



THIRST

Advisory services on human rights in the tea sector

THIRST's vision is of a fair and sustainable tea industry where workers and farmers are empowered and their rights are protected.

Our mission is to provide a platform for civil society actors and tea workers and farmers to come together to challenge the tea industry and governments to reform the system, *and support them in doing this*.

As part of this mission to support positive change in the industry, THIRST is now offering consultancy and advice packages to organisations and individuals based on its extensive expertise in human rights in the global tea sector. These may include tea companies throughout the value chain, tea associations, NGOs, MSIs, worker and farmer representatives, academic institutions, government bodies and others. The services described are not exhaustive and organisations are encouraged to get in touch to discuss any service they need which is not listed here.

Services for tea companies

- **Drafting or reviewing company human rights policies**
As mandatory human rights due diligence draws nearer, companies would be well advised to get ahead of the curve by ensuring that they already have robust human rights policies in place. This will also provide a clear signal to civil society that the company is committed to respecting human rights.
- **Drafting or reviewing tea companies' Modern Slavery statements**
There is a high risk of modern slavery and forced labour in today's tea sector due to increasing casualisation of labour and a trend towards greater sourcing from unregulated smallholder farmers. THIRST can help companies develop policies to substantially reduce these risks.
- **Conducting gender analyses**
As the recent legal cases alleging systemic sexual abuse in tea companies demonstrate, gender discrimination is a huge risk throughout the sector. Having a better understanding of the gender dynamics in your company and supply chain is an essential first step in tackling this risk.
- **Independent evaluation of human rights initiatives**
CSR projects can be helpful in helping tea communities improve aspects of their lives. But an independent evaluation by THIRST can help ensure that these initiatives are truly effective, lead to long-lasting change and therefore have a much better return on investment.
- **Conducting surveys with innovative, participatory research methodologies**
THIRST can help improve companies' understanding of the needs and perspectives of people at each stage of the supply chain to ensure human rights approaches are targeted correctly, appropriately and effectively.
- **Providing human rights training for tea company staff**
As companies come under greater pressure from international bodies, investors, consumers and employees to respect human rights throughout their supply chains, all staff in relevant posts need to have a strong grasp of the issues and what needs to be done.

Services for Civil Society

- **Independent evaluation of human rights initiatives**
THIRST brings expertise in monitoring and evaluation in global supply chain contexts and can help organisations measure and understand the impact that their initiatives are having on tea workers' and/or farmers' lives and what improvements may be needed.
- **Deepening understanding of the tea sector dynamics and human rights issues**
Organisations starting to work in the tea sector can benefit from THIRST's deep knowledge of how human rights issues play out in the context of the sector and its complexities.
- **Conducting research into critical human rights issues in the sector**
Whether it is to establish a baseline for a new initiative, or to gain a nuanced understanding of a particular set of issues in a particular area, THIRST can draw on a wide network of experts to conduct the necessary research and analysis.
- **Conducting worker, farmer and community surveys using innovative participatory research methodologies**
THIRST works with experts in the innovative SenseMaker methodology for a more genuine understanding of target groups' or communities' perspectives. It avoids problems of traditional survey methodologies like researcher bias and questionnaires that limit true responses, and allows interviewees to lead the narrative.
- **Facilitating collective action on human rights issues**
Drawing on a global network of stakeholders in the tea sector and effective mediation and facilitation skills, THIRST can help coordinate joint action of groups of civil society actors for shared learning or advocacy on human rights of tea workers and farmers.
- **Training civil society actors on human rights issues in the tea sector**
Both the tea industry and the human rights landscape are constantly evolving. THIRST keeps its finger on both pulses and can train NGO staff or activist group members on the theory and practice of respecting human rights of tea workers and farmers in a range of countries and contexts.

Costs

For an estimate of costs, please [contact THIRST](#). Concessions will apply to smaller civil society organisations.

THIRST will continue to offer its **Monthly News Updates** and **Knowledge Hub** services for free – but encourages users to consider contributing to the cost of providing this service (contributions can be made via the [THIRST website](#)).

Roundtable tickets will be available to buy, but, again, concessions will apply to smaller NGOs.