

JOINING FORCES FOR SUSTAINABLE TEXTILE SUPPLY CHAINS

Call for Proposals

FUNDING GUIDELINES



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All important information under https://www.textilbuendnis.com/ideenwettbewerb/







BACKGROUND

The Partnership for Sustainable Textiles (PST) is committed to a social, ecological and corruption–free textile and garment industry — an industry that respects the rights of all workers, protects the climate and the environment, and operates with integrity and within planetary boundaries. The PST aligns its work on international agreements and guidelines that define the principles of social, environmental, and economic sustainability and set the framework for corporate responsibility. The objectives of the PST concerning social and human rights issues are based in particular on the ILO Conventions, the UN Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. To achieve its goals, the PST places a special focus on the implementation of corporate due diligence and responsible business conduct in Germany, Europe and worldwide. Several Partnership members have joined forces to directly advocate for positive changes in the producer countries, particularly with respect to the PST's focus topics: grievance mechanisms and remedies, living wages and purchasing practices, gender equality, as well as circular economy and climate protection. By combining efforts of several Partnership members and local stakeholders, more can be achieved for the workers and the environment in production countries than by the actions of individuals alone.

The German Agency for International Cooperation GmbH (GIZ), which also hosts the PST Secretariat, conducts the Call for Proposals on behalf of the Federal Ministry for Economic Cooperation and Development (BMZ). The call for project proposals, the selection process, and the provision of funding meet GIZ's requirements.



All important information under https://www.textilbuendnis.com/ ideenwettbewerb/







WHATISTHE CALL FOR PROPOSALS ABOUT?



1.a What is the objective of the Call for Proposals?

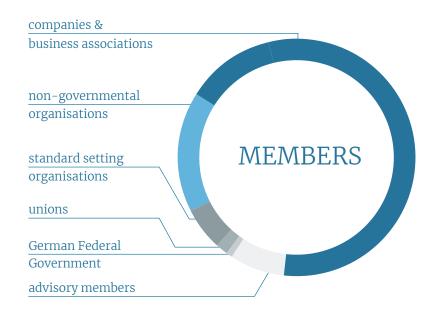
The Call for Proposals aims to enable and support Partnership members and other cooperation partners in meeting their individual social and ecological due diligence obligations within their own supply chains. Together with local stakeholders and other cooperation partners, projects on specific focus topics are jointly planned and implemented to improve the social and ecological conditions in production countries. The aim is to promote initiatives that generate a developmental impact.

1.b Who is the target group of the Call for Proposals?

The Call for Proposals addresses Partnership members with the purpose to join forces with other cooperation partners to establish a project partnership. The project partners enter the Call for Proposals by submitting a project outline on one of the focus topics. Every project partnership **consists of at least three PST members from at least two different stakeholder groups**, one of which should be a non–gov–ernmental organisation or trade union from Germany and/or the country of implementation.

For an overview of the different stakeholder groups in the PST and possible cooperation partners, see section <u>3.c.</u>









1.c What are the different focus topics?

All projects must address at least one of the following focus topics:

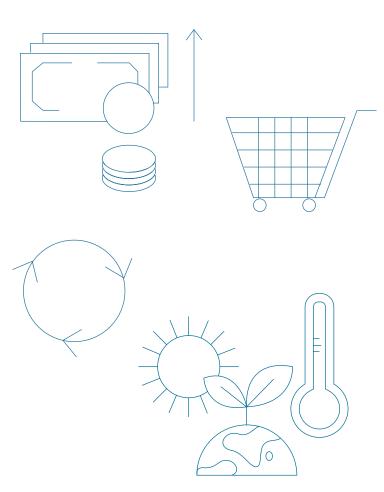
Living wages and purchasing practices

Although a statutory minimum wage is often paid in production countries, this is not necessarily the equivalent to a living wage. A living wage is defined as a wage that covers the living costs of workers and their dependent family members and allows for adequate reserves for emergency situations. How can living wages and responsi-

covers the living costs of workers and their dependent family members and allows for adequate reserves for emergency situations. How can living wages and responsible purchasing practices that are aligned with the Common Frameworks for Respont sible Purchasing Practices be achieved? Possible approaches include close strategic collaboration with suppliers in industry–wide cooperation arrangements and the promotion of freedom of association and collective bargaining.

