities and outputs in this phase include:

- Desk research and report on labour issues, violations and applicable legislation in the Spanish horticultural sector
- Engagement with local growers, industry bodies, unions, NGOs, Spanish retailers and government actors with the aim to gain interest and ownership for a programme that equips Spanish growers with the tools and skills to prevent, monitor and respond to forced labour
- Delivery of three 1-hour training sessions at the Spanish Regional Ethical Growers Forums in Huelva (19 March), Almeria (21 March) and Murcia (22 March)
- Development of contextualised toolkit targeting Spanish horticultural businesses (based on Stronger Together UK toolkit) to provide practical guidance, steps and tools to tackle forced labour and exploitation in the sector
- Development of a project proposal (in close cooperation with Stronger Together UK) for Phase II-IV of the programme (development of further resources, implementation and evaluation)

About Stronger Together

Stronger Together is a business led, multi-stakeholder collaborative initiative whose purpose is to support organisations to tackle forced labour within their businesses and supply chains. We work on a non-profit basis and provide clear guidance and pragmatic resources and training to support employers and labour providers in at risk sectors to deter, detect and deal appropriately with forced labour, labour trafficking and other hidden labour exploitation. The programme facilitates collaboration between national and global businesses, suppliers, subcontractors and labour providers, creating a safe platform and support network for sharing challenges and good practice with peers and experts.

Stronger Together works in the UK consumer goods and construction sectors and the South African agricultural sector. It is supported by prominent industry leaders including: in the consumer goods programme, the UK's ten major supermarkets, Aldi, Asda/Walmart, Co-op, Lidl, Marks & Spencer, Morrisons, Ocado, Sainsbury's, Tesco and Waitrose. The initiative's development partners include the Association of Labour Providers (ALP), the Gangmasters and Labour Abuse Authority (GLAA) and Migrant Help, and in South Africa the Wine and Agricultural Ethical Trading Association (WIETA) and the Sustainability Initiative of South Africa (SIZA).

Context

The Spanish horticulture sector suffers from significant human rights and labour violations, which have been documented in various reports between 2015-2018. Findings include the following key human rights issues¹:

1. Exploitation of workers through third-party labour providers;

¹ Barral Diego, Cecilia, How Companies can deal with Labour Exploitation the Agricultural Sector, Löning, Human Rights & Responsible Business, Knowledge Paper, 2017; unpublished research from the Wilberforce Institute for the Study of Slavery and Emancipation, 2017

- a. Cases of workers having to pay job finding fees, recruitment fees, deductions for PPE and transport have been reported.
- b. In addition, unions and workers report only being paid for 50% of the hours they work, not being paid for travel time, which can take up to 5-8 hours, as workers are sometimes transported from one province to the other.
2. Cases of sexual abuse, harassment as well as physical and emotional abuse of female migrant workers from Morocco and Romania by supervisors have been reported in Huelva and are being investigated.
3. Workers have been reported to have to pay to work – reports of payments up to €300 euros for allocating shifts to workers.
4. Workers have been reported to be asked to pay supervisors in order to leave a job.
5. Dangerous living conditions and travel to and from work

In response to the above, Stronger Together is proposing to develop a programme to reduce forced labour and exploitation in the horticultural sector in Spain, by equipping growers and other horticultural businesses with the skills and resources to tackle forced labour in their businesses and supply chains.

Programme description - Spanish Horticulture Sector

Overall Programme Goal

To reduce forced labour and exploitation in the Spanish Horticultural Sector, through a Stronger Together and local partner organisation joint programme.

Programme Objectives

1. Establish a collaborative, locally owned and run sector programme, mirroring and contextualising the Stronger Together model in other countries and building on the success of the Spanish Ethical Growers Forums. Spanish, European and UK businesses from across the Spanish horticultural supply chain (including labour providers) will be invited to participate. The programme will facilitate collaboration and dialogue across the supply chain and with labour providers and will promote sharing of good practice, challenges and solutions.
2. Empower and enable Spanish growers, employers and labour providers with the skills and knowledge to deter, detect and deal with forced labour and exploitation, through tailored workshops, toolkits and other resources, including an awareness raising film.
3. Empower workers to recognise the signs of modern slavery and report cases through targeted worker resources and outreach.
4. Improve remedy for victims of forced labour through facilitation of collaboration between growers, victim support agencies, worker representations and government actors.

