

# Terms of Reference

## STITCH Expert on Freedom of Association – consultancy

Ethical Trading Initiative (ETI) seeks an expert consultant to provide technical expertise in building the capacity of ETI apparel and textile member companies' policies and actions on freedom of association and worker representation.

<b>Reports to:</b>	ETI STITCH Programme Manager
<b>Contract duration:</b>	August – December 2024
<b>Remuneration:</b>	Monthly fee against invoice submitted and timesheet
<b>Location:</b>	Remote work, UK-based.
<b>Main purpose:</b>	Support the capacity building of ETI apparel and textile member companies' policies and actions on freedom of association and worker representation.

### About ETI:

The **Ethical Trading Initiative (ETI)** is a ground-breaking alliance of companies, trade unions and voluntary organisations working together to improve the lives of workers in international supply chains. ETI's vision is of a world of work that protects human rights, ensures dignity for all, provides opportunity and is free of exploitation and abuse.

More information can be found on our website at: <http://www.ethicaltrade.org/>

### Background to assignment

Under the [Sustainable Textile Initiative: Together for Change \(STITCH\) programme](#), ETI has set out a workstream to drive its corporate members' implementation of Freedom of Association/Collective Bargaining (FoA/CB) and worker representation in their global garments supply chains. This is to be delivered through two approaches; (i) engagement with local brand representatives in production countries (this is primarily delivered through ETI India and Bangladesh offices), and (ii) building capacity of brand representatives in UK/Europe to better understand salient risks in relation to FoA/CB and worker representation, as well as to how support progress in this area. The expert consultant will contribute to the delivery of the latter workstream, where the expected goal is:

- 1) ETI member brands to have a policy on FoA/CB or have integrated commitments into existing policies.
- 2) Engaged brands implement guidance on FoA and CB, and adapt their business practices, in particular costing, to support outcomes of FoA/CB processes.

**Key deliverables:**

	<b>Activity</b>	<b>Deliverable</b>
1	<p><b>Review ETI corporate members’ policies and practices to ensuring FoA/CB and worker representation in their supply chains</b> based on public reports and Corporate Transparency Framework (CTF) submissions to better understand:</p> <ul style="list-style-type: none"> <li>(i) Brands with policies on FoA/CB and worker representation;</li> <li>(ii) Brands with existing collective bargaining agreements (CBAs) in their supply chains and with who, and/or are part of global framework agreement/multi-company CBAs (<i>building on the work already completed by the ETI Membership unit</i>).</li> <li>(iii) Map whether the above FoA policies are stand-alone or integrated into HRDD policies, evaluate the gaps and make recommendations on how to best bridge them.</li> </ul>	<p>Report outlining findings of mapping exercise and recommendations for how to bridge the identified gaps in policies and practices of brands in relation to FoA/CB and worker representation.</p>
2	<p>Based on the above analysis, lead on the delivery of <b>3 capacity building workshops</b> for ETI members on how to progress on their FoA/CB and worker representation journey, with a focus on demonstrating practical examples and case studies from India and Bangladesh, as well as new emerging sourcing locations (Türkiye, Europe, MENA region).</p>	<p>x3 workshops developed and delivered to ETI members.</p>
3	<p><b>Review and update the following ETI resources</b> to incorporate learnings from the above activities and case studies of good practice:</p> <ul style="list-style-type: none"> <li>1) ETI guidance on FOA/CB and worker representation</li> <li>2) Social dialogue handbook</li> </ul>	<p>Updated ETI resources.</p>

ETI will provide the consultant with all background documentation and resources needed, as well as a presentation of the work already conducted by the ETI Membership team. The consultant will be responsible for all other aspects of the deliverables as described above including practical logistics.

## Skills and experience

- Strong technical expertise on freedom of association/collective bargaining and worker representation in global supply chains, including experience advising companies on the issue based on internationally recognised frameworks (e.g. ILO conventions).
- Knowledge and experience on these topics in different geographies, including Europe, Türkiye, and MENA region.
- Experience working across teams in a collaborative manner.
- Experience of working with organisations for a short length of time but with a focus on quality delivery and timely execution of tasks.
- Strong research, analytical, and strategic thinking skills – ability to analyse complex data sets and provide recommendations.
- Excellent report writing skills (English).
- Demonstrated experience in facilitation of meetings with companies, NGOs and trade unions.
- Excellent relationship building – strong networking, influencing and stakeholder management skills.

## Application process

Please email applications for this consultancy to [hr@eti.org.uk](mailto:hr@eti.org.uk) by **9am GMT on Monday, 22<sup>nd</sup> July 2024**, with the subject line ‘**STITCH Expert on Freedom of Association**’.

Applications should include:

- A cover letter of no more than 2 pages outlining how you meet the qualifications, skills and experience required for this consultancy
- Copy of latest CV
- Examples of previous work/assignments that demonstrate required skillset (e.g. links to publicly available documents).
- Indication of the number of days required to complete the assignment, proposed fee and availability.