



BSR



TERMS OF REFERENCE

Business and Human Rights Expert | Pakistan | Secondhand Textile Flows September 2026 – January 2027

BSR is seeking an in-country **human rights expert** ('contractor') in Pakistan to conduct a **social impact assessment and economics analysis of the second-hand textile industry**, including import, sorting, re-export, resale, recycling, and downcycling. The assessment will contribute to a broader global study on the environmental, social and economic impacts of second-hand textile flows, a multi-year initiative led by Accelerating Circularity, BSR, and WWF to develop a practical roadmap to improve sustainability of the trade aimed at policymakers, brands, sorters, collectors, and other stakeholders.

The contractor **must have prior experience working on human rights in global supply chains and experience in rightsholder engagement**. The contractor should **be based in Pakistan and speak Urdu and English** (additional regional language(s) a plus). Ideally, the contractor also has prior experience working with the **apparel, sorting or recycling industries and/or informal markets**.

The contractor will report directly to and work closely with the BSR team in Europe. As part of the program delivery team, the contractor will be responsible for supporting timely, high-quality project delivery and managing **local stakeholder relationships** to ensure smooth implementation of the impact assessment.

BACKGROUND

In partnership with [Accelerating Circularity](#) and [WWF, BSR](#) ('the Partners') is conducting a study to document the impacts of second-hand textile material flows from the EU, UK and US to five importing countries (Chile, Kenya, India, Pakistan and the United Arab Emirates). Against a backdrop of evolving Extended Producer Responsibility and waste legislation in several key markets and increased stakeholder scrutiny on the used textile trade, the project aims to provide an enhanced understanding of the environmental, social, and economic impact of global used post-consumer textile flows.

The goal of this study is to enable policy makers and businesses to make informed decisions on using, regulating, investing in and scaling reuse and recycling systems in both exporting and importing countries. Ultimately, the project seeks to enable the development of a system that is just and sustainable across environmental, social, and economic dimensions, informed by better data on the current situation and the implications of evolving policies and business practices.

As part of this study, BSR will lead a **global social impact assessment and economics analysis**, in partnership with local experts. **The social impact assessment** will aim to address human rights and social impacts of the second-hand textile industry. Impacts in scope will include **labor rights** (e.g. right to just and favorable conditions of work, non-discrimination, freedom from forced labor), **social and economic rights** (e.g. right to an adequate standard of living and right to education) and **civil and political rights** (e.g. right to information). Particular attention will be given to the rights of **marginalized and disenfranchised groups** including children and the informal or semi-formal networks – including traders, brokers, home-based workers, waste handlers, small recyclers and street-level collectors – who play an essential role in the sorting, trading, re-export, resale, recycling, and downcycling of second-hand textiles.

The **economic impact assessment** seeks to evaluate the contribution of the second-hand textiles market to local economies. It will explore economic value, labor structures, and economic gender equality, mapping how it is distributed across stakeholder groups, and identifying where policy, capital, and innovation interventions could strengthen the sector's contribution to inclusive and sustainable economic growth.

SCOPE OF WORK

The contractor will have the following responsibilities which are described in greater detail below:

Stakeholder Engagement

- Adapt a tailored interview guide (provided by BSR) to local context.
- Provide longlist of potential stakeholders to engage and interview, including feedback on prioritization criteria.
- Execute on-site visits to a representative selection of facilities and locations across the imported used-textile value chain in Pakistan. (These could include, subject to access, import and logistics hubs; KEPZ and non-EPZ sorting and grading facilities; wholesale or retail second-hand markets; repair and refurbishment operations; textile-waste handling and trading hubs; recycling and manufacturing facilities; etc.)
- Conduct up to 25 in-person and virtual interviews and small focus groups (format TBD) with relevant local stakeholders represented diverse views of the second-hand textile trade in Pakistan (importers and re-exporters, sorters and graders, waste collectors and street vendors, wholesalers and brokers, informal workers, EPZ authority management, policy makers, community representatives, etc.).
- Adapt and conduct a workplace survey for a broad range of relevant stakeholders to capture local social and economic impacts of the second-hand textile industry in Pakistan.