Target areas: Almeria, Huelva and Murcia

Phase I

As first phase of an effective programme, it is key that we gather more knowledge from and consult with Spanish growers, horticultural industry bodies, relevant Spanish government bodies, and civil society, as well as help them understand the need to change their business practices with regards to labour hire and employment and are willing to make that change to

improve the situation of workers and their ability to manage their temporary labour needs. This will require significant time and investment, reaching growers in key areas to discuss their needs, the needs of workers and those of the businesses they supply to. It is important to come to a joint understanding of how a locally owned and run programme, with expertise from Stronger Together and a local partner, can best meet those needs.

Stronger Together is looking for a Spanish organisation / consultant to implement the first phase of this programme, focusing on “Engagement and Research” between February and July 2019.

Objectives

The objectives of this 6-month assignment are to:

1. **Research:** Provide a clear understanding of the factors leading to exploitation and forced/bonded labour and exploitation of workers in Spanish horticultural sector by region and product type, the different models employed to hold workers in these situations, the extent and hold of organised criminality and best ways to tackle this together with Spanish businesses, their global supply chain, civil society and the Spanish government
2. **Engagement:** Engage with and gain support from Spanish horticultural sector to establish a programme to support business in the sector to tackle forced/bonded labour and exploitation in the industry
3. **Engagement:** Engage with and gain support from civil society and Spanish government especially on response and remedy
4. **Training:** Deliver 1-hour training sessions at the Spanish Regional Ethical Growers Forums in Huelva (19 March), Almeria (21 March) and Murcia (22 March), using the Stronger Together training materials, contextualised to the local situation and needs of the growers in each province.
5. **Proposal for Phase II-IV:** In close cooperation with Stronger Together, and based on the identified need, develop a detailed proposal for Phase II-IV of the Stronger Together Spain Horticulture Project & engagement process to support roll-out
6. **Toolkit development:** In close cooperation with Stronger Together, and based on the identified need, develop draft toolkit “Tackling Modern Slavery in the Horticultural Industry in Spain” (in Spanish and English) for review.

Deliverables & Time Line

	Deliverables for phase I for partner / consultants	Details of deliverables
Month	Phase I	
Feb-March	A. Conduct scoping research; focusing on legal framework, gaps, regional practices, mapping key actors to collaborate with, informing practical guidance	<u>Deliverable of A & B:</u> <u>Concise yet detailed scoping report on findings</u> of desk-based research and 6-8 interviews with key representatives (labour providers, NGOs, government, unions) providing key insights on existing resources,

	and development of toolkits, further resources and the training.	possible partners and gaps in current knowledge and guidance and inform the sector/country bespoke training and resources and to support sector engagement
Feb-March (and ongoingly)	B. Identification of business champions; establishing relationships with key actors and partners in the industry and sector resulting in strong support for establishing Stronger Together programme.	<p><u>Identification of champions who can support and provide input to the programme.</u> Targeting active participants to Ethical Growers Forums, with the aim of gaining traction with rest of the industry.</p> <p><u>Stronger Together will organise a call with project sponsors of Phase I and implementing partner to discuss findings & next steps</u></p>
March-April	<p>C. Deliver introduction training on tackling forced labour in the horticultural industry in Spain during the March Regional Ethical Growers Forums, whilst gaining a better understanding of the level of knowledge of the delegates on the issue.</p> <p>D. Hold consultative workshops with growers in each of three provinces to discuss in more detail: their training needs and knowledge gaps, the benefits they can get out the programme, their willingness to contribute. (possibly to be held at Regional Ethical Growers Forums in March)</p>	<p><u>Deliverables of C & D:</u></p> <p><u>150 growers trained through introduction training on tackling forced labour during the Regional Ethical Growers Forums in March in Huelva, Murcia and Almeria (19, 21 and 22 March 2019)</u></p> <p><u>Brief report with key outcomes:</u></p> <ul style="list-style-type: none"> • Identified training needs of growers • Key industry partners • Key partners for response and remedy • List of interested parties for ongoing participation <p><u>Stronger Together will organise a call with project sponsors, Stronger Together and implementing partner to discuss findings.</u></p>
March-April	E. Engagement with non-industry stakeholders incl. government bodies and NGOs, informing the programme incl. toolkit, and ensuring the programme works in tandem with other initiatives that either help detect forced labour or provide remedy.	
April-May	F. Develop detailed project proposal and draft budget for phase II-IV in close cooperation with Stronger Together UK	<p><u>Deliverable for E:</u></p> <p><u>Draft proposal detailing:</u></p> <ul style="list-style-type: none"> • Programme curriculum: scope and focus • Training tools: most relevant for targeted audience

