



## EXPRESSION OF INTEREST

### PRE\_QUALIFICATION OF TECHNICAL SERVICE PROVIDERS FOR FAIRTRADE AFRICAS GOLD PROGRAMME FOR ARTISANAL AND SMALL SCALE MINERS (ASM)

#### 1. About Fairtrade Africa

Fairtrade Africa (FTA) is an independent non-profit umbrella organisation representing Fairtrade certified producers in Africa. Fairtrade Africa is owned by its members certified against international Fairtrade standards producing export commodities such as coffee, cocoa, tea, cotton, bananas, mango and others including shea butter and rooibos tea. Currently, the organisation represents over 1,050,000 producers across 33 countries in Africa. FTA activities are enabled through primary structures such as product groups, country and regional networks which enable members to have a strong voice in the governance and management of the organisations. Fairtrade Africa was officially registered in 2005 with a vision of a world where all producers can enjoy secure and sustainable livelihoods and fulfil their potential. Currently, FTA is operates in four regional networks: Eastern and Central Africa Network (FTA-ECAN) based in Nairobi, Kenya; West Africa Network (FTA-WAN) based in Accra, Ghana and Southern Africa Network (FTA-SAN) based in Cape Town, South Africa. FTA contributes towards achievement of its vision in the following ways:

- FTA represents producers within the global Fairtrade system. Fairtrade producers are co-owners of the system and influence decisions that will impact on their lives
- FTA builds producers' capacity through training, partnerships and knowledge exchange
- FTA promotes intra-African trade opportunities to create extra market access and offer African consumers the opportunity to shop for ethically and sustainably produced products
- FTA raises awareness on trade justice by drawing attention to the concerns and challenges the producers face

#### 2. Context and Background

As the second largest employer in Africa after agriculture, artisanal and small-scale mining (ASM) offers a crucial livelihood to some of the most vulnerable and historically marginalised people. Over 100 million people worldwide depend on ASM for survival. 16 million of these are artisanal and small-scale gold miners, accounting for 15% of the global gold supply and 90% of the labour force. Despite producing one of the world's most valuable commodities, most artisanal and small-scale miners lack the financial capital and legal security to improve their incomes or working conditions. ASM can have serious environmental and social consequences, often involving the use of mercury and other toxic substances, deforestation, child labour and poor working conditions, exacerbated by unfair terms of trade in informal and exploitative supply chains.

Fairtrade Gold and Precious Metals Programme (hereafter 'Fairtrade gold') is the newest product category to be introduced by Fairtrade International, and the only non-agricultural product to date. The programme was established in 2009 and has a Fairtrade Standard and corresponding consumer label



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was that was launched in 2011. The programme seeks to empower miners to improve their livelihoods and contribute to the social, economic and environmental development of their communities. They do this by becoming certified under the Fairtrade Standard for Gold and Associated Precious Metals for Artisanal and Small-scale Mining and selling their gold on Fairtrade terms (minimum of 95% of LBMA fix plus \$2,000/kg Premium for conventional gold and 15% Premium for ecologically produced gold) to Fairtrade markets including the UK, Netherlands, Switzerland, Germany, Austria, Hong Kong, among others. From the inception of the programme, ASMOs have been certified in Bolivia, Colombia and Peru, supplying Fairtrade certified gold, silver and platinum to international markets.

In Africa, the Fairtrade Gold has rolled out the Lake Victoria Gold Programme in East Africa. The programme aims to extend the impact of Fairtrade to highly marginalised mining communities, operating in a complex, opaque and underdeveloped supply chain. In this context, Fairtrade acknowledges that it will be difficult to deliver impact through certification alone, yet, these mining communities, present the greatest developmental challenges. Fairtrade has therefore contributed to the establishment of the IMPACT Investment Facility, a pioneering approach that secures a mix of small-levels of investment and technical support to reach mines as a means to rapidly enhance their productivity and formalization process, facilitating legitimate and more economically viable mining operations. This way of working is helping to improve the lives of miners and manage immediate social and environmental issues such as use of mercury.

### 3. Rationale

Provision of relevant and on demand producer support and services constitutes the core work of Fairtrade's Gold Programme and Fairtrade Africa in general. The main purpose for provision of such services is to empower Artisanal and Small Scale Mining Organisations (ASMOs) through enhancement of their skills and knowledge, to support their development to achieve sustainable livelihoods.

FTA has in place a system for assessing Producer Organizations' strengths and weaknesses in-order to provide services that meet their specific needs. While FTA has the fundamental capacities to provide some core services, it is also paramount that FTA has access to other service providers with the required technical skills to both supplement and complement the in-house skills base. This expertise is required to support both core services as well as programme support.

### 4. Purpose and Focus for call for Expression of Interest

The purpose of this call is to seek proposals from suitably qualified consultancy companies and individuals who have skills that cover areas of Artisanal and Small Scale Mining Organisations, Miners and Mining Enterprise development as identified by the Fairtrade Gold Programme. The intention is to assess these potential service providers and create a pool of experts with the identified diverse skills, who will be called upon to support ASMOs and Miners within the Lake Victoria Gold Programme



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in East Africa. The following will be the areas of consideration for potential consultants and consultancy firms that would wish to be considered under this call:

### **4.1. Formalization**

**Legal Compliance;**- Legal registration, Securing rights and permissions (licenses, mining permits, land rights), Legal regulations

**Organisational development;**- Organisational assessments, corporate governance, internal control systems and policies, leadership principles of cooperatives and group dynamics among others.

