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CALL FOR PROPOSALS

Financial Support to Third Parties (FSTP)

Selection of Partners for Worker-Centred Monitoring, Capacity Building, Advocacy and Public Communication

Project: „**Towards Forced Labour Free Clothes: A Multi-Country Civil Society Initiative**“, co-financed by the European Commission (DG INTPA)¹.

Contracting Authority	Romero Initiative e.V. (CIR)
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1. Preamble

Romero Initiative e.V. (hereinafter referred to as “CIR” or “the Contracting Authority”) is the Coordinator of the EU-funded project “Towards Forced Labour Free Clothes: A Multi-Country Civil Society Initiative”, co-financed by the European Union through the Directorate-General for International Partnerships (DG INTPA).

In order to contribute to the achievement of the Action’s overall objective, CIR is awarding Financial Support to Third Parties (FSTP) under this Call for Proposals. The FSTP mechanism supports civil society actors, trade unions, migrant support organisations, labour rights organisations and other relevant non-profit actors in preventing, identifying, documenting and addressing forced labour risks in global garment supply chains.

This Call for Proposals seeks to identify qualified partner organisations capable of contributing to worker-centred monitoring, capacity building, advocacy, technical development and public communication through five complementary Lots. The Lots are designed to strengthen migrant and women worker participation, enhance trade union and civil society capacities, and support the development and long-term sustainability of a Worker-Led Monitoring System (WLMS).

2. Background

The project “Towards Forced Labour Free Clothes: A Multi-Country Civil Society Initiative” aims to reduce the risk of forced labour affecting migrants and other vulnerable workers in garment supply chains linked to the European market. The Action seeks to prevent, monitor and address forced labour practices in a reliable, evidence-based and worker-centred manner, in line with international labour standards and emerging EU regulatory requirements.

Central to the Action is the establishment of a Worker-Led Monitoring System (WLMS) as a key instrument for worker participation in due diligence, monitoring, evidence generation, remediation and advocacy processes. The system shall support work across Bangladesh, Sri Lanka, Türkiye, Thailand, India and Brazil and shall be adaptable to additional countries, including EU Member States, where relevant.

The WLMS is intended to become a long-term worker-led infrastructure. It shall be embedded in civil society, trade union and labour rights networks and aligned, where appropriate, with structures and processes of the Clean Clothes Campaign (CCC) and other relevant networks.

3. Overall Objective

The overall objective of this Call is to strengthen worker-centred monitoring, capacity building and advocacy structures that:

- prevent and address forced labour in garment supply chains;
- strengthen migrant and women worker participation;
- enhance trade union and civil society capacities;
- enable safe, accessible reporting and documentation mechanisms;
- ensure the long-term sustainability of the WLMS infrastructure;
- strengthen evidence-based advocacy and policy engagement;
- support implementation of the EU Forced Labour Regulation and human rights due diligence frameworks.

4. Worker-Led Monitoring System (WLMS)

The WLMS is the central infrastructure of the Action. It shall integrate secure worker reporting, structured case documentation, verification and escalation mechanisms, and evidence generation for advocacy and policy engagement.

4.1 Technical basis

The WLMS shall be based on existing open-source solutions. No development of a completely new standalone platform is foreseen or eligible under this Call.

- Uwazi or a similar system shall serve as the central database and case management system;
- Tella or a similar system shall serve as the secure mobile application for worker-centred data collection and transmission;
- the hosting, URL and central digital infrastructure shall be managed by CIR
- all third-party developments must be fully compatible with CIR hosting infrastructure and governance structures;
- all developments shall remain open-source, non-proprietary and documented for future maintenance.

4.2 Substantive framework

The WLMS shall operationalise relevant international labour standards and risk frameworks, including:

- ILO Forced Labour Convention No. 29;
- the eleven ILO forced labour indicators;
- migrant worker vulnerability frameworks;
- gender-based and intersectional risk categories;
- categories relevant to recruitment abuse, debt bondage, coercion, intimidation, restriction of movement and other forced labour risks.

