

Terms of Reference for

Country Risk Mitigation Plan: Mapping Risks and Mitigation Strategies in Priority FT NAPP Countries

Rationale

The Fairtrade Network of Asia and Pacific Producers (NAPP) represents and supports Fairtrade-certified farmers and workers across the Asia-Pacific region. Within the Fairtrade system, producers hold 50% ownership and decision-making power, ensuring that farmers and workers have an equal voice in shaping policies and initiatives that affect their livelihoods. Through Fairtrade, NAPP works to strengthen the position of farmers and workers in global value chains by improving market access, promoting sustainable agricultural practices, advancing gender equality, and advocating for fairer trading conditions. The Asia-Pacific region includes countries representing diverse socio-economic, regulatory, and environmental contexts that influence the implementation of human rights and sustainability standards in agricultural supply chains.

At the same time, global regulatory developments are increasing expectations for companies and supply chain actors to implement Human Rights and Environmental Due Diligence (HREDD). Regulations such as the Corporate Sustainability Due Diligence Directive (CSDDD), the EU Deforestation Regulation (EUDR), and other emerging frameworks require organizations to identify, prevent, mitigate, and address human rights and environmental risks within their operations and supply chains. In this evolving context, FT NAPP as a producer network plays an important role in supporting Producer Organizations to understand, manage, and mitigate potential risks, while ensuring that compliance efforts remain practical and inclusive for smallholder farmers and workers.

This activity is co-funded by the European Commission Funding Framework Partnership Agreement (ECFFPA). The EC FFPA is a strategic partnership program, that aims to strengthen Fairtrade as a representative, member -based regional, EU and global Civil Society umbrella organization, giving voice and empowering over 1900 Fairtrade Producer Organizations globally.

The purpose of this research is therefore to conduct a desk-based analysis of prominent human rights risks and mitigation strategies in selected NAPP countries and develop a practical reference resource to support HREDD implementation across the network.

Objective

The research will aim to:

- Identify key human rights and environmental risks relevant to agricultural supply chains in selected countries.
- Document existing risk mitigation strategies, policies, and good practices.
- Map duty bearers - relevant NGOs, civil society organizations, and support institutions working on specific HREDD themes.
- Provide practical insights to support NAPP's programming, advocacy, and capacity-building initiatives.
- (Environment centric): Map existing country-level public schemes vis-a-vis national and sectoral climate strategies aligned to Fairtrade standards.

Expected Outcomes

- Evidence-based understanding of priority human rights risks across selected NAPP countries.
- Documentation of practical mitigation strategies applicable to producer organizations.
- A stakeholder support directory mapping duty bearer for cross-regional support for help in strengthening grievance mechanisms, prevention, and remediation.
- A knowledge base for NAPP's HREDD programming, advocacy, and training initiatives.
- (Environment centric): Improved alignment between NAPP advocacy and public agricultural/climate policies.

Geographic Scope

The research will focus on 8 priority countries where Fairtrade producer organizations are active and where human rights risks and environmental risks in agricultural value chains are significant.

Indicative countries:

South and Central Asia	Southeast and Pacific Countries
India	Indonesia
Sri Lanka	Vietnam
China	Thailand
Tajikistan	

Fiji	
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Scope of Work

Phase 1: Desk Review of Risks (4 weeks)

The consultant will conduct a desk-based review of:

- National and sectoral labour, human rights and climate centric frameworks
- Agricultural sector risk reports
- International organization reports (ILO, FAO, UN, NGOs)
- Supply chain risk assessments relevant to key Fairtrade commodities
- Existing Fairtrade guidance on HREDD and standards

The review will focus on key HREDD themes such as:

- Child labour
- Forced labour
- Freedom of association (also include trade unions)
- Gender equality and sexual harassment
- Occupational health and safety
- Living income and wages
- Environmental impacts affecting communities

Deliverable: Country Risk Profiles in Agricultural Sector (Upto 3 pages per country). Each profile should summarize:

- Key human rights risks
- Relevant legal and policy frameworks
- Risk drivers in agricultural sectors
- Causes of Risks identified

Phase 2: Documentation of Risk Mitigation Strategies (3 weeks)

This phase will highlight practical strategies that can be replicated or strengthened within Fairtrade POs. The consultant will identify and document existing mitigation approaches and good practices used across stakeholders in the agricultural sector of the research countries, available for public reference. These can include, but are not limited to:

- NGOs and civil society groups
- Government initiatives

- Certification systems and industry programs

Deliverable: A comparative matrix of mitigation strategies by HREDD theme.

Phase 3: Stakeholder Mapping (3 weeks)

The consultant will compile a directory of relevant duty bearers - organizations and support actors in each country. Stakeholders will be categorized according to HREDD rights/themes, creating a support ecosystem map that NAPP and POs can engage with.

The mapping will include NGOs and/ or institutions working on relevant rights, working on verticals that include, but are not limited to:

- Awareness building
- Protection of affected persons
- Social monitoring
- Legal aid or grievance support organizations
- Research

Deliverable: Stakeholder mapping list for each country.

Phase 4: Validation and Final Reporting (2 weeks)

The consultant will:

- Share draft findings with NAPP thematic and country teams through an online validation meeting.
- Integrate feedback and finalize the documentation.

Final Deliverables

- 8 Country Human Rights Risk Profiles
- Matrix of HREDD Risk Mitigation Strategies
- Stakeholder Directory by HREDD Theme
- Final synthesis report (20–25 pages) summarizing findings, trends, and recommendations.

Budget

Activity	Budget (In Euros)
Consultant fees: Research, analysis, reporting (~30 days)	2,400
Online validation meeting: Coordination and facilitation	300

Report editing & formatting: Layout and documentation	300
Total	3,000

Reporting and Coordination

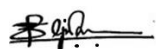
The project shall be overseen by the MEL Manager at FT NAPP. All deliverables produced under this assignment will be submitted to the MEL Manager, FT NAPP, for review and approval prior to finalization. Technical support and content approval of the deliverable shall be done by the Social Compliance and Risk Manager at FT NAPP.

Application

The applicant is required to submit the following documents:

1. Financial proposal that includes different heads like consultancy fees, material costs, infrastructure, logistics cost, travel, and accommodation charges. The split must be clearly mentioned.
2. The technical proposal breaking down the research methodology and components of training.
3. Sample reports and materials from previous works preferred. The applicant should send their proposals to gideon.balasingam@fairtradenapp.org and deepthi.k@fairtradenapp.org before July 31st, 2026.

Signature:



Gideon Balasingham

MEL Manager, FT NAPP