Circular economy and climate protection

The negative effects of the textile sector on environment and climate are far-reaching. In particular, the textile industry is characterized by its high consumption of resources and land as well as the significant environmentally harmful GHG emissions. According to the Ellen MacArthur Foundation, the production of textiles alone causes around 10 percent of global CO2 emissions per year. Against this background, the concept of circularity is becoming increasingly important. The objective is to pre-serve the value of textiles for as long as possible, reduce GHG emissions and inte-grate textile waste into the production cycle as a valuable secondary raw material and reuse it for further processes. These aspects are part of the core objectives of the European Green Deal and the most recent textile strategy of the EU Commission and therefore require special attention. In this context, it is important that member companies take a close look at the circularity of their internal processes. This includes the topic of circular design, the durability and reparability of textile products as well as their disposal, but also the use of secondary raw materials and the traceability of harmful chemicals.











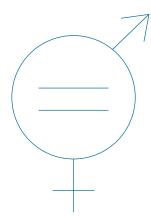






Gender equality

Workers in the textile and garment industry are often victims of discrimination due to their sex, their gender identity, their ethnic or religious background or a disability. Women in particular experience sexual harassment in the workplace, wage inequality, disadvantage in career advancement or discrimination due to pregnancy. How can this discrimination be eliminated and gender–based violence in the textile industry be overcome? It is important to raise awareness on the topic of gender–based violence and to inform workers about their rights. Other important approaches can include the promotion of women in management positions, the strengthening of trade unions, worker participation and complaints committees. For this, it is crucial that women and other marginalized groups are part of these bodies. An important step has already been taken with the first legally binding agreement to end sexual violence and harassment, which was signed in India in April 2022. This agreement could potentially represent a model role for the textile industry. In addition, the collection of gender–disaggregated data is a key factor for identifying challenges and monitoring the impact of solutions.







Grievance mechanisms and remedies

Promoting access to remedies and compensation is an integral part of corporate due diligence. Workers in the textile supply chain must have the opportunity to draw attention to problems in the workplace and receive effective remedies and compensation as needed. For this reason, companies must ensure that workers in their supply chains have access to functioning in-house grievance mechanisms and local points of contact as well as the opportunity to present complaints as part of in-house (on the part of the purchasing company) or inter-company (as part of sectoral and member initiatives) back-up grievance mechanisms.





1.d Where can projects be implemented?

In your project outline, please indicate in which country or countries you would like to implement activities. If you seek funding by the public sector funding, these measures must be implemented in a bilateral partner country, reform partner country, global partner country or transformation partner country of the BMZ (see below). In case of additional activities in countries that are not BMZ partner countries, this would need to be financed through your own contribution.²

Mögliche Implementierungsländer:

25 Lebanon

27 Malawi 28 Mali

26 Madagascar

2 Source: Federal Ministry for Economic Cooperation and Development (BMZ), bilateral partner country, reform partner country or global partner country, last updated July 22 https://www.bmz.de/resource/blob/29604/4faa74bb6cb43ad3bff1c468f091ac08/laenderliste-data.pdf



53 Viet Nam

54 Zambia









1.e How long is a project term?

The funding period is up to 20 months. Projects can start on 01.05.2023 at the earliest, the funding period ends on 31.01.2025 at the latest. The project term must be at least six months. All measures must be fully implemented within the funding period.

1.f Which impacts are expected?

All projects must contribute to at least one of the focus topics listed in <u>1.c</u>. Each focus topic has an internationally compatible reference framework, which provides orientation and sets out the target(s) and key implementation steps. Progress in achieving the targets is measured with KPIs (<u>see 5</u>.). Applicants shall indicate to which reference framework and KPI(s) the project will contribute. Please also indicate the estimated target value(s) for the indicator(s) to which the project contributes.

1.g What criteria are used to assess the project?

There are two different types of criteria:

- a) 24 minimum criteria that must be met (marked with √) and
- b) 21 additional criteria that may be met (marked with ___).

The overall assessment is improved if additional criteria are met: the additional formal criteria are weighted with 30%, the additional substantive criteria with 50% and the additional cross-cutting criteria with 20%. You can find more information on the assessment process under $\underline{2}$.