4.3 EU alignment

The WLMS shall be aligned, where feasible, with the EU Forced Labour Regulation, EU corporate sustainability due diligence frameworks and emerging EU risk-based monitoring systems. Evidence

generated through the WLMS should support advocacy, remediation, policy engagement and risk-based enforcement ecosystems without compromising worker safety or confidentiality.

5. Key Principles

- Worker-led and participatory: workers shall not only be sources of information but active participants in shaping monitoring approaches.
- Locally anchored and context-responsive: activities shall be adapted to local realities, languages, organising structures and protection needs.
- Trust-based and safe: reporting, documentation and communication shall protect workers from retaliation, exposure and harm.
- Inclusive of migrant and vulnerable workers: particular attention shall be paid to women workers, migrant workers and workers facing intersecting vulnerabilities.
- Gender-responsive and safeguarding-oriented: all activities shall integrate gender-sensitive approaches and robust safeguarding mechanisms.
- Non-duplicative and complementary: the WLMS shall build on existing tools, support structures, grievance mechanisms and labour rights networks.
- Open-source and non-proprietary: technical development shall avoid dependency on closed systems or proprietary infrastructure.
- Scalable and adaptable: approaches shall be capable of being adapted across countries, languages, sectors and organisational contexts.
- Sustainable beyond the project lifetime: all Lots shall contribute to long-term governance, maintenance, institutional anchoring and resource mobilisation.

6. Lot Structure

The FSTP scheme consists of four thematic Lots. Each organisation may submit only one application and may apply under only one Lot for which it meets the relevant eligibility and capacity requirements. The application must clearly indicate the selected Lot.

Lot	Focus	Scope	Main purpose
LOT 1	MSO/CSO Empowerment	Country-level ² : Bangladesh, Sri Lanka, Thailand	Migrant worker organising, women worker leadership and empowerment.
LOT 2	Trade Union Engagement & Advocacy	Country-level ³ : Sri Lanka, Bangladesh.	Trade union role in validation, escalation, advocacy and policy engagement.
LOT 3	WLMS Global Development & Methodology	Global	Methodological development, mapping, toolkits and global learning for WLMS
LOT 4	Technical / Digital WLMS Scaling	Global	Uwazi/Tella-based technical development, security,

² one FSTP grant is foreseen per country. Applicants shall apply for one specific country only and are not expected to implement activities across all countries covered by this Lot. The proposed activities must be implemented in the country for which the application is submitted.

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Lot	Focus	Scope	Main purpose
			interoperability and CIR-hosted infrastructure

Important note on technical development

- No new standalone platform may be developed under this Call.
- Technical development must be based on Uwazi and Tella or similar and be compatible with CIR hosting arrangements.
- Where Lots generate data, methodologies, materials or communication outputs, these must be compatible with the WLMS governance and safeguarding framework.

7. Financial allocation

The overall indicative amount made available under this Call for Proposals is **EUR 315,000**.

The indicative financial allocation per Lot is as follows:

Lot Indicative allocation

Lot 1	EUR 110,000 -> Thailand (25,000€), Sri Lanka (40,000€), Bangladesh (45,000€)
Lot 2	EUR 85,000 -> Sri Lanka (40,000€), Bangladesh (45,000€)
Lot 3	EUR 60,000
Lot 4	EUR 60,000

One or more applications may be selected under each Lot. The number of grants awarded, and the exact amount awarded to each selected applicant will depend on the quality of the applications received, the proposed activities and budgets, and the funds available under the respective Lot.

The Contracting Authority reserves the right not to award all available funds. Where the financial allocation indicated for a specific Lot cannot be used due to an insufficient number or quality of applications, the Contracting Authority reserves the right to reallocate the remaining funds to another Lot.

