

Tender Specifications

Expert work to support the project:
*“Strengthening the capacity of Trade Unions in South-East Europe
to improve wages and working conditions
in the garment and footwear sectors”*

1. Background information on the project

IndustriAll European trade union (industriAll Europe) has engaged in a project aiming at strengthening the capacity of trade unions in the garment & footwear sector in 7 South-East European countries (Croatia, Serbia, Montenegro, Former Yugoslav Republic of Macedonia, Albania, Romania, Bulgaria) to engage in organising and collective bargaining, and to improve quality of work, health & safety at work and wage levels, in the direction of decent work and of living wages. This project will last 2 years, starting in December 2017.

The situation of garment and footwear workers in the region has been highlighted by the Clean Clothes Campaign (“Stitched up” – 2014 for garments, “On a shoestring” – 2016 for footwear, and again in 2017 “Europe’s sweatshops”) as being bad, comparable to that of Asia: attacks on freedom of association, wages below the poverty threshold, massive and unpaid overtime, serious safety hazards and sexual harassment of women. Given the low wages, there is growing evidence in the sector that more and more reshoring from other parts in the world to South-East Europe takes place.

The project will first train and assist trade union representatives in the South-East European garment and footwear sectors with methods and tools to engage in building trade union capacity and collective bargaining at company and sector level. It will also use existing Global Framework Agreements (GFA’s) signed with certain brands and leverage the ACT (Action, Collaboration, Transformation) Memorandum of Understanding (MoU) signed by global trade union federation IndustriALL Global Union with global brands, many of which are headquartered in Western Europe. The ACT initiative aims at achieving living wages through industry-wide collective bargaining.

The project has received financial support by the European Commission, DG EMPL, under the contract number VP/2017/0321.

2. Outline of the overall project in which the work of the expert will be included

The overall project is subdivided into the following work packages:

- the mapping of the garment and footwear sectors in the 7 target countries. Questions to be addressed are: Which companies have subsidiaries in these countries, or which suppliers to global brands are present?
- the training of trade unions and capacity building. Change can only start if trade unions are well-trained on possible actions at company and sector level.
- the initiation of raised awareness, joint action and potential negotiation of collective agreements at the company level of tier-1 suppliers to Europe-based global brands, or at sector level of garment and footwear, in the 7 target countries of South-East Europe, bearing on wages and working conditions.

- the design of game-changing strategies with the final aim of coming to more collective agreements at company or sector level in the garment and footwear sector in the 7 target countries in South – East Europe
- the build-up of stronger coalitions with other stakeholders in the region, such as NGOs and brands (with a specific focus on those that already expressed commitment to responsible supply chain management through signing the ACT MoU or a Global Framework Agreement)

3. Tasks to be performed by the Contractor

3.1 Description of tasks

The tasks to be performed by the expert are:

- mapping of the sector (desk research and on-site visits), in the 7 target countries (Croatia, Serbia, Montenegro, Macedonia, Albania, Romania, Bulgaria), i.e. identification, in each target country, of:
 - the identity of the main manufacturing companies in the garment and footwear sectors (number of employees, turnover, commercial link to brands),
 - the main suppliers to those major brands that have signed the ACT MoU or a Global Framework Agreement (such as Inditex, Tchibo and H&M)
 - the activities of certain other stakeholders such as Clean Clothes Campaign, Fair Wear Foundation and other similar NGOs in the region.
- identification and recruitment of trade unions and stakeholders (NGOs like CCC, brands, ...) to participate in the activities of the project (workshops and final conference)
- identification of current initiatives (labels, ethical trading, ...) that currently already exist to improve working conditions in the garment and footwear sectors in the 7 target countries
- preparation of, support for and animation of 6 national workshops (one in each of the target countries, with Montenegro being merged with Serbia), each lasting 2 days
- co-designing of game-changing strategies for the future, based, among others, on the ACT MoU or on Global Framework Agreements
- contacting and engaging in discussions with global brands on the application, to selected suppliers in some target countries, of the ACT MoU or of their Global Framework Agreement,
- preparation of, support for and animation of the final conference (2 days in Sofia)
- co-drafting the final report.

The national workshops will be organised as follows:

- Day 1 internal to trade unions: feedback on the mapping of the sector, training on organising, collective bargaining, Global Framework Agreements and the ACT MoU
- Day 2 for trade unionists and external participants (local suppliers, NGOs, global brands): discussion of tools combining trade union action with that of external stakeholders.

The final conference will be organised as follows:

- Day 1 internal to trade unions: Presentation and discussion of the game-changing strategy; Discussion on concrete implementation of this strategy (regional cooperation, cooperation with trade unions and European Works Councils in headquarters of the brands)
- Day 2 for trade unionists and external participants (local suppliers, NGOs, global brands): Presentation and discussion of the game-changing strategy with external stakeholders, including potential steps to collective agreements at company / sector level or commitments based on the ACT MoU or GFAs.

3.2 Guidance and indications on tasks execution and methodology

Task execution shall be in direct and constant contact with industriAll European trade union, the contractor, drafts of the researches and reports shall be revised jointly with industriAll European trade union, before being submitted to the European Commission (final report).

4. Expertise required

1. Sector knowledge of the international value chains of the garment and footwear sectors
2. Good relations to trade unions in the garment and footwear sector in the 7 target countries
3. Experience of engaging in negotiations with global brands of the garment and footwear sector, specifically on issues relating to the responsible management of supply chains
4. Good practical knowledge of the Global Framework Agreements (GFA's) signed by certain brands with their workers and of the ACT (Action, Collaboration, Transformation) Memorandum of Understanding (MoU)

5. Time schedule and reporting

This project will last 24 months, starting in December 2017, and ending November 2018.

6. Payments and standard contract

A regular contract will be signed, including the description of the activities and conditions included in the present invitation to tender. Terms of payment will be similar to those provided by the European Commission. They will be specified in the contract to be signed.

7. Price

The price should not be superior to 50,000 EUR (Fifty thousand euro), VAT included.

Travels and accommodation costs should not included in the price and will be reimbursed separately by industriAll Europe, upon presentation of justification documents (invoices, boarding passes, tickets).

8. Award criteria

The contract will be awarded to the tenderer whose offer represents the best value for money - taking into account the following criteria:

- Demonstrated competencies in the fields mentioned above in §4 "Expertise required"
- Demonstrated capacity to support the action of trade unions
- Originality and completeness of the method proposed.

It should be noted that the contract will not be awarded to a tenderer who receives less than 70% mark on the Award Criteria.

9. Content and presentation of the bids

9.1 Content of the bids

The bids should contain:

- a description of the methods that will be used for performing the tasks described in §3.1 “Description of tasks”
- the CVs of the persons that will actively be engaged in the study, and the roles that they will undertake
- in the case of a consortium, the sharing of tasks between the members of the consortium, and the procedures used for co-ordination among the members.

9.2 Presentation of the bids

The bids should be written in English, and be submitted in electronic format (PDF) at the following e-mail address

annette.paternostre@industrial-europe.eu

For any enquiry about the **technical** content of the call for proposal, the contact person is

Laurent Zibell, Policy Adviser for the Textile, Clothing, Leather and Footwear sectors

industriAll European trade union

laurent.zibell@industrial-europe.eu

9.3 Deadline for submission of the bids

The complete bid should be sent to the above-mentioned e-mail address with a request for confirmation of receipt at the latest on **Thursday 7 December 2017 at 23:59 hours CET**.