

Invitation to Tender

The ITUC's Just Transition and Climate department (JTC) is calling for tenders for the:
Development of a Just Transition Manifesto for the Textile and Garment sector

A. Background information

Trade unions around the world frame efforts to ensure that workers are at the centre of efforts to decarbonise the economy around the concept of 'Just Transition', which has been codified by the United Nations International Labour Organisation's [guidelines on the topic](#) and has been cited in all UN climate summit statements since the [2015 Paris Agreement](#). At its core, Just Transition means that workers and their representatives are part of negotiations alongside governments and companies over the way the climate and environmental transition is happening on the ground, to ensure that the shift to sustainable industries creates decent, secure jobs.

The International Trade Union Confederation's (ITUC) Just Transition and Climate department (JTC) supports affiliates (national unions in 167 countries worldwide) in their efforts around the Just Transition, across various sectors (including energy, industry, agriculture, transport, textiles and garments).

The ITUC JTC implementing a 3-year project for workers in the textile and garment sector. In collaboration with IndustriAll Global Union and IndustriAll Europe, the project seeks to empower trade unions in the textile and garment industry to integrate Just Transition principles into collective bargaining and negotiations with social partners at a global, regional and national level. For this to happen, the textile and garment trade union movement needs a joint understanding of Just Transition and what it means for the sector. A key deliverable of the project is therefore a Just Transition Manifesto for the Textile and Garment industry and supply chains that articulates the sector's demands and provides a framework for union participation in the Green Transition.

The Manifesto will draw upon the outcomes of discussions that took place in 2024 during a series of online meetings convened by project partners and featuring dozens of union participants from across the world.

This tender is seeking a qualified and experienced consultant to lead the process of developing a Just Transition Manifesto for the Textile and Garment industry and supply chains.

B. Consultancy duration

7 months (starting in March 2025).

C. Timeline

March 2025	Start work on the Just Transition Manifesto
May 2025	First draft of the Just Transition Manifesto ready for review
Early July 2025	Roundtable meeting with trade unions
July 2025	Collect written inputs from trade unions on the Manifesto
September 2025	Launch of the Just Transition Manifesto

Regular updates will be expected from the consultant throughout the project (frequency to be mutually agreed upon).

D. Budget

The total budget for the tasks is 30,000 EUR. The fee is a gross rate and includes VAT, for a period of 7 months. The payments shall be made based on invoices.

E. Tasks and deliverables

The consultant will carry out the following tasks:

- Conduct research consisting of a literature review, data collection and an analysis of workshop discussions.
- Carry out ad hoc interviews with union representatives to gather inputs and feedback.
- Develop the Just Transition Manifesto, including key demands, recommendations and case studies based on the research and outcomes of the workshops.
- Presentation of the Just Transition Manifesto and recommendations in a workshop.

Deliverables:

- A draft Just Transition Manifesto of approx. 12 pages
- A final version of the Manifesto after incorporating feedback from the consultation process

The consultant may be asked to provide additional services including, but not limited to:

- Assistance with presentation materials for the workshop and launch event

F. Evaluation criteria

- Tenders will be evaluated based on the following scoring system:
 1. Proposal
 2. Relevant experience, background and qualifications

Project management: the successful consultant will be overseen by the ITUC JTC team, with a designated contact person. Regular updates via videocalls and e-mails throughout the consultancy period will be expected.

G. Qualifications and experience

The successful consultant will meet the following criteria:

- Relevant expertise in labour market policies and trade unions
- Knowledge about the textiles and garment industry, its challenges and key actors
- Understanding of Just Transition principles and its interconnection with the climate crisis
- Proficient English language skills, both written and spoken
- Experience working with online teams across different locations

It will be considered an advantage if the candidate is from minoritised groups and/or based in the Global South. This criterion will affect the weighting of the evaluation criteria, in particular relating to experience.

H. Tender submission

The Just Transition and Climate department welcomes responses to this Invitation to Tender by interested candidates, with a submission covering:

- A proposal addressing the tender's aims, budget and work plan
- A quote for the consultancy fee in EUR (inclusive of VAT, all costs included)
- Work samples (at least 2 relevant to the assignment)
- Curriculum Vitae (CV), including contact details for references

Request for information and submission of tenders should be sent to Amalia Hammarlund amalia.hammarlund@ituc-csi.org no later than close of business (CEST) 24 February 2025.