The maximum amount of financial support that may be awarded to an individual third party is **EUR 60,000**. Within this limit, applicants may request the amount necessary and proportionate for the implementation of their proposed activities. The final amount awarded may be lower than the amount requested.

8. General Rules for Applicants

Each organisation may submit only one application and may apply under only one Lot. The application must clearly identify the selected Lot and comply with any country-specific maximum amounts or allocations specified for that Lot.

The Contracting Authority reserves the right to award one, several or none of the Lots. Award decisions will depend on the quality of the applications, the available budget, the complementarity of the selected actions and compliance with the eligibility, safeguarding and financial requirements.

All selected partners shall cooperate closely with CIR and, where relevant, with the WLMS Working Group, trade unions, civil society organisations and other designated actors. Coordination and alignment of activities with the relevant consortium partner is mandatory: with MAP in Thailand, NGWF in Bangladesh and FTZ in Sri Lanka.

9. Cross-Cutting Requirements

All Lots shall contribute to the broader implementation and learning cycle of the Action. Selected partners shall ensure that activities are coherent with the WLMS governance framework and the project's monitoring, evaluation, accountability, and learning requirements.

- Contribution to the A1– A4 implementation cycle of the Action, where relevant;
- Contribution to WLMS feedback and learning loops;
- Strengthening of worker participation and leadership;
- Gender-responsive and safeguarding-oriented implementation;
- Contribution to joint evaluation and learning processes;
- Capacity building and peer exchange among civil society actors, trade unions and worker organisations;
- Coordination with CIR, consortium partners and the WLMS Working Group;
- Compliance with data protection, confidentiality and Do No Harm principles;
- Respect for EU visibility and communication requirements.

10. Eligibility Criteria

A third party eligible for financial support must:

- be a legal person or an entity without legal personality, where this is permitted under applicable EU rules, national legislation and CIR's internal financial and compliance requirements, and where the entity can designate a responsible representative and demonstrate its ability to receive and manage grant funds;
- be non-profit making;
- fall within one of the eligible applicant categories specified for the relevant Lot;
- not be a beneficiary, co-beneficiary, affiliated entity, associate or contractor under the Action;
- not receive double funding for the same activities;
- have the administrative and financial capacity to manage the grant;
- demonstrate relevant thematic, technical or methodological experience for the Lot concerned;
- demonstrate commitment to safeguarding, gender equality, Do No Harm and data protection principles.

Additional eligibility and capacity requirements apply depending on the Lot. Applicants must carefully review the Lot-specific requirements, provide evidence of relevant experience and capacity in their application, and demonstrate their ability to cooperate and coordinate activities with the relevant consortium partner. For activities in Thailand, Bangladesh and Sri Lanka, coordination with MAP, NGWF and FTZ respectively is mandatory under LOT 1 and LOT 2.

11. Target Groups and Final Beneficiaries

Depending on the Lot, the primary target groups and final beneficiaries of this Call include:

- **Target Group 1 (TG1):** Trade unions, worker organisations, migrant support organisations and other civil society organisations (CSO), including grassroots organisations, worker centres, labour rights

organisations, research-oriented CSOs and eligible non-profit technical, methodological or communication actors involved in worker-led monitoring, advocacy and access to remedy.

- **Target Group 2 (TG2):** Migrant workers and worker leaders in formal and informal garment supply chains in the target countries, especially women and workers exposed to forced labour risks or other severe labour rights violations.
- **Target Group 3 (TG3):** Political, economic and institutional decision-makers at local, national, multi-country and EU level, including public officials, labour inspectors, competent authorities, auditors, EU institutions and relevant international organisations.
- **Final Beneficiaries 1 (FB1):** Migrant workers, especially women, who benefit from improved protection, organising, representation, monitoring and access to rights and remedy.
- **Final Beneficiaries 2 (FB2):** Consumers and citizens in the European Union and the Global South reached through awareness-raising, dissemination, media and public communication activities.

