

Fairtrade ANZ- NAPP (Network of Asia Pacific Producers)

Terms of Reference: Protection Focal Point in Fiji for Fairtrade certified Producer Organisations

BACKGROUND/DESCRIPTION: Fairtrade is an alternative approach to conventional trade and is based on a partnership between producers and consumers. Fairtrade aims to support small-scale producers and workers who continue to be marginalized as a result of historically inequitable trade terms, and to instead access the benefits of equitable trade on sustainable terms. Fairtrade's vision is a world in which all small producers and workers can enjoy secure and sustainable livelihoods, fulfil their potential and decide on their future.

To fulfil this vision, Fairtrade has identified 3 long-term goals: Make trade fair; Empower small producers and workers; and Foster sustainable livelihoods.

Fairtrade Network of Asia and Pacific Producers (NAPP), is a mission based social enterprise, which facilitates Fairtrade producers in Asia and Pacific region to be effective and sustainable.

Fairtrade Australia and New Zealand (Fairtrade ANZ) is a not for profit, non-governmental organisation that links disadvantaged producers in developing countries with businesses and consumers in Australia and New Zealand, through increasing the market demand for Fairtrade certified products in both countries. Fairtrade ANZ is also supporting Fairtrade certified and applicant smallholder organisations in the Pacific, including Fiji, Papua New Guinea, Samoa, Solomon Islands, Tonga and Timor-Leste.

Fairtrade seeks to create a world where all producers enjoy sustainable livelihoods and decide on their future. NAPP (Network of Asia Pacific Producers), jointly with, Fairtrade ANZ, make this possible by addressing the needs of producers from Asia Pacific. As a part of Fairtrade, NAPP and Fairtrade ANZ subscribe to the Fairtrade's Theory of Change which is based on the Sustainable development goals of the UN, wherein gender equality is recognized as a driver of development as both a focused goal and a crosscutting issue, working towards empowering women to determine their future.

In Fiji, Fairtrade ANZ is supporting four Small Producer Organisations (SPO): three are currently Fairtrade certified and one is in the process of Fairtrade recertification: this support is grounded in progressive development in compliance with the Fairtrade Standards and aims to enable sustained participation within the Fairtrade system. This support focuses on the following areas: financial development, organisational development, quality and productivity, labour rights, gender and youth inclusion, and environmental protection and climate action.

OBJECTIVE

Fairtrade has a shared responsibility for mainstreaming protection across its member organizations. The producer members are responsible for ensuring activities within the scope of their sectorial response plans integrate protection principles and standards.

In order to ensure the objective of incorporating age, gender and other diversities into the approach of Producer Organization, and in order to facilitate the process of protection mainstreaming across the response, the NAPP Protection desk, jointly with Fairtrade ANZ will establish a Protection Focal Point in Fiji. Our joint efforts will be scaled up to integrate protection principles into the delivery of activities and services so that producer organizations can ensure activities are responsive and inclusive to the most vulnerable, and enhance safety, dignity, and promote and protect human rights.

With the above objective in mind, NAPP and Fairtrade ANZ aim to provide guidance, training, and technical advice on protection mainstreaming to SPO staff, farmers, workers, and community members through a Protection Focal Point. By engaging a qualified Focal Point, this work will be in line with the “DO NO HARM” principle and not inadvertently contribute to, or perpetuate discrimination, abuse, violence, neglect and exploitation.

FRAMEWORK FOR COORDINATION

The Protection Focal Point will work closely with the Fijian Fairtrade certified Producer organizations. In particular, the Protection Focal point will support the training's, monitoring, and the development and implementation of a prevention and reporting system. The protection focal point will report back to the NAPP protection committee and to the Fairtrade ANZ protection focal points.

The Protection Focal Point will dedicate time to build the capacity of the Fijian Fairtrade certified SPOs, particularly the IMS officers and set up a Protection Committee with members at the SPO level.

The Protection Focal Point will be guided by the NAPP Social Compliance desk and Fairtrade ANZ Child Protection Advisor to develop standard operational tools, workplans, guidelines, and training materials on protection mainstreaming to be used across the SPOs.

