Stronger Together South Africa Programme
Temporary Employment Services/ Labour Brokers - Terms of Reference

1. Overview and background
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 are a not-for-profit and provide clear guidance through pragmatic resources and training to support employers and labour providers in at risk sectors to detect, deter and deal appropriately with forced labour, labour trafficking, and other hidden labour exploitation.

Stronger Together has programmes in the UK, South Africa, the United States and Spain. In the United Kingdom we work with the 11 largest supermarkets and their supply chains as well as with the construction industry.

In 2017 Stronger Together South Africa was launched in partnership with the Wine and Agricultural Ethical Trading Association (WIETA) and the Sustainability Initiative of South Africa (SIZA), as well as with support and commitment from many international retailers, South African businesses and victim support organisations. Funded by the UK Home Office, the programme supports agricultural businesses to detect, deter and deal with forced labour in their business and supply chains. The programme delivers the following:

- Free pragmatic face-to-face and online workshops for South African agri-businesses which inform and equip attendees with an understanding of what forced labour is, how it affects them and their business and practical guidance for mitigating those risks including ‘Detecting, Deterring and Dealing with Forced Labour in Agri-Businesses’ and ‘Taking Your Next Steps: A Follow-up Workshop for Agri-Businesses’;
- Free resources to support businesses to take the necessary steps to reduce the risk of forced labour including a comprehensive toolkit, an awareness raising short film and an online self-assessment tool enabling users to track and report on progress.
- Free awareness and capacity building workshops for response and remedy providers.
- Facilitation of three steering groups who input and support the programme, which are the: Global Supply Chain Steering Group, South African Businesses Steering Group, and Multi-Stakeholder Steering Group.

This research is aimed at looking at the Temporary Employment (TES)/ labour brokers operations in the agricultural sector in South Africa, with a specific focus on the Western Cape and Kwazulu-Natal. The research outputs need not to be academic but pragmatic, targeted and concise with a view to the objectives it is serving.

2. Objectives
The research outputs will be used to:

- Develop an in-depth analysis of labour brokers/ TES operations within the agricultural sector.
- Give insight into the effect of and scale and nature of the issue of forced labour on the labour brokers/TES operating in the South African agricultural sector including the causes of vulnerability and considering gender dimensions.
- Provide a baseline of awareness and good practices regarding labour brokers/TES on forced labour, labour relations and health and safety in agri-businesses.
- Provide evidence if labour brokers/TES belong to any affiliation and how that assists them in their operations in the agricultural industry.
- Provide an evidence base of the need (opportunity) for international and South African stakeholders to support with labour brokers/TES.
- Understand what the key learnings and recommendations on interventions for labour brokers/TES in the Western Cape are including support on detecting, deterring and dealing with forced labour.
- Provide evidence of good practice guidance/successful interventions for labour brokers/TES in the agriculture sector in South Africa.
- Identify practical recommendations for Stronger Together SA that can assist and support labour brokers/TES on detecting, deterring and dealing with forced labour for in their daily operations.

The research objectives:

- To map the size, scale, geography and nature of labour brokers/ TES in the agriculture sector in South Africa with a focus on Western Cape and KwaZulu-Natal.
- Gather examples of key learnings and good practises of labour brokers/ TES in the Western Cape but do a deeper analysis in KwaZulu-Natal and other provinces on their operations.
- To collate and review the available information and data on the scale and nature of labour brokers/ TES operations in the agriculture sector in South Africa, including the causes of vulnerability and gender dimensions of workers employed through these services.
- To assess and provide insight into labour brokers/ TES operations in the South African agriculture sector, i.e. labour flows, how labour is supplied and managed, nationalities and cultures of the workers, interplay between businesses and workers, conditions of employment and availability of work, vulnerability factors of the workers.
- To assess the extent to which labour brokers/ TES working in agriculture are aware of the issue of forced labour and labour exploitation in the agricultural sector in South Africa.
- To assess at a high level, the extent to which labour brokers/ TES in South Africa are registered, certified (including overview of certifications available) and have policies, processes and practices in place regarding responsible recruitment and to respond effectively to their workers grievances. To gain insight into which reasons labour providers/TES might have to not get certified and what would help overcome these.
- To capture evidence of good practice of labour brokers/ TES in tackling forced labour in the agricultural sector in South Africa.
- To assess the extent to which the relevant government departments with a legislative mandate address labour brokers/ TES regulation.
- Mapping key stakeholders that can assist labour brokers/ TES in their daily operations and/or have leverage to influence labour brokers in their operations/ adoption of ethical standards.

3. Methodology
- Desk research: review of relevant literature on labour brokers/TES operations in the agricultural industry, including for example reports by local, national and international NGOs, Agri-business, government departments, law enforcement and other stakeholders, media articles and documentaries, drawing out themes and patterns.
• Conduct interviews with organisations who have knowledge of/experience with ethical trade and human and labour rights in the agricultural industry in South Africa specifically related to the labour brokers/TES: Starting with Agri-business and their support organisations, WIETA, SIZA and AgriSA contacts, but also expandable based on consultant’s own network.
• Field research: Conduct interviews/ gather anecdotal evidence from labour broker/TES organisations and labour broker/TES’s within the agricultural sector, and farm owners/ producers of agri-businesses in South Africa and their workers.

4. Deliverables
• 10-15p report (without annexes) in English with the findings of the literature review and the interviews on the nature, scale and trends of labour brokers/TES in the agricultural industry in South Africa. The document should include recommendations for further research. Audience: internal and external.
• 5-8p guidance note in English on practical recommendations for Stronger Together SA to effectively engage with labour brokers/TES through our programme on their ethical and operational needs, taking into account the sensitivity of the issue and language used, and the existing networks that could be used. Audience: internal.
• A ½ day workshop in English to present the findings of the report and guidance note to Stronger Together, WIETA and SIZA.

5. Intended Timeline
August: Research takes place
September: Research finished, report delivered

6. Consultant background
We are looking for a consultant(s), preferably based in South Africa, with the following knowledge, skills, experience:

Essential:
• Degree in a relevant field, preferably in social science or business
• Strong analytic and critical skills
• Experience undertaking qualitative social research
• Experience drafting research reports, and to make it accessible to a wide public
• 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
• An understanding of the South African culture and business models/ethical behaviour
• Capable of sensitivity, flexibility and tact in professional work
• Fluency in English and Afrikaans
• Strong computer skills

Desirable:
• Established contacts and networks in the agricultural industry in South Africa
• Fluency in Xhosa and/or Zulu
• Experience conducting interviews in the field in multiple languages of a sensitive nature
7. Budget
The budget is GBP 6000, to include all costs and expenses.

8. Application process
If you are interested to apply, please submit an Expression of Interest, which should include:
- Your CV(s) (max. 2 pages)
- Short proposal (max. 3 pages) including a brief description of anticipated activities, indicative timeline and budget allocation
- Two references
- Examples of similar work

Please send your Expression of Interest to Abraham Daniels - abraham@strongertogether.org
Deadline for submissions: 27th July
Successful applicants will be contacted for an interview by phone/Skype which will be held on 4th / 5th August (TBC).