TERMS OF REFERENCE

STRENGTHENING TOPACK'S SUPPLY CHAIN THROUGH GENDER/INCLUSIVITY LENSES

Terms of Reference for internship position

A. PROJECT BACKGROUND AND OBJECTIVES

This call for an intern is to support Topack in understanding its recycled plastic supply chain, with a focus on (female) waste pickers. Through this comprehension, Topack intends to contribute to a strengthened supply chain and better relationship with their suppliers.

Topack operates as plastic converter in Mozambique since 1995. Since 2018, Topack included sourcing of recycled plastic in their value chain to improve the company's sustainability. Topack ranks 18th best company according to KPMG's 2022 ranking of the 100 biggest companies in Mozambique.

Through its recycling activities, Topack contributes to a value chain which reaches Mozambique's poorest of the poor. Topack has a key position in Mozambique's plastic recycling sector. The recycling sector is gaining maturity because of a push for sustainability and due to increase of value of recycled materials. For example, in Mozambique, Coca Cola aims to recycle the same amount of plastic the company puts on the market.

Most of the suppliers of the recycling are so-called waste pickers. A waste picker is someone that collects waste from the landfill, streets, trashcan etc. Many waste pickers do not have any other livelihood alternatives, as collecting plastic and other recyclable materials is their only source of income.

Topack has four streams of sourcing the plastic: buying at the gate, buying from mature waste collectors, sourcing through its own trucks and a buying point at the Hulene landfill.

First, there are waste pickers who sell at Topack's gate. Two times a week, Topack 'opens its doors' for male and female waste picker from the area who sell their collected plastics. Quantities vary but are limited per individual, some even sell only 5kg. These waste pickers do not own their own transport as most bring their plastic through *chapa* or by foot.

Second, there are a handful of mature plastic suppliers who locally collect plastic in the Maputo region, for example in Catembe, and bring large quantities of sourced plastic with their own transport. These male and female informal business owners own their own (small) trucks and are welcome to sell any day at the gate of Topack.

Third, there are two trucks owned by Topack where staff source plastics through their own networks. Plastic is being sourced in Maniça, Ponta do Ouro and Goba, amongst other locations. The Topack management provides an amount to their truck drivers to source the plastic at the end of the day. Topack would like to have a better understanding who are behind providing plastic to these drivers.

Finally, Topack has a permanent presence near the gate of the Hulene landfill, where waste pickers directly sell the collected plastics in small quantities. Around the Hulene landfill, there are other companies that source plastic, so there is direct competition in the area.

Through this assignment, Topack aims to have a better understanding of its suppliers. As a result, they expected to strengthen their relationship with the suppliers, strengthen the position of waste pickers and potentially provide some tailored services to the waste pickers. This study will contribute to the waste pickers relationship with Topack. For example, it is expected that by monitoring what is really paid to the waste pickers by the second and third sourcing channel, waste pickers can be better informed and have a better bargaining position.

B. SCOPE OF WORK

Resilience is looking for an intern that will:

I. Describe waste picker 'profiles,' characterizing the waste pickers in each of the sourcing channels using gender/inclusivity lenses.

II. Develop a database of the suppliers based on the developed profiles, informing on number of the waste pickers, as well as their characteristics.

III. Conduct a SWOT analysis to recommend how Topack can strengthen their sourcing channels and relationship with the suppliers.

IV. Formulate a note/addendum/annex (to be decided) to Resilience's gender mainstreaming methodology ("gender mainstreaming in agricultural projects guide") to broaden the scope of the guide into environmental value chains.

The actual scope of the internship can be adjusted to align with the intern's interests or preferences in consultation with Resilience.

C. DELIVERABLES EXPECTED FROM INTERN

The assignment is a 5 months assignment. The preferred start date is as soon as possible (i.e. May/June/beginning of July 2023), coordinated with Resilience. The actions will be implemented in Maputo area.

The intern will report to Resilience, under an agreed workplan. The intern will provide the following deliverables:

1. Workplan approved by Resilience and Topack
2. Monthly-debriefing and progress sessions with Resilience and Topack
3. Report/presentation including a database of suppliers
4. A note/addendum/annex to contribute to Resilience's 'gender mainstreaming in agricultural projects guide' regarding the gender-supply chain analyses
5. The development of a concept note illustrating Resilience's gender mainstreaming approach

Deliverables will be considered completed once they have been cleared by Resilience.

The intern will be hosted by Resilience. Resilience will support by providing a gender framework and framework for inclusive value chains, and will support on content and analysis. Topack will support with linkages to the suppliers, transport (if necessary) and other required resources.

Resilience is an international network organisation that carries out research and consultancy projects for its clients in emerging markets. Moreover, we also initiate and invest in social enterprises to develop market-based solutions for pressing issues. We are a diverse group of bright and open-minded professionals seeking to make a positive change. We are mostly active in 5 fields: agri-extensions and farming applications, farmer-led irrigation and development, horticulture and seed-sector development, social ventures, and trade and private sector development. Currently, Resilience has offices in Ethiopia, Mozambique, the Netherlands and Rwanda. This internship will be supported by the offices of Resilience in the Netherlands and in Maputo, Mozambique.

D. CRITERIA

- 1-2 years of work experience in associated fields and affinity with gender related studies
- Study background in development studies, social sciences, and/or value chains
- Working experience in, and knowledge of, Sub-Saharan Africa
- Speaking Portuguese is a pro. Fluency in Spanish and willingness to learn Portuguese will be considered as well.

E. APPLICATION

Applications, including a short motivation and Curriculum Vitae (CV), can be send as soon as possible, but before May 19, 2023, to elna@resiliencebv.com.