Roles and Responsibilities of the Fijian Protection Focal Point

The Protection Focal Point will be expected to perform the following actions:

- A. be the referral point in Fiji and regularly attend meetings with SPOs, NAPP and Fairtrade ANZ and provide needed insights and support on mainstreaming protection at SPO level (act as a catalyst);
- B. In consultation with the NAPP and Fairtrade ANZ social compliance desks, ensure timely responses and feedback to questions presented by Producer Organisations;
- C. Based on the established training modules / materials, conduct training's to SPO staff and Protection Committee members. Identify needs of capacity building and inform identified needs to the Protection Coordination Team - NAPP and Fairtrade ANZ.
- D. Support in the dissemination of Protection mainstreaming documents including risk register, guidance notes, communication/awareness tools, protection checklist for specific measures for SPOs, good practices, etc.;

E. Provide insight to the Protection Coordination Team- NAPP and Fairtrade ANZ- on key strategic activities/approaches based on engagement with the SPO's as well as identify challenges where targeted support is required;

F. Implementation of workplan established by the Protection Coordination Team - NAPP and Fairtrade ANZ. The Focal point will have to monitor the work plan and write progress reports to the Protection Coordination Team;

G. In collaboration with the Protection Coordination Team, engage in the development of key guidance notes which contribute towards Fairtrade social compliance programs.

H. Share challenges and good practices to enhance inter-SPO interventions;

I. Support advocacy for inclusive approaches in line with age, gender, and other diversity mainstreaming across SPO's;

J. Ensure that specific challenges related to child protection, forced labour and gender-based violence are channeled to the local protection agencies as appropriate and through the Protection Coordination Team;

K. Report back to the Protection Coordination Team via email on a monthly basis to identify issues arising and report back on training activities as per the work plan (reporting template will be provided);

L. When training sessions are conducted, the focal point is expected to write a report on trainings undertaken and issues arising in order to inform the set targeted activities to fill identified gaps and tailor training as necessary.

Protection Focal Point Requirements:

The Protection Focal Point will be available to individuals or agencies implementing protection activities and who are capable and willing to contribute with expertise, knowledge and/or resources.

This position will perform specific technical functions in attaining the objectives set forth in the ToR, here below are minimum requirements needed when selecting Protection Focal Points:

- Sufficient understanding of protection principles and experience in implementation of protection projects including engagement with community-based structures;
- Knowledge of and experience in existing coordination structures in Fiji and at Producer-level.
- Protection person will be engaged in capacity building activities and as such need to have a good level of training facilitation skills, and suitable language skills for the communities (Hindi, iTaukei);
- As protection focal point will act as a bridge between Producer Organizations and the Protection Co-ordination Team, it is recommended for Focal Points to possess strong communication skills as they need to provide verbal/written feedback in English.
- Analytical skills and report writing experience as the Focal point will be required to produce reports of their activities;

- Required to have clarity of the Protection Protocol or Strategy of the country and willing to expand knowledge of Protection Mainstreaming Standards as per NAPP.

Critical to note that it is not a requirement for the focal point to be a Protection Mainstreaming Expert as long as the expected protection expertise are exhibited by the prospective person. Second, the Focal Point is not expected to solely be responsible for mainstreaming protection within their designated Producer Organizations - as indicated in the above, NAPP and Fairtrade ANZ will have a shared responsibility to mainstream protection, and PO IMS Officers will also play a key role in collecting data and connecting with their communities. The Protection Focal Point is expected to provide technical advice and guidance to sectors.

As such, while the main responsibility for mainstreaming protection resides with the NAPP and Fairtrade ANZ, the Protection Focal Point will exert all efforts to expand their knowledge of protection mainstreaming within the various Producer Organizations within Fiji, to enhance protection and safeguarding programming based on the principle of inclusiveness for of age, gender and other diversities.

The Protection Co-ordinating Team will vet all Protection Focal Point applications and will endorse the candidates through an agreed upon process.

Revision of the TOR

The ToR for the role can be reviewed on an as-needed basis in consultation with the Protection Coordinating Team.



Term of this Contract

This position will be for a 6 to 12 months term. (40 hours per week during 6 months or 20 hours per week during 12 months) – Flexible based on candidate availability.

Applications:

1. 3-page proposal outlining proposed activities to achieve the objectives detailed herein, and including proposed partnerships for furthering protection within POs in Fiji.
2. Contact details of referees.
3. A CV detailing experience with Protection Issues
4. Budget (expected payment for consultancy with breakups)

Deadline: The last day for submitting the proposal will be 14 January 2022 and send you proposals to:

Ms. Sarah Lagente – protection.focal@fairtrade.org.nz

Ms. Sonia Dominica sonia.dominica@fairtradenapp.org

To know more about the organization: log on to www.fairtrade.net & <https://fairtradeanz.org/>