Analysis and Report Development, Validation, and Finalization

- Analyse and synthesize key interview takeaways (format to be finalized between BSR and contractor), including:

- Salient potential and actual impacts identified and prioritized covering different human rights issues as related to the research and field-level findings
- Economic impacts of the second-hand textiles market across stakeholder groups
- Conduct one 1-hour presentation of stakeholder engagement findings with BSR team and the Partners (Accelerating Circularity and WWF).
- In collaboration with BSR and Partners, plan and facilitate two workshops (format TBD) in order to (1) share impact assessment findings and preliminary recommendations and (2) validate final recommendations.
- Draft initial report (approximately 20-25 pages), including social and economic impact analysis and key assessment learnings. Key learnings may be in the form of qualitative themes and findings, photographs, testimonials, numerical data, data visualization (charts, graphs), or other related materials as collected during the stakeholder engagement phase.
- Review BSR final report to ensure accuracy and consistency with impact assessment findings (expected delivery date in Q1 2027).

Project Delivery

- Support stakeholder engagement by cultivating and maintaining relationships with a broad set of players across the second-hand textile market (importers and re-exporters, sorters and graders, waste collectors and street vendors, wholesalers and brokers, informal workers, EPZ authority management, policy makers, community representatives, etc.) to enable smooth and timely needs assessments and ongoing engagement.
- Track and oversee project activities through general project management, in partnership with the BSR team.
- Maintain regular communication with the BSR team through biweekly virtual meetings to ensure strategic alignment, consistent learning, shared best practices, and standardized, impactful delivery.

PROJECT PHASES AND DELIVERABLES

The main project will run for approximately 3-4 months from September 2026 to January 2027, with the following project phases and deliverables. The consultant is also asked to provide a review of the final project report in Q1 2027.

1. Phase 1: Preparation (Weeks 1-3)

- Adapted stakeholder interview guide tailored to the Pakistan second-hand textile industry context
- Stakeholder mapping across relevant categories
- Stakeholder prioritization framework and criteria
- Final prioritized stakeholder list for engagement
- Interview/focus group engagement plan (including format, logistics, documenting participation consent, and timeline)

2. Phase 2: Assessment (Weeks 3-7)

- Execution of on-the-ground site visits, interviews, and focus groups with sector players
- Interview/focus group summaries (anonymized as appropriate)
- Engagement log documenting outreach and meetings with relevant stakeholders
- Structured analysis and synthesis of key interview findings (format to be finalized between BSR and contractor), including direct quotes that could be impactful to use in the final report
- Written social and economic impact analysis inputs and recommendations informed by field research

3. Phase 3: Report Synthesis and Validation (Weeks 6-12)

- Workshop scheduling, including development of invite list
- In collaboration with BSR and Partners, design workshop agendas and materials (slides, discussion guides, facilitation plan)
- Facilitation of two stakeholder workshops: (1) Findings and Preliminary Recommendations Workshop (2) Final Recommendations Validation Workshop
- Workshop summary reports, including:
 - Participant lists
 - Key discussion points
 - Feedback received
 - Agreed revisions or recommendations

Note: these workshops may be coordinated with WWF's assessment on environmental impacts and as such the timing may be moved later

4. Phase 4: Review and Finalization (expected Q1 2027 – 1 week)

- Annotated feedback and validation of BSR final report

5. Ongoing:

- Project management, workplan oversight, and communication with BSR team (biweekly virtual meetings)

PAYMENT SCHEDULE

The contractor will receive a flat fee for the project, with invoices submitted to BSR at the conclusion of each Phase of work, including a description of activities performed and deliverables produced per Phase. BSR will issue payment within 30 days of receiving the invoice. The contractor will be responsible for their own taxes and other statutory obligations.

The initial contract is expected to commence in September 2026 until January 2027. The allocated budget for this project is 12,500-15,000 USD, with flexibility to the scope of activities dependent on applications received.

Local travel may be required. Travel expenses will be reimbursed separately upon submission of receipts.

Provision of Monitoring, Progress Controls & Payments

The contractor will work under the direct supervision of the BSR team.

EXPERIENCE AND EXPERTISE REQUESTED

- Human Rights expertise or experience required; prior experience of conducting human rights impact assessments is a strong plus.
- A good understanding of and experience with the informal and semi-formal economy.
- Experience working in global supply chains, ideally in the apparel sector; knowledge of the second-hand textile industry is a plus, including a local network and credibility with the second-hand textile sector in Pakistan.
- Extensive experience in worker and community engagement as well as ability to engage management and policy makers.
- Strong communication, research, and project management skills.
- Familiarity with economics, labour markets, and development, including research or industry experience.
- Native Urdu speaking, and fluent in English both in speaking and writing. Additional regional languages considered a plus.
- Good flexibility to travel domestically to diverse second-hand textile industry sites, such as import and sorting facilities, domestic markets, recycling and downstream manufacturing sites, etc.