3 What does SMART stand for?

The indicators should be **specific**, in other words, unequivocally worded and relate directly to the project objective. They should be **measura**ble, meaning as quantifiable as possible (e.g. %, number). In addition, they should be **ambitious** but also **realistic**. This also applies to data collection, which should be able to be performed in a timely manner and be able to be conducted with suitable survey instruments. Finally, they should be time-related, meaning they should be assigned a specific date by when the indicator should be implemented.







Minimum criteria

FORMAL CRITERIA

Project partnership	 ✓ The project partnership is made up of at least three members from at least two stakeholder groups, including one NGO/trade union (which may also come from the country of implementation). ✓ The applicants must confirm that the 	Budget and agreements	 ✓ The proposed measures can be co-financed with public sector share. ✓ The project partnership's own contribution is based on the size of the companies involved. If only SMEs are involved, the mir imum contribution for the entire project partnership is at lea 40% of the total volume. If large companies are involved, the
Torm	commercial and legal conditions are met (see 1.h and 3.b). The term is within the funding period		project's own contribution is at least 50% of the total volume. The public sector contribution is within the funding framework (€50,000 to €199,000).
Term	(May 2023 to January 2025). The term is at least six months.	Country of implementation	✓ Measures are planned in at least one BMZ partner country.
		Eligibility for support	▼ The application is complete, meets the guidelines and is thus eligible for support.







SUBSTANTIVE CRITERIA

Risk analysis
and problem

- Context, problem analysis, relevant stakeholders and target group have been clearly described.
- The reference to the risk analysis of the companies is plausible.
- Risks and/or (unintended) negative consequences of the project are addressed.

Objective and indicators

- The project objective has been clearly and realistically formulated.
- The KPIs have been formulated in line with SMART criteria.
- At least one focus topic KPI has been addressed.
- The milestones can be achieved in the project term.

Reference framework and reference to focus topics

- The project makes a specific, measurable contribution to at least one focus topic and its reference framework.
- The reference framework has been described in a comprehensible manner.

Measures and milestones

- The measures and the selected approach are suitable for achieving the project objective and meet the needs of the target group in the production countries.
- The project partnership has checked in advance whether existing approaches are in place which can be built on and has identified synergies with other donors, projects, important local stakeholders and programmes. The result of this examination shall be presented in a comprehensible manner.

Monitoring und Evaluation (M&E)

- The way the project partnership will regularly monitor the project developments and achievement of objectives and evaluate the developments has been clearly described. The results will be made available to GIZ.
- The responsibilities for monitoring and evaluation have been specified and the associated time and financial resources have been planned for.

Inclusion of local stakeholder groups

Comprehensible description of when and how rights holders are included in planning and implementation.

Gender

The project addresses gender-related norms and identifies possibilities for promoting gender equality, even if this is not the main objective of the project.







Additional criteria

OWN CONTRIBU	UTION	I (30%)		
Own contribution		The partnership's own contribution exceeds the planned minimum contribution. The weighting of the criterion is based on the amount by which the own contribution exceeds the funding amount.	Inclusion of local stake- holders	Rights holders are involved as equal partners in all project stages. Local institutions such as governments and authorities are involved in implementation.
SUBSTANTIVE (CRITE	RIA (50%)	Gender	Especially vulnerable groups have been taken into account with regard to multiple discrimination/intersectionality.
Risk analysis		Measures to minimise risks/negative interactions are stated.		The project seeks to maximise its reach (e.g. via multipliers), in order to enable as many people as possible to benefit from its equal opportunity approach.
Measures and milestones		The description of measures is specific with regard to responsibility for implementation, the term of the measure, as well as the target group being addressed.		nomits equal opportunity approach.
Monitoring und Evaluation		The target group is involved in the M&E process.		
(M&E)		A baseline assessment is planned.		







CROSS-CUTTING CRITERIA (20%)

Long-term nature of the measures	The measures seek to achieve a broad-based impact beyond the direct target group.
	The project proposal comprises a concept for tracing or following up on measures beyond the funding term.
	The project outline and budgets contain an exit strategy, e.g., in order to enable the transfer of the project to local sponsorship or other sponsors
Transparency	The project aims to bring about more transparency in supply chains, for example, through supplier mapping or approaches that also cover the deeper supply chain.
Corruption	Constraints, pressure, opportunities and incentives for corruption have been identified and the stakeholders determined.
	Risks and impacts have been assessed with regard to jeopardisation of the project objective.
	Anti-corruption measures have been identified.