		<ul style="list-style-type: none"> • Geographical scope: one area first versus all areas • Delivery methods: classroom, online, length, modular • Potential trainers • Cost, budget <p>Stronger Together will finalise the project proposal and budget</p>
May-July	G. In close cooperation with Stronger Together UK, get buy-in from Spanish retailers, exporters and Spanish growers to deliver phase II-IV of the project; by preparing and sharing value proposition / proposal with interested retailers, importers and Spanish growers; present details, get buy-in to start the programme development.	<p><u>Deliverables for F:</u></p> <p><u>Engagement strategy outline</u> detailing how we can reach maximum number of interested parties (also through retailers' and importers' supply chains)</p> <p><u>Value proposition for Spanish retailers and growers in Spanish</u></p> <p>Stronger Together will lead engagement with European and UK retailers, whereas partner organisation will focus on Spanish retailers. Details of engagement will be discussed following successful bid.</p>
April-June	H. Develop draft and final Toolkit "Tackling Modern Slavery in Spanish Horticultural Sector" (in English and Spanish), based on UK S2G toolkit in close cooperation with Stronger Together UK	<p><u>Deliverable for G:</u></p> <p>Toolkit tailored to the Spanish Horticulture industry; this will include:</p> <ul style="list-style-type: none"> - An overview of modern slavery - Risks and vulnerabilities of the sector and workers - How to prevent modern slavery - How to spot the signs of modern slavery - How to report and respond to modern slavery cases <p>Stronger Together will review and provide feedback and is responsible for editing, design and printing.</p>

Organisational / Consultant background

We are looking for an organisation or consultant(s), based in Spain, with the following knowledge, skills, experience, to work with Stronger Together to implement Phase I of the programme:

Essential:

- Degree in a relevant field, preferably in social science or business
- Strong analytic and critical skills
- Experience working with the agricultural sector in Spain
- Experience in networking, building contacts and liaising with representatives from businesses, NGOs and other stakeholders
- Excellent writing and communication skills
- Strong organisational and planning skills
- An in-depth understanding of forced labour and ethical trade
- A deep understanding of the Spanish culture and business models/ethical behaviour
- Capable of sensitivity, flexibility and tact in professional work

- Fluency in Spanish and English
- Strong computer skills

Desirable:

- Established contacts and networks in the horticultural sector in Spain
- Experience conducting interviews and writing reports
- Experience developing training materials on ethical trade

Budget

The maximum budget available is €22,000 to include all costs and expenses.

Application process

If your organisation or you individually are interested to apply, please submit an Expression of Interest, which should include:

- Short proposal (max. 10 pages) including a brief description of anticipated activities for each of the deliverables, indicative timeline and budget allocation
- Two references
- CV(s) of lead personnel (max. 2 pages)
- Examples of similar work

Please send your Expression of Interest to Kunera Moore (kunera@stronger2gether.org)

Deadline for submissions: 18th of February 2019 at 9am GMT

Scoring criteria for the Expressions of Interest:

- Quality and depth of proposal
- Competence and track record of consultants and organisation
- Solid business structure
- Independence
- Price

Successful applicants will be contacted for an interview by phone/Skype which will be held on 20th of February 2019 (TBC).