**Financial management;**- basics in financial accounting, finance for non-managers, bookkeeping, budgeting among others

**Business development and Entrepreneurship;** - to include development of micro enterprises; village saving and loans schemes, alternatives income generating activities, business idea development and business plan development.

**Project management;** - project needs assessment, selection, project design and formulation, project financing, implementation, monitoring and evaluation.

### **4.2. Responsible Mining and Production**

**Workers Health and Safety;**- General health & safety awareness, First Aid, use of PPEs, appropriate handling of hazardous substances and gases, medical examinations, etc

**Mine Safety/ Safe Mining Techniques;**- Benching, managing poor ground, active and passive support systems, mine rescue planning, etc

**Mine Productivity;**- Resource Identification, Blast techniques (Use of relief holes, loading densities, and cuts, etc), Efficient mineral processing (Optimising crush times, Through-put rates, etc)

**Environmental Stewardship;**- Management of hazardous substances (Mercury, Cyanide handling), Protection of ecological integrity (Waste Management, Tailings disposal), Mine closure & environmental rehabilitation, etc

**Social Accountability;**- Child protection and child labour, Community relations, Gender Mainstreaming

### **4.3. Others**

**Research and Evaluations;**- Conducting baseline studies, Project evaluations and thematic research

**Market Development;**- routes to market development, value chain analysis, product development, pricing, marketing plan development and roll out.

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### **5. FTA Service Provision Terms**

Service providers who satisfy the set requirements will be accredited by Fairtrade Africa. In this regard, FTA intends to have a central role in ensuring that service providers abide by or work within an agreed framework that ensures quality service delivery and attaining value for money.

- a) Consultant/consultancy firm should be based in East Africa or has the right to work therein.
- b) The Consultant/consultancy firm will commit to work with FTA for a minimum of one year.
- c) The consultant/consultancy firm will work within a defined FTA approach to service provision and in some instances will use the FTA modules for training after going through appropriate training.
- d) The consultant/consultancy firm will enter into agreement on fee structures to be used for work paid directly by FTA members and or by FTA. This is based on the fact that the selected service provider will not require further bidding for this category of work once they are selected service as the preferred service provider for an identified area.
- e) Once accredited as an FTA service provider, FTA commits to post details on the FTA website of the consultant as a FTA partner.
- f) Service providers selected will commit to provide progress and completion reports that will be used for further reporting by FTA. FTA will provide reporting templates aligned to expected results and agreed KPIs.

### **6. Consultancy Requirements**

The consultants will be expected to possess the following;

- a) Knowledge and relevant academic qualifications in the areas of expertise including Development studies, Economics, Statistics, Financial management, Organization development, Business development, Project management and entrepreneurship and other relevant disciplines.
- b) Demonstrable experience in carrying-out similar assignments in any of the proposed categories listed above that one wishes to offer their services.
- c) Ability to communicate with producers/ community based enterprises establishing and maintaining effective relationships. A proven track record of work with rural communities, plausible and or traceable organisations.
- d) Excellent written and oral communication skills.
- e) Excellent organizational and work planning skills, high personal and work ethics and a successful record of supporting development initiatives and commitment to meet tight deadlines.
- f) Demonstrated solutions-oriented approaches and flexibility in meeting varying producer needs.
- g) Professional and demonstrable experience working with artisanal and small scale mining communities or within the mining sector, will be desirable.
- h) Experience in adult learning and participatory methodologies and approaches Professional work experience directly related to Fairtrade certification and/ or certification of other sustainability standards will be desirable.



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- i) Good interpersonal skills, demonstrated ability to work in a multi-cultural, multi-ethnic environment and to maintain effective working relations with people of different national and cultural backgrounds. Ability to work successfully as part of a team is essential.

### 3. Application Process

While preparing the Expression of interest, applicants must include the following:

- a) A completed bio-data form attached
- b) Consultants statement on the interpretation of the TOR
- c) A brief description of the consultancy firm or consultant
- d) Areas of competencies/interest
- e) Outline of recent experience on assignments in the selected area of competency, including brief description of the methodologies
- f) Financial proposal – ranges of expected payments [Daily rates, and other costs deemed appropriate not related to a specific assignment but related to the country or region to be covered].
- g) At least 3 references of relevant assignments that the consult/ consultancy firm has undertaken in the last 3 years.
- h) Sample of some of the work done by the consultancy firm or the individual e.g. reports, presentations or training modules
- i) CVs of the consultant(s) to be engaged for the assignment.

Interested and qualified consultant(s) are requested to submit their Expression of Interest and completed [Bio-data form](#) to [procurement@fairtradeafrica.net](mailto:procurement@fairtradeafrica.net) by close of business **Wednesday 31<sup>st</sup> October 2018**.

Applications will be reviewed on a rolling basis. It is **mandatory** that you indicate in both the application and in the email subject, '**Consultancy Services for the Fairtrade Gold Programme**'. Without this specification, your application will **NOT** be considered. The reference CVs should all be submitted in a **PDF** format as **one** document.