Peer-Learning	Ш	A regular dialogue format is planned.
		Resources (e.g. in the form of working hours and/or services) for preparing lessons learned and best practices are planned.
Capacity Building		Measures to strengthen the local executing agency or the target group in terms of technical, methodological, commercia and organisational capacity are included.
Communica- tion		Public relations activities have been planned and responsibilities and resources (e.g. working hours, budget for professional photos) have been assigned.
		There are suggestions for contents and formats for communication (e.g. testimonials, factsheets, images, videos), including for the channels of the PST (website, LinkedIn and Twitter).







1.h What are the conditions for a public sector contribution to the project?

The prerequisite for receiving a public sector contribution is that project partners contribute to the project as well. Figure 1 illustrates the project constellation. The minimum amount of the partners own contribution depends on the composition of the project partnership (see 1.i).

The public share must be between €50,000 and €199,000 (for further requirements see 3). Proposals with higher or lower public sector contributions will not be considered.

Prerequisite: Conclusion of a cooperation agreement between GIZ and the project partners

GIZ manages the public sector contributions and also hosts the PST Secretariat. For each project partnership, GIZ concludes a **cooperation agreement** for implementing the project. In this agreement, the different roles and contributions of each of the project partners and of GIZ are defined. While the project partnership is responsible for implementing the project, no stake-holder from the partnership bears sole contractual responsibility for the other project members.

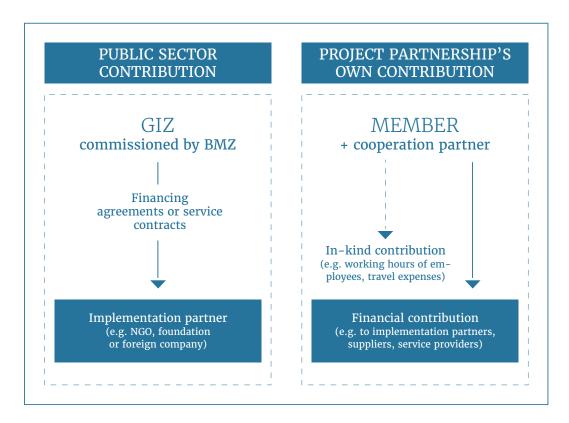


Figure 1: Cooperation agreement that defines own contributions and documents the roles and responsibilities in implementation of the project partners.







Possible agreements that can be used to realise the public sector contribution

The public grant can be provided through different **financing arrangements**. Funding can only be granted to the following recipients:

- ✓ German public-benefit corporations governed by private law, such as foundations, associations, limited liability companies, corporations limited by share ownership and cooperatives, as long as these are recognised as public-benefit cooperatives.
- ✓ German legal entities under public law:
 - all corporations, institutions and foundations governed by public law, in particular regional or local authorities (e.g. municipalities and German federal states),
 - · public universities,
 - professional associations and business associations (e.g. chambers of commerce and industry),
 - · radio stations governed by public law and
 - religious communities governed by public law.
- Foreign recipients, as long as the implementation of the idea serves a public-benefit purpose – usually promotion of development cooperation. These may be natural or legal entities, societies or other associations whose base or residence is outside Germany.

Alternatively, the implementation of the concept can also take place via a **service agreement** with an external contractor for services in benefit of the non-profit partner or cooperation partner. Please note that GIZ runs tenders in compliance with public procurement law (in accordance with <u>GWB</u>, <u>UVgO</u>, <u>VgV</u> and <u>VOB/A</u>). This means that potential service-providers (e.g. for collecting data, conducting training, coaching, communication work) must apply to the call for tenders. During project planning, please keep in mind that this process can take up to 10 weeks.

Only project-related public-benefit activities that are directly related to achieving the project objective can be funded.

Not eligible for funding

- Activities that are already funded by another donor. However, the expansion of activities of an existing project or the scaling of project activities to another context is possible.
- Activities that would be realised anyway or that the partners are legally obligated to implement.
- In the context of the project, personnel costs of Partnership member companies cannot be covered.
- Costs for the procurement of goods that make up more than 30% of the budget.





1.i What amount is required for the partners' own contribution?