LOT 1 MSO & CSO Empowerment – Migrant Worker Organising

Country-level Lot: Bangladesh, Sri Lanka, Thailand

Objective

The objective of Lot 1 is to strengthen grassroots civil society organisations and migrant support organisations working with migrant workers in the garment sector, with a strong focus on women worker leadership, protection, empowerment and effective participation in worker-led monitoring systems.

Geographic scope

- Bangladesh
- Sri Lanka
- Thailand

Eligible applicants

Eligible applicants under Lot 1 may include migrant self-organisations, civil society organisations, migrant support organisations, women worker organisations, community-based organisations and labour rights organisations with a proven track record of working with migrant workers, particularly women workers in the garment sector.

Target Groups

The primary target groups of Lot 1 include:

- **Target Group 1 (TG1):** Migrant support organisations and other grassroots-oriented CSOs with proven experience in reaching and supporting migrant workers, especially women, in the garment sector.
- **Target Group 2 (TG2):** Migrant workers in the garment sector in Bangladesh, Sri Lanka or Thailand, especially women, worker leaders, peer educators and workers exposed to forced labour risks.

Eligible activities

Core capacity-building activities

- Training on project management tools and basic grant management;
- Organisational development and strengthening of internal capacities;
- capacity building to improve outreach to and support for migrant workers.

Peer-to-Peer training and grassroots organising

- Peer-to-peer training among migrant workers, community facilitators and migrant worker leaders;
- Local meetings, outreach and networking activities with migrant workers;
- Strengthening the participation of migrant workers, especially women, in worker organisations, community structures and collective activities;
- Leadership and advocacy training for migrant and women worker leaders.

Capacity building of women leaders

- Leadership and advocacy training for women workers;
- Strengthening women workers' capacity to identify forced labour and gender-based violations;
- Promotion of women's participation in representation structures, worker committees, social dialogue and advocacy processes;
- Support for women migrant worker leadership in WLMS outreach and feedback mechanisms.

Development and dissemination of training materials

- Worker-friendly materials on labour rights and forced labour prevention;
- Gender-responsive materials addressing exploitation, discrimination, harassment and violence;
- Materials on safe reporting, informed consent and protection against retaliation;
- Dissemination through workplaces, unions, community networks, migrant support structures and digital channels where safe.

Support and advocacy for victims of forced labour

- Information and guidance on available complaint and reporting mechanisms;
- Awareness raising on recruitment abuse, debt bondage, wage theft, document retention and related forced labour risks;
- Cooperation with trade unions, legal support organisations and competent authorities where appropriate and safe.

Expected contribution to the WLMS

- Improved worker access to safe reporting mechanisms, including Tella-based reporting where relevant;
- Strengthened identification of forced labour risks and gender-specific vulnerabilities;
- Increased trust in worker-led monitoring structures;
- Generation of structured grassroots evidence for the Uwazi-based case management system, where relevant;
- Strengthened feedback loops between workers, local organisations and WLMS actors.

Expected outputs

- Training and outreach plan;
- Peer-to-peer training sessions implemented;
- Worker-friendly training and awareness materials;
- Women worker leadership activities;
- Documentation of labour rights concerns and forced labour risk patterns;
- Summary report including lessons learned and recommendations for WLMS operationalisation.

LOT 2 Trade Union Engagement & Advocacy

Country-level Lot: Bangladesh and Sri Lanka

Objective

The objective of this Lot 2 is to strengthen the role of trade unions in worker-led monitoring, advocacy, policy engagement and strategic communication on forced labour, labour rights and worker vulnerabilities in garment supply chains. Activities under this Lot shall support trade unions in engaging with Worker-Led Monitoring Systems (WLMS), documenting worker experiences and labour rights concerns, using worker-reported evidence for advocacy and collective bargaining strategies, and communicating findings and recommendations to relevant regional, European and international stakeholders. The Lot shall also contribute to strengthening the visibility, understanding and uptake of worker-led monitoring approaches among trade unions, civil society actors, policy makers, international organisations, multi-stakeholder platforms and the wider public.