Qualified candidates are encouraged to apply even if they do not satisfy every requirement outlined in this description.

Application Process

Interested individuals must submit an application to akolev@bsr.org **before 21 August 2026 at 12pm CET (3pm PKT)** and reference the job title 'BSR Business and Human Rights Expert Pakistan' in the email title and file name. Application must include:

- Cover letter with a summary statement of competencies in relation to the TOR
- Curriculum Vitae
- Proposed flat fee and availability for this assignment
- Written proposal outlining the suggested approach and timeline
- Names and current contacts of 2 referees

Interviews will be held on Wednesday 26 August and Thursday 27 August. Please reserve time on these dates from **10am to 2pm CET (1pm to 5pm PKT)** in case you are selected for an interview.

Confidentiality Statement and Intellectual Property Rights

The contractor shall treat all data and information received from the Partners for this assignment as confidential. All intellectual property produced under the assignment shall become the property of BSR.

ANNEX

Project Overview

Mapping Global Used Textile Flows



Global Used Textile Flows

Mapping Secondhand Material Flows



The industry's linear business model has significant impacts on people & environment



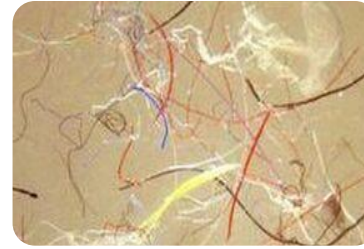
**Climate
Change**



**Resource &
use**



**Landfilling &
incineration**



**Release of
pollutants**



**Human Rights
impacts**



Low wages

Mapping Global Used Textile Flows

We will provide valuable data for effective decision making & investment in:

