

# Request for Proposals

## Decent work in cotton production – capacity building and support services, Uzbekistan

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RFP n#: 2023-03-PR-UZDWT  
Location: Uzbekistan  
Start date: 13 April 2023  
End date: 30 June 2023

**Better Cotton key contact:**  
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Country Manager, Uzbekistan  
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All applications must be submitted via this [link](#)

Questions, requests and applications sent after the deadline (2<sup>nd</sup> April 2023 – 6.00pm Tashkent Time) will only be considered in exceptional circumstances.

## Description

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Better Cotton is the world's largest cotton sustainability programme. Our mission: to help cotton communities survive and thrive, while protecting and restoring the environment. In challenging times, we are meeting the challenge head on. Through our network of field-level partners we have trained over 2.5 million farmers - from the smallest to the largest - in 26 countries in more sustainable farming practices. A quarter of the world's cotton is now grown under the Better Cotton Standard. We have brought together cotton industry stakeholders to drive our common goals, from ginners and spinners to brand owners, civil society organisations and governments. Everyone who cares about cotton and its sustainable future can now be part of something better.

More information about Better Cotton can be found on our website: [www.bettercotton.org](http://www.bettercotton.org)

## Background

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Uzbekistan is the sixth largest cotton producer in the world. Over the recent years Better Cotton has been actively supporting International Finance Corporation (IFC) and Deutsche Gesellschaft für International Zusammenarbeit (GIZ) GmbH projects piloting the Better Cotton Standard System (BCSS)

in Uzbekistan. Uzbekistan's cotton sector has come a long way in recent times. After years of well-documented issues of systemic forced labour, the Uzbek government, International Labour Organization (ILO), Cotton Campaign, civil society institutions and human rights activists have been successful in driving state-led labour reforms in the Uzbek cotton industry. As a result, Uzbekistan has successfully eliminated systemic child labour and forced labour in its cotton sector, according to recent ILO findings. Following widespread reform of Uzbekistan's cotton sector Better Cotton is now in the early stages of opening a formal programme in Uzbekistan, of which decent work is a key component.

We are committed to working with stakeholders in the Uzbek cotton sector to promote better social, environmental, and economic practices. One way we can do this is by supporting cotton clusters in Uzbekistan to put in place effective systems that ensure decent work, safe and healthy working conditions, and fair recruitment and contracting processes.

We are seeking proposals from qualified individuals or organisations interested in providing technical trainings and capacity building to cluster management and field staff, and facilitating collaborative engagement with key stakeholders, including the trade unions.

## Scope of work

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We are seeking proposals from qualified individuals or organisations interested in delivering the services described below.

### Capacity Building and Support Services

- Conduct consultations with the clusters and trade unions, and/or other relevant stakeholders to enable the design and delivery of customised training programmes tailored to the specific needs of the cotton clusters and their workers.
- Design the training programme covering:
  - Labour law - focus on the changes in the Labour Code
  - Legal and ethical contracting
  - Preventing risks of child labour and forced labour
  - Industrial relations: rights and responsibilities of trade union (worker representatives) and cluster management in industrial relations
  - Collective bargaining agreements
  - Negotiation and cooperation for effective social dialogue, including set up and operation of bipartite committees
  - Responsible management and supervisory skills
  - Productivity and business efficiency, compensation, benefits and disciplinary action
  - Occupational safety and health.
- Deliver onsite trainings on decent work to cotton clusters. This will require travel to Kashkadarya, Syrdarya, Samarkand, Andijan, Bukhara, Tashkent regions (seven locations in total).
- The capacity building and support services will be delivered in English and Uzbek languages. Where needed, translation and interpreter services should be factored in the proposal.

## Indicative Budget

The maximum budget available for all fees and expenses associated with this assignment is €18,000. The budget includes the covering of event management expenses during onsite training sessions: printing materials, water for participants, coffee breaks, and lunch (based on the agenda).

Interested parties are requested to develop and submit a proposal that describes how they will use a combination of in-person training delivered in the field and ongoing remote support and guidance to deliver the assignment within the available budget.

## High-level Timeline

INDICATIVE TIMETABLE	
2 <sup>nd</sup> April 2023  (6.00pm Tashkent Time)	Applications deadline  All applications must be submitted by email, headed "Application RFP Uzbekistan Decent Work Capacity Building, UZB – RFP 2023-03-UZB-DWCB" addressed to Katerina Gorbunova at <a href="mailto:tender@bettercotton.org">tender@bettercotton.org</a> <b>ONLY</b>
3 <sup>rd</sup> – 7 <sup>th</sup> April 2023	Evaluation of submitted applications
By 10 <sup>th</sup> April 2023	The successful applicant(s) will be notified
By 12 <sup>th</sup> April 2023	Service contract(s) issued
KEY DELIVERABLES – indicative dates below to be agreed during contracting process	
By 28 <sup>th</sup> April 2023	Stakeholder consultations conducted, and draft training materials shared with Better Cotton for recommendations for contextual amends
1 <sup>st</sup> – 3 <sup>rd</sup> May 2023	Training programme finalised, and delivery schedule agreed
5 <sup>th</sup> May – 30 <sup>th</sup> June 2023	Delivery of practical training and guidance (field locations) Final report of activities delivered to be submitted and approved by 30 <sup>th</sup> June 2023

## Consultants Qualifications

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It is expected that the consultant firm, or group, will have the legal right to independently deliver training activities in Uzbekistan, and the team will include members with relevant experience gained within Uzbekistan.

The combined expertise and experience of the core team members, listed in the proposal, should include:

- Detailed understanding of Uzbekistan's labour laws
- Detailed understanding of international best practice relating to labour relations
- Experience of designing and delivering trainings on industrial relations, ideally in an agricultural context
- Experience of initiating and/or facilitating social dialogue
- Good understanding of labour dynamics within Uzbekistan's cotton sector
- Fluent written and spoken Uzbek, Russian and English (not all team members need to be fluent in all languages – but between them the team must be able to interact with Better Cotton in English, and able to deliver training and capacity building support in all three languages)

## Application Requirements

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Interested parties are requested to submit the following information via this [link](#) before 6.00pm Tashkent Time on Sunday 2<sup>nd</sup> April 2023.

### A Technical Proposal that includes:

- A summary of the proposed services with the focus on:
  - i) the consultant's understanding of the assignment and key objectives;
  - ii) the proposed methodology and delivery plan for meeting the objectives
- A timeline for delivering the services and details of the availability of the consultant/team between April and June 2023
- A brief summary of relevant experience (including information on similar assignments that have been conducted in the past) by the proposed team members – not more than one page per person
- A CV for the consultant/each team member
- Contact details for two referees who can be reached for feedback on previous relevant work completed by proposed team members

### A Financial Proposal that includes:

- Detailed budget for the services offered, preferably in EURO, including time allocated for each task.
- Indicative expenses for field travel, accommodation, etc.

### Evaluation Criteria

Proposals will be evaluated according to the following criteria

- Alignment of the technical proposal and proposed work plan with the required services outlined in this Request for Proposals
- Alignment of the consultant's qualifications with the requirements outlined in this Request for Proposals
- Relevant experience of the team members conducting similar assignments
- Availability of the consultant/team members during the proposed delivery window
- Value for money

We thank all applicants for their interest; however only shortlisted applicants will be contacted.

Better Cotton is committed to good practice and transparency in the management of natural, human and financial resources. All applications will be reviewed under the principles and subject to Better Cotton's policies on equal opportunity, non-discrimination, anti-bribery & corruption, conflict of interest and safeguarding.