Geographic scope

- Bangladesh
- Sri Lanka

Eligible applicants

Eligible applicants under Lot 2 may include trade unions, trade union federations, trade union support organisations, labour rights organisations, worker organisations, civil society organisations and non-profit media or communication organisations working in the public interest, provided that their proposed action is worker-centred, non-commercial, safeguarding-sensitive and implemented in coordination with trade unions, worker organisations or CSO active in labour rights.

Target Groups

The primary target groups of Lot 2 include:

- **Target Group 1 (TG1):** Trade unions, trade union federations, worker organisations and other relevant CSOs, including labour rights organisations, non-profit media actors and civil society-led multi-stakeholder platforms, with proven experience in garment supply chains, forced labour monitoring and advocacy.
- **Target Group 2 (TG2):** Garment workers In Bangladesh or Sri Lanka, worker leaders and organisers whose experiences and reported cases contribute to worker-led monitoring, collective bargaining and advocacy.
- **Target Group 3 (TG3):** Political, economic and institutional decision-makers at local, national, multi-country and EU level, including public officials, labour inspectors, auditors, EU institutions and relevant international organisations.

Eligible activities

Applicants may propose activities in one or more of the following areas:

- **Trade union exchange and peer learning:** Exchange programmes, field visits and cross-country learning on WLMS, labour rights, forced labour risks, organising and advocacy.
- **Advocacy and policy engagement:** Training for trade union representatives and worker leaders, plus dialogue with EU institutions, international organisations and multi-stakeholder platforms.

- **Research and evidence-based advocacy:** Documentation of worker experiences and forced labour risks, contributions to studies and policy papers, and use of worker evidence in advocacy and collective bargaining.
- **Trade union engagement in WLMS:** Validation and escalation of worker-reported information, stronger participation in monitoring mechanisms and integration of WLMS into trade union structures.
- **Communication and coordination:** Dissemination of findings, accessible communication materials and cooperation with consortium partners, trade union networks, civil society and non-profit media.

Expected contribution to the WLMS

Lot 2 is expected to contribute to the WLMS through:

- Strengthening trade union capacity to engage with forced labour indicators and worker-led monitoring approaches;
- Supporting the validation and contextualisation of worker-reported cases;
- Supporting the escalation of severe labour rights violations through appropriate trade union, legal, advocacy or policy channels;
- Integrating evidence generated through the WLMS into advocacy, policy engagement and collective bargaining strategies;
- Strengthening trade union participation in WLMS feedback and learning loops;
- Improving transnational coordination, peer learning and exchange among trade unions;
- Improving communication and dissemination of WLMS findings, methodologies and policy relevance;
- Increasing the visibility and uptake of worker-led monitoring approaches among regional, European and international stakeholders;
- Supporting evidence-based advocacy linked to EU due diligence and forced labour legislation;
- Developing long-term strategies for embedding WLMS processes within trade union structures and advocacy work.

Expected outputs

Expected outputs may include:

- Trade union exchange, peer-learning activities and WLMS-related field visit reports or learning notes;
- Advocacy trainings, capacity-building sessions and documentation of worker experiences and labour rights concerns;
- Contributions to policy papers, research outputs, policy recommendations, advocacy materials, campaign tools and policy communication materials;
- Digital, social media and accessible communication outputs, including videos, infographics and worker-centred stories;
- Reports on policy dialogues, consultations and stakeholder engagement;
- Recommendations for integrating worker-reported evidence into advocacy and collective bargaining strategies;
- A strategy or roadmap for the long-term institutional embedding of the WLMS within trade union structures.

LOT 3 WLMS Global Development & Methodology

Global Lot

Objective

The objective of Lot 3 is to develop, refine and scale worker-led monitoring methodologies across different country contexts. This Lot shall strengthen the conceptual, methodological and practical foundations of the Worker-Led Monitoring System (WLMS) and support its adaptation to different labour rights contexts, worker vulnerabilities and advocacy processes.