The stakeholders participating in a project partnership supplement the public sector funding with their own contributions, either in the form of financial or/and in-kind contributions. Financial contributions can include financial support for an implementing organisation, commissioning of an external service provider or covering event-related or material costs. Examples of in-kind contributions include the provision of personnel or property. The project-related working hours of the participating staff can be claimed as in-kind contribution. Daily rates of up to €600/day may be budgeted for this purpose.

The amount of the partners' contribution depends on the composition of the project partnership and, in particular, on the size of the participating companies. For the Call for Proposals the SME thresholds of the European Commission

apply (see table 1). The thresholds apply for each company individually. Depending on the amount of the contribution, for companies that are part of a corporation the number of employees and the turnover or the balance sheet total of the corporation must also be taken into account. In the case that the partnership consists of multiple companies, the thresholds for the largest company apply.

The application submitted to the Call for Proposals must clearly state the amount and form (financial and/or in-kind) in which the individual project partners intend to make the required contribution. If your project reaches the preselection stage, it will still be possible to make changes to the budget. The amount of the project partners' own contribution has a positive impact on the assessment of the project proposal (the higher, the better, see 1.g).

	NUMBER OF EMPLOYEES	TURNOVER OR BALANCE SHEET TOTAL IN EUROS PER YEAR	AMOUNT OF OWN CON- TRIBUTION
Small and medium-sized enterprises	Up to 249	Up to €50 million turnover or up to €43 million balance sheet total	At least 40% of the total project volume
All other companies	250 and above	More than €50 million turn- over or more than €43 million balance sheet total	At least 50% of the total project volume.

Table 1: Own contribution according to company size







Example: Contributions by GIZ and the project partnership to the project

DONOR	FINANCIAL CONTRIBUTION		IN-KIND-BEITRAG		GESAMT	ANTEIL IN %
SME1	Work package for local NGO (received by an association)	9,000€	0.5 share * 20 months * €600 for regular participation in dialogue formats, consultation with colleagues and suppliers	6,000€	15,000€	14,8%
SME2	Work package for local NGO (received by an association)	6,000€	0.5 share * 20 months * €600 for regular participation in dialogue formats, consultation with colleagues and suppliers	6,000€	12,000€	11,9%
SME3	Fee for service provider for data collection and interviews	6,000€	0.5 share * 20 months * €600 for regular participation in dialogue formats, consultation with colleagues and suppliers	6,000€	12,000€	11,9%
NGO		-€	0.75 share * 20 months * €600 for regular participation in meetings, responsibility for M&E, preparation of the communications materials	9,000€	9,000€	8,9%
Association		-€	Receipt of the SME funds, forwarding to NGO, contract and financial management, participation in dialogues	3,000€	3,000€	3%
GIZ (BMZ)		50,000€	Grant Agreement with NGO	-€	50,000€	49,5%
Total		71,000€		30,000€	101,000€	100%
Share private		21,000€		30,000€	51,000€	50,5%
Share public		50,000€		-€	50,000€	49,5%





SCHEDULE AND TIMETABLE





October

Announcement of the Call for Proposals by the Partnership Secretariat.



30. November

Workshop at the Members' Meeting. You will find the registration link on te website and in the weekly update.



February/March

GIZ coordinates the pre-selection. Based on the criteria approved by the Steering Committee, GIZ/BMZ evaluate the submitted project outlines. Up to eight project partnerships are short-listed. The Strategy Committees on the focus topics will receive all project outlines that meet the criteria, including the TOP8. Within two weeks, the Strategy Committees can comment on the project outlines. Subsequently, the Partnership Secretariat will carry out the final evaluation of the pre-selection. The TOP8 will include the first ranked projects of each focus topic, the other projects will be selected according to ranking and available funds.

PHASE 2:
Preselection

PHASE 1:

Expression of interest, generation of ideas, application

November



Workshops for generating ideas and matchmaking planned. You can find the registration link on the website and the weekly update.



By no later than mid-February:

The project outline, in German or English, must be submitted no later than the deadline, 13 February 2023 at 18:00 to mail@textilbuendnis.com. Feel free to let the Partnership Secretariat know early on which projects you are working on. The Partnership Secretariat will inform you about emerging project partnerships via the member platform, so that you can win further supporters.



March

The steering committee is informed about the pre-selection and receives the project outlines and the evaluation grid. The pre-selection is announced.

















March to May:

The preselected project partnerships develop their project outlines into full project proposals. The Partnership Secretariat offers equal support to all project partnerships, for example with regard to administrative requirements.



April/Mai:

Submission of the documents for drawing up the contract. Once the contract has been drawn up, project activities can start.

> PHASE 5: Project implementation

PHASE 3: Project development PHASE 4: Final selection

April/Mai:

The project partnerships submit the full project proposal. It is planned that the project partners present their final projects to the Strategy Committees. The final decision will be made by the Partnership Secretariat, with the involvement of the Strategy Committees, and be based on the selection criteria. Multiple projects may be selected. The Steering Committee will be notified about the final decision. The results will be announced by email within one week of the presentation.



March Opportunities for additional companies and organisations to join the project partnership.







PHASE 6:

End of project latest by 31.1.2025.



3 FORMAL REGULATIONS AND REQUIRENTS





3.a What project-related regulations and requirements apply?

- ✓ The project must serve one of GIZ's corporate purposes, such as the promotion of international cooperation for sustainable development. It must correspond to a public-benefit purpose of development cooperation (e.g. economic and social development) and be targeted towards BMZ partner countries.
- ✓ Projects have to have a direct development outcome and a public-benefit character. The benefit of companies can be a 'by-product', but not the main goal (non-profit law).
- ✓ The project serves to promote the general public and pursues non-profit purposes. Work results are published on the homepage of the PST. The project partnership grants rights of use of the work results, which GIZ can use in the context of its project work to promote public welfare.
- √ The participating companies from the Textiles Partnership will not receive any
 financial support or other benefits from GIZ. GIZ will not award any contract to
 the companies for the selected project. GIZ cannot receive or forward companies'
 contributions.

- The project proposal must be submitted in German or English.
- ✓ Once the grant agreement has been concluded, GIZ reserves the right to audit or evaluate a project at any time (at GIZ´s own expenses).







3.b What requirements apply for organisations receiving the public sector contribution (financing arrangements)?

- ✓ An adequate accounting system, which meets national standards, operated by qualified staff exists. Alternatively, the accounting tasks may be outsourced. In this case, the requirements for accounting must be fulfilled by the commissioned enterprise.
- ✓ An electronic or manual time-recording system must be in place. If no verifiable time recording system is in place, the potential recipient must sign a voluntary commitment to install such a system and set up a corresponding system for the individual agreement before the final financing agreement is issued.
- ✓ The existence, mandate for and quality of internal and external control bodies is in place.
- Forwarding of funds is permissible as long as the recipient can guarantee that the subrecipient meets the same standards applied to the recipient.
- √ A tender must be issued for services and procurement of materials and equipment in compliance with public procurement law.



For the different forms of the public contribution, see (1.h).

- ✓ The public sector contribution via a financing or service agreement can only be given to organisations which have existed for at least three years at the time of the project launch.
- A prerequisite for concluding a financing agreement (subsidy agreement/grant agreement/local subsidy agreement) is a successful commercial and legal eligibility check of the financial recipient by GIZ prior to the conclusion of the contract. Financing recipients have to be public-benefit organisations. Under certain conditions, foreign companies (e.g. suppliers) can also receive funding. The basic prerequisite is that the project is in line with the corporate purpose of GIZ and does not promote the core business of the company.
- ✓ No provision is made for increases in public funding during or after completion of the projects.







3.c What requirements apply for the project partnership?

✓ Every project partnership consists of at least three Textiles Partnership members from at least two different stakeholder groups, one of which should be a non-governmental organisation or trade union from Germany and/or the country of implementation.

These stakeholders are in the Textiles Partnership:

- Private sector (companies and associations)
- Standard organisations
- Trade unions
- Non-governmental organisations
- Advisory members
- Federal Government

In addition, further cooperation partners may be included in the project outline, for example:

- Suppliers of the companies involved in the project
- Ministries and authorities from the country of implementation
- Companies that are not yet members of the Textiles Partnership. Membership should be sought when the project comes into being.
- Internationally or from the country of implementation:
 - Non-governmental organisations
 - Trade unions
 - Associations and cooperatives
 - Ministries and authorities from the implementing country
- Unternehmen, die bislang nicht Mitglied des Textilbündnisses sind. Eine Mitgliedschaft sollte beim Zustandekommen des Projekts angestrebt werden.
- Universities, authorities and agencies

- ✓ You may also apply even if your project partnership is not yet complete ('Project partnerships in preparation').
- ✓ The project partnership is formalised through joint signing of the project outline.
- ✓ The project partners are jointly responsible for implementation and reporting.
- ✓ The project partnership must demonstrate that it has the administrative, technical and financial capacity and experience to ensure that the project is properly managed and the goals can be achieved in the planned implementation period.
- ✓ There are no accusations or investigations of corruption against managerial staff and/or the management of a project partner.
- ✓ None of the project partners are included on the sanctions list of the Federal Republic of Germany, the EU or the United Nations.
- √ The project partnership concludes an implementation agreement with GIZ in which the roles and responsibilities are defined.







3.d What prerequisites must the stakeholder groups in the project partnership meet?

COMMERCIAL

- The business partner must be a legal entity in its own right and has to be registered in Germany. If registration, e.g., in the commercial register, cannot be submitted, reasons and, if necessary, alternative proof of the company's legal form must be provided. Companies based outside the EU may be listed as cooperation partners
- ✓ The company or association must operate in the textile and garment industry.
- ✓ At least two annual statements of accounts/balance sheets of the partners must be available.
- ✓ The economic profitability and liquidity of the project partners are sufficient to make the required contribution.

NON-GOVERNMENTAL ORGANISATIONS/ TRADE UNIONS

In order to participate in this competition as a public-benefit partner in a project partnership, the following conditions must be met:

It is either

- √ a public-benefit corporation with its registered office in the EU, the European Economic Area or Switzerland
- ✓ or an organisation based in a BMZ partner country pursuing a public-benefit purpose with the project.

STANDARDS ORGANISATIONS, ASSOCIATIONS, ADVISORY ORGANISATIONS

- ✓ If stakeholders from other stakeholder groups are registered as a public-benefit organisation, the provisions for non-governmental organisations/trade unions apply.
- ✓ If the stakeholder is not a public-benefit organisation, the provisions for the private sector apply.





4 DISCLAIMER









DISCI AIMFR

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH based in Eschborn and Bonn ('GIZ') is the organiser of the Call for Proposals. GIZ conducts the Call for Proposals on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ). Participating in the Call for Proposals does not entitle the participant to an agreement with GIZ nor to receiving a financial contribution from GIZ. GIZ reserves the right to exclude from participation in the Call for Proposals any participants who make false or incomplete statements, use unauthorised aids or otherwise violate the conditions for participation, without needing to give a reason. In this case, it is also possible for GIZ's financial contribution to be withdrawn retroactively. If a violation is suspected, GIZ will request a statement from the party suspected of the violation. If GIZ does not receive a response to this request, GIZ reserves the right to exclude the participant(s) from the competition. If a selected project partnership does not use the financial contribution, GIZ reserves the right to decide at its discretion what should happen with the financial contribution. GIZ reserves the right to respond transparently to unforeseen circumstances by modifying or withdrawing the competition, especially in the event of manipulation or if the execution of the competition is in jeopardy. If any articles of these conditions are invalid, this shall not affect the validity of the remaining terms and conditions. There is no right of appeal.





5 APPENDIX





APPENDIX

1 Living wages and purchasing practices

REQUIREMENTS	KEY PERFORMANCE INDICATORS (KPI)
Influences of purchasing practices on wages The influence of own purchasing practices on the payment of living wages is analyzed with the inclusion of own business partners.	 Percentage of Tier 1 producers who have participated in a survey on responsible purchasing practices (e.g. BBPI, PSA, FWF Brand Performance Check). Percentage of (purchasing) personnel who have agreed to a) responsible purchasing practices and their impact on Living Wages b) as well as Responsible Exit training.
Waga data survey Data on actual wage levels in the company's own supply chain are collected regularly and successively expanded.	 Percentage of Tier 1 producers with data on actual wage levels for core employment groups. Proportion of Tier 1 producers for which data is/are gender-disaggregated (m/f/o), the core employment groups (z.B. sewers), the type of pay and employment (e.g., piece rate), and the percentage of benefits in-kind (in-kind benefits)
Gap Analysis The wage gap between paid wages and recognized reference values for living wages is analyzed in the top 3 risk countries and for high-risk suppliers, and wage gaps are identified.	 The wage gap is identified and published for TOP 3 risk countries and at high risk producers. The median of existing wage data indicating the per cent wage gap is calculated and published.







Closing the wage gap

The wage gap in supplier factories is successively reduced and strengthening of trade unions and collective bargaining or social dialogue is promoted.

- Proportion of Tier 1 producers (management level) in top 3 risk countries and among high-risk producers who have participated in living wage training.
- Proportion of Tier 1 producers in Top 3 risk countries where labor costs are presented in isolation and not negotiated.
- Percentage of Tier 1 producers in top 3 risk countries and high-risk suppliers that include collectively negotiated labor cost increases.

2 Gender equality

Education and awareness raising

Management and workforce of producers (Tier 1) are aware of their own rights and obligations under relevant ILO conventions on discrimination, as well as existing grievance and redress mechanisms.

Management and labor at x% of Tier 1 producers, representing x% of procurement volume, have been reached with measures of education or training on GBVH and rights and obligations arising from ILO C190 and the Sector Risk Discrimination (OECD Guidance).

Identification and prevention/remediation

Tools to identify and address gender–specific risks are available and used.

Proportion of Tier 1 and/or Tier 2 or 3 business partners/producers supported in establishing effective gender-sensitive participation committees (such as Anti-Harassment Committees, Women Participation Committees, etc.) or developing and implementing GBVH Agreements or Gender Action Plans.







Gender parity and empowerment

Women are increasingly represented in management positions at the producer level (Tier 1) and empowered to take leadership roles and advocate for their rights.

- Proportion of women in management positions (e.g. line managers)
- · Proportion of women in leadership roles in unions or participation committees

Purchasing practices and GBVH

The impact of own purchasing practices on GBVH is analyzed and addressed with the involvement of own business partners/producers on Tier 1.

· Proportion of employees working overtime on a regular basis is continuously reduced.

Maternity protection

The special needs of women during pregnancy and in their role as mothers are taken into account.

• Proportion of workers at Tier 1 producer level who take statutory/company maternity/ parental leave and then return to work.







3 Circular economy and climate protection

Reduction of primary raw materials

The use of primary raw materials is continuously reduced and the thermal recycling or depollution of textiles is minimized.

- Percentage of primary raw materials used (by fiber type)
- Percentage of unsold new goods to total new goods (incl. used but usable and saleable goods, returns and repairs that are destroyed and donated).

Reduction of GHG emissions

The direct and indirect GHG emissions associated with the company's business operations are continuously reduced in line with the objectives of the Fashion Charter for Climate Action.

- Scope 1 emissions (CO2 Eq)
- Scope 2 emissions (CO2 Eq)
- Scope 3 emissions (CO2 Eq)

MRSL compliance

The use of chemicals complies with ZDHC requirements and the use of chemicals of concern is reduced according to the requirements of the current ZDHC MRSL (incl. successive phase-out of PFCs).

 $\cdot \quad \text{Percentage of production sourced from ZDHC MRSL-compliant manufacturing sites}.$







4 Grievance mechanisms and remediation

Complaints received

There is public reporting on complaints received.

• Number of complaints received and within the scope of the grievance mechanism per sector risk.

Handling of complaints

Complaints received are handled in accordance with the rules of procedure described above, and appropriate remedial action and – where appropriate – redress are provided. The implementation of the measures is reviewed. Affected parties and their representatives are involved in this process.

• Percentage of grievance cases that fall within the scope of the grievance mechanism that are resolved amicably and thus closed.

Extending access

Access to effective grievance mechanisms (internal, local, back-up) for potentially affected parties and their representatives is continuously expanded.

- Percentage of Tier 1 producers, representing x% of procurement volume, for which potentially affected parties and their representations have access to at least one effective grievance mechanism (local, intra-company, inter-company).
- Proportion of Tier 2–3 producers where potentially affected parties have access to at least one effective grievance mechanism (local, intra–company, inter–company).
- Percentage of Tier 1-3 producers supported with measures (e.g., training) to
 educate and raise awareness of employees about their rights and how to use existing
 grievance mechanisms.
- Percentage of Tier 1–3 production sites that receive support in establishing internal grievance mechanisms (e.g., through participation in or support of training programs).







CONTENT

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