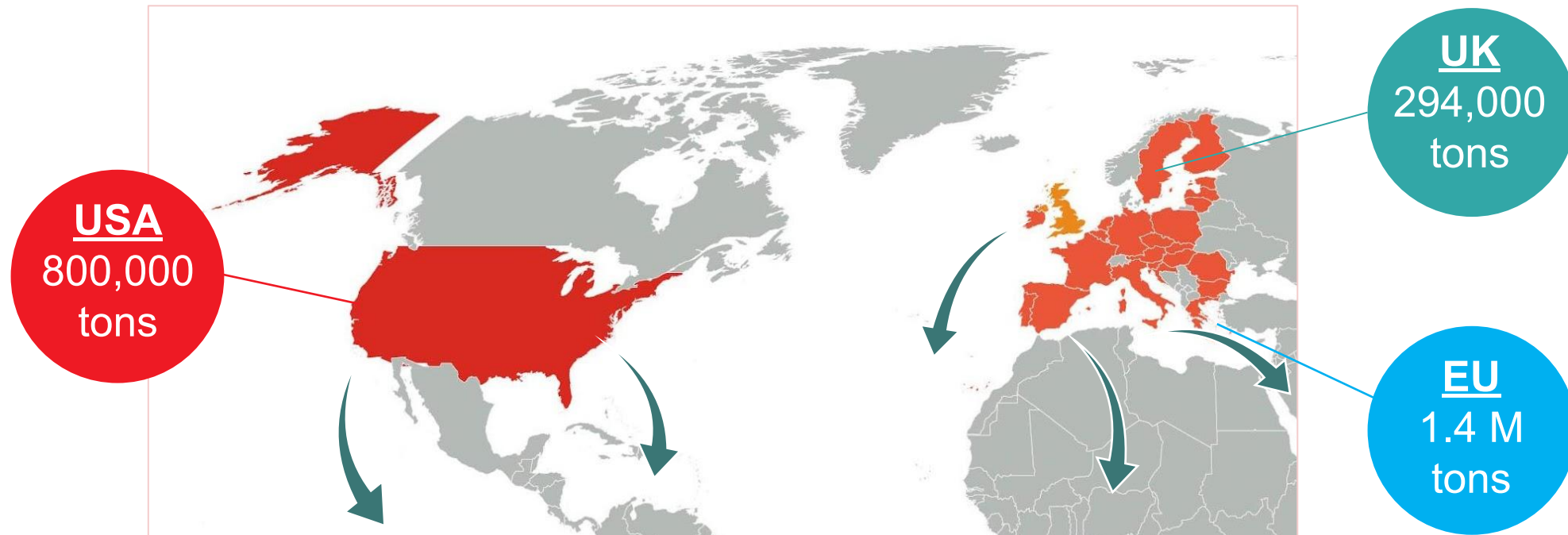
The recycling
infrastructure

The **regulation**
of used textiles
for a just
transition

The fashion
industry's efforts
toward
circularity



70% of textiles that are collected for reuse in the United States, European Union, And The United Kingdom are sent overseas



Whilst a potential economic opportunity, the environmental and social effects are unclear in the in the destination countries



Project Objectives

Using the following methods, we will provide insights and practical recommendations for policymakers and businesses, focusing on key areas of the value chain:

- ☐ **Map and validate current data through:**
 - ✓ the value chain
 - ✓ textile flows
 - ✓ relevant stakeholders
- ☐ Investigate **environmental impacts.**
- ☐ Evaluate **social and economic impacts.**
- ☐ Facilitate **responsible trade discussions.**
- ☐ **Raise awareness** to drive change.



Project Objectives

By Mapping Second-hand Material Flows we will create a fair and sustainable second-hand clothing trade and global recycling system, focusing on environmental, social, and economic factors.

Inform and recommend the fashion and textiles sector's actions on **circularity, just transition and responsible business.**

Inform **recycling infrastructure development.**

Ensure the **voices of key stakeholders are considered** in solutions

Inform **impactful investment in the development of equitable circular systems** in both exporting and importing countries, by industry, government, and other stakeholders.

Build knowledge for **effective policy implementation.**

Project Scope

The study will analyze the waste streams from **US, UK & EU** as main exporters, to **5 importing global south countries**, targeting major volumes of clothing by region.

AFRICA:

Kenya 3.56%

MIDDLE EAST:

UAE 4.61%

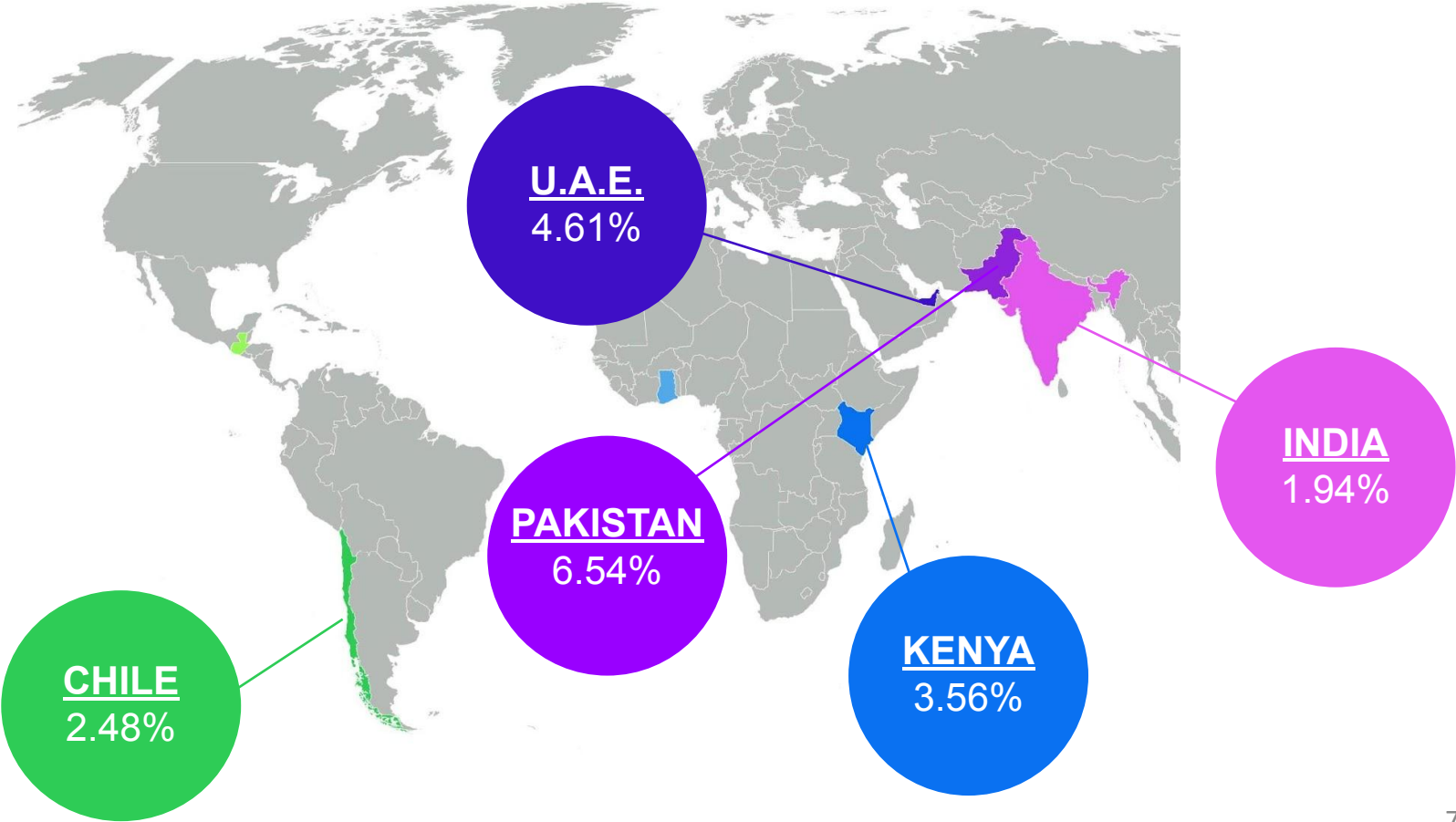
SOUTH ASIA:

India 1.94%

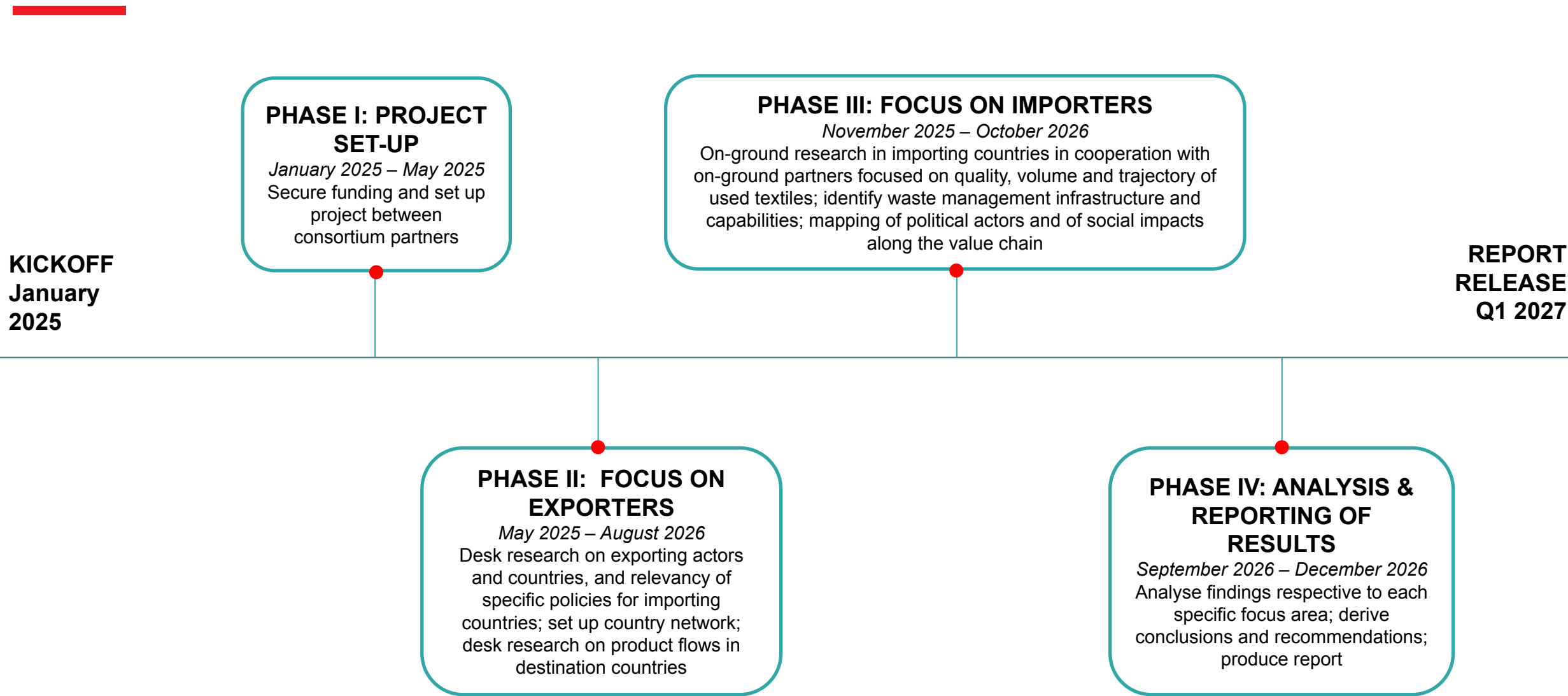
Pakistan 6.54%

SOUTH AMERICA:

Chile 2.48%



Project Phases



A horizontal timeline diagram showing the sequence of project phases. A central horizontal line with an arrow at the end represents the timeline. Four red dots are placed along this line, each connected by a vertical line to a rounded rectangular box containing phase details. The phases are arranged in a staggered fashion: Phase I and Phase III are above the line, while Phase II and Phase IV are below it. The timeline starts with a 'KICKOFF' event and ends with a 'REPORT RELEASE' event.

KICKOFF
January
2025

PHASE I: PROJECT SET-UP

January 2025 – May 2025
Secure funding and set up project between consortium partners

PHASE III: FOCUS ON IMPORTERS

November 2025 – October 2026
On-ground research in importing countries in cooperation with on-ground partners focused on quality, volume and trajectory of used textiles; identify waste management infrastructure and capabilities; mapping of political actors and of social impacts along the value chain

PHASE II: FOCUS ON EXPORTERS

May 2025 – August 2026
Desk research on exporting actors and countries, and relevancy of specific policies for importing countries; set up country network; desk research on product flows in destination countries

PHASE IV: ANALYSIS & REPORTING OF RESULTS

September 2026 – December 2026
Analyse findings respective to each specific focus area; derive conclusions and recommendations; produce report

**REPORT
RELEASE**
Q1 2027

Advisory Group Members



Peter Lund Thomsen

Key Audiences for Mapping Second-hand Material Flows



Policymakers

- Inform regulation of used textile exports and how to address the challenges of decreasing textile quality which contributes to **environmental and social issues**



Apparel Companies

- Provide understanding of what happens to their **textile products after use** and the associated **impacts** necessary to address
- Help prepare for upcoming **legislation** on EPR and restrictions on waste shipments especially in the EU



Collectors & Recyclers

- Enable **collectors / exporters** to understand exactly what happens to the textiles they collect and where they end up
- Inform **adaptation of business practice**, considering economic, environmental and social implications
- Inform site-location for **recyclers'** facilities based on feedstock availability, workforce potential and technical capabilities

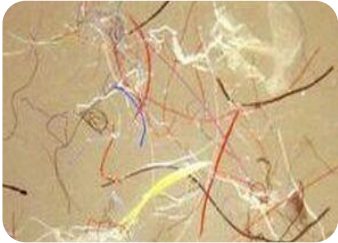


Consumers

- Increase awareness of the **value chain and impacts** post collection of used textiles
- Influence **behavior change** and encourage holding fashion businesses accountable



Industry Alignment



We will coordinate with **local on-the-ground organisations and other international collaborators** e.g. The OR Foundation, ACT, Fashion for Good, Circle Economy, UNIDO, Reverse Resources and GIZ who have done research or published reports in targeted countries to build on existing knowledge and fill any gaps.

Partners & Contacts

The project will be conducted jointly by:



Accelerating Circularity, a nonprofit organization with a mission to catalyze new business models and circular systems to turn textile waste into mainstream raw materials.
www.acceleratingcircularity.org



BSR, a sustainable business network and consultancy for a transformation towards a just and sustainable world.
www.bsr.org



WWF (The World Wide Fund for Nature), one of the most experienced conservation organizations with an active global network in almost 100 countries. The WWF Circular Economy program promotes a socioecological transformation towards an economy with a circular focus and less input of primary resources in order to protect ecosystems and achieve the global climate goals.
www.wwf.org

THANK YOU