Activities under this Lot shall contribute to developing coherent WLMS methodologies, including guidance on worker participation, safe reporting, case documentation, verification, informed consent, feedback loops, Do No Harm principles and the use of worker-reported evidence for remediation, advocacy and policy engagement.

Geographic scope

Global

Activities may include comparative, transnational and cross-country work and should support the adaptation of WLMS methodologies to different project countries and labour rights contexts.

Eligible applicants

Eligible applicants under Lot 3 may include civil society organisations, trade unions, worker organisations, labour rights organisations, research institutes, worker centres, global labour networks and organisations with substantial expertise in worker-led monitoring, participatory labour rights monitoring, worker-driven social responsibility, forced labour research or transnational labour rights advocacy.

Applicants should demonstrate relevant methodological expertise, experience in working with trade unions, worker organisations or CSO, and a strong commitment to worker-centred, safeguarding-sensitive and participatory approaches.

Target Groups

The primary target groups of Lot 3 include:

Target Group 1 (TG1): Civil society organisations (CSO) globally with experience in supply chain monitoring and links to the global worker movement, including:

- Worker leaders, grassroots organisations, worker centres, migrant support organisations and community-based organisations involved in participatory documentation, safe reporting and feedback loops;
- Trade unions, worker organisations and civil society organisations engaged in worker-led monitoring, forced labour prevention, labour rights advocacy and access to remedy;
- Labour rights organisations, global labour networks and transnational advocacy actors working on worker-driven accountability, grievance mechanisms and supply chain accountability;
- Research-oriented CSOs, methodological experts and non-profit organisations with expertise in participatory labour rights monitoring, forced labour research, worker reporting systems, verification, informed consent and Do No Harm;
- WLMS actors and non-profit technical or methodological organisations involved in the design, piloting and adaptation of monitoring systems, user-centred workflows, case documentation, safe data handling and tools such as Uwazi or Tella.

Target Group 2 (TG2): Workers in the Garment Sector, especially in Brazil, Thailand, Sri Lanka, Bangladesh, Türkiye and Vietnam, including:

- Workers and worker leaders in garment supply chains whose experiences, reports and participation inform the mapping, development, testing and refinement of worker-led monitoring methodologies.

Target Group 3 (TG3): Political and Institutional Decision-Makers

- Regional, European and international political and institutional decision-makers, public authorities and other relevant stakeholders involved in forced labour regulation, due diligence, remediation and supply chain accountability.

Eligible activities

Applicants may propose activities in one or more of the following areas:

- Global mapping and comparative analysis, including mapping of worker-led monitoring models, worker-driven accountability approaches, grievance mechanisms, worker reporting tools and participatory documentation models.
- Methodological development and guidance, including the development of practical guidance for WLMS design, implementation, governance, worker participation, case documentation, verification principles, informed consent, feedback loops and Do No Harm approaches.
- Adaptation of WLMS workflows and tools, including methodological support for adapting Uwazi/Tella or similar tools to different country contexts, user needs, worker reporting pathways and organisational capacities.
- Support to pilot implementation and learning, including support to selected pilot contexts, documentation of lessons learned, comparative learning across countries and recommendations for improving WLMS implementation.
- Knowledge exchange and peer learning, including exchange formats with trade unions, worker organisations, civil society organisations, worker centres, global labour networks and other actors working on worker-led monitoring and labour rights accountability.
- Evidence, advocacy and regulatory alignment, including analysis of how worker-reported evidence can support remediation, advocacy, due diligence processes, forced labour regulation and access to remedy frameworks.
- Dissemination and communication of methodological findings, including the development of briefing materials, learning notes, methodological papers or accessible guidance for civil society organisations, trade unions and labour rights networks.

Expected contribution to the WLMS

Lot 3 is expected to contribute to the development, refinement and operationalisation of the WLMS through:

- Strengthening the methodological basis for worker-led monitoring across different country contexts and labour rights risks;
- Supporting the methodological design and refinement of the WLMS;
- Improving the understanding of transferable models, good practices and context-specific adaptations;
- Developing common standards for case documentation, verification, safe reporting and responsible use of worker-reported evidence;
- Integrating worker participation, informed consent, feedback loops and Do No Harm principles into WLMS methodologies;

- Supporting the adaptation of Uwazi/Tella or similar workflows from a methodological and user-centred perspective;
- Providing practical guidance for adapting the WLMS to different project countries, organisational capacities and worker reporting pathways;
- Strengthening the links between worker participation, evidence generation, remediation, advocacy and collective learning;
- Enhancing the capacity of project actors to implement coherent WLMS methodologies across countries;
- Supporting the use of worker-reported evidence for remediation, advocacy, policy engagement and regulatory processes;
- Strengthening alignment between WLMS methodologies, EU regulatory frameworks and advocacy needs;
- Developing recommendations for scaling, sustaining and embedding worker-led monitoring approaches across different contexts.

Expected outputs

Expected outputs may include:

- A global mapping report on worker-led monitoring models and related worker-driven accountability approaches;
- A comparative analysis of monitoring systems, grievance mechanisms, worker reporting tools and participatory documentation models;
- A methodological toolkit for WLMS design and implementation;
- Guidance on case documentation, verification, informed consent, feedback loops and Do No Harm principles;
- Guidance on safeguarding, data protection and safe handling of worker-reported information;
- Validation and escalation protocols for worker-reported cases and severe labour rights violations;
- User-centred workflow recommendations for the adaptation of Uwazi/Tella or similar tools;
- Recommendations for adapting the WLMS to different project countries and labour rights contexts;
- Pilot learning notes or implementation reflections from selected country contexts;
- Knowledge exchange formats, peer-learning activities or learning workshops;
- Briefing or dissemination materials for civil society organisations, trade unions and labour rights networks;
- A final methodology report including lessons learned, sustainability considerations and scaling recommendations.

LOT 4 Technical Development & Digital Scaling of WLMS

Global Lot

Objective

The objective of Lot 4 is to strengthen the technical backbone of the Worker-Led Monitoring System (WLMS) based on an open-source architecture. The selected partner shall adapt, optimise and scale the Uwazi/Tella-based system, or similar open-source tools where appropriate, and ensure compatibility with CIR-controlled hosting, data governance, safeguarding and long-term maintenance requirements.

Activities under this Lot shall contribute to developing a secure, scalable, user-centred and sustainable technical infrastructure for worker-led monitoring, case documentation, safe reporting, data analysis and evidence-based advocacy.

Geographic scope

Global

Activities may include technical development, testing and adaptation across different project countries and labour rights contexts.

Binding core requirements

The following requirements apply to Lot 4:

- No development of a new standalone platform is allowed;
- All technical work must be based on Uwazi as the case management and database system and Tella as the mobile data collection tool, or similar open-source tools where appropriate and agreed with CIR;
- All technical developments must be compatible with CIR hosting infrastructure, CIR governance and long-term maintenance arrangements;
- All developments must remain open-source, non-proprietary and suitable for future maintenance by CIR or authorised actors;
- All technical work must comply with data protection, safeguarding, confidentiality and worker protection requirements.

Eligible applicants

Eligible applicants under Lot 4 may include non-profit technical organisations, digital rights organisations, civil society technology organisations, research institutes, labour rights organisations with technical capacity or other non-profit entities with demonstrated expertise in open-source development, secure data systems, case management tools, mobile data collection, data protection, digital safeguarding and long-term technical maintenance.

Applicants should demonstrate experience in developing or adapting digital tools for civil society, labour rights, human rights documentation, case management, secure reporting or sensitive data environments.

Target Groups

The primary target groups of Lot 4 include:

Target Group 1 (TG1): Civil Society and Technical WLMS Actors

- Trade unions, worker organisations, migrant support organisations, labour rights organisations, grassroots organisations and other non-profit technical or methodological actors using or

supporting the WLMS for safe reporting, case documentation, validation, referral, feedback, advocacy, digital security, data protection, secure hosting and system maintenance.

Target Group 2 (TG2): Migrant Workers and Worker Leaders

- Migrant workers and worker leaders in garment supply chains in Brazil, Thailand, Sri Lanka, Bangladesh, Türkiye and Vietnam whose reports, experiences and participation inform the development, testing and use of safe, secure and worker-centred WLMS tools.

Target Group 3 (TG3): Political, Economic and Institutional Decision-Makers

- Regional, national, European and international decision-makers, public institutions and other relevant stakeholders using aggregated or anonymised WLMS evidence for labour rights enforcement, policy engagement, remediation and the future interoperability and sustainability of worker-led monitoring systems.

Expected contribution to the WLMS

Lot 4 is expected to contribute to the WLMS through:

- Strengthening the technical infrastructure for worker-led monitoring, case documentation and safe reporting;
- Adapting and optimising the Uwazi/Tella-based system, or similar open-source tools, for the needs of workers, trade unions, civil society organisations and project partners;
- Improving secure data collection, transmission, storage, access management and case handling;
- Enabling role-based access, user management and safeguarding-sensitive workflows;
- Aligning data structures with forced labour indicators, labour rights risks and case documentation needs;
- Supporting multilingual and user-centred interfaces for different country contexts and user groups;
- Strengthening reporting, export and analytical functions for advocacy, policy engagement and learning;
- Ensuring compatibility with CIR-controlled hosting, governance and long-term maintenance arrangements;
- Reducing risks of exposure, retaliation or misuse of sensitive worker-reported information;
- Supporting the long-term sustainability, maintenance and scalability of the WLMS technical architecture.

Eligible activities

- Applicants may propose activities in one or more of the following areas:
- Technical architecture and system optimisation, including enhancement of the Uwazi-based case management architecture, optimisation of Tella-based mobile reporting and secure data transmission, development of user management structures, role-based access and secure workflows.
- Data structures, reporting and interoperability, including configuration of data structures aligned with forced labour indicators and case documentation needs, development of reporting, export and analytical functions, and API or interoperability development where needed and appropriate.
- User-centred design and multilingual adaptation, including improvements to user interface, user experience, accessibility and multilingual use across different country contexts, user groups and organisational capacities.
- Security, safeguarding and data protection, including GDPR-aligned data protection mechanisms, safeguarding and confidentiality protocols, secure data transfer pipelines, anonymisation and pseudonymisation options, informed consent procedures, secure deletion and correction of data, and technical measures to reduce risks of exposure or retaliation.
- Hosting, maintenance and technical documentation, including the development of scalable hosting architecture compatible with CIR-controlled infrastructure, technical documentation, system manuals, maintenance guidance and procedures for future adaptation by CIR or authorised actors.

- Testing, piloting and technical refinement, including security testing, pilot testing, user feedback processes, troubleshooting and technical improvements based on lessons learned from selected implementation contexts.
- Open-source sustainability and long-term financing, including support for a long-term technical governance and maintenance strategy, mapping of foundations, donors and potential funding opportunities for post-project operation, identification of strategic partnerships, and recommendations on governance, maintenance and financing arrangements after the project period.

Expected outputs

Expected outputs may include:

- An upgraded Uwazi/Tella-based WLMS technical architecture, or similar open-source architecture where appropriate and agreed with CIR;
- Secure data architecture and role-based access framework;
- Configured data structures aligned with forced labour indicators and case documentation needs;
- Improved mobile reporting and secure data transmission workflows;
- Multilingual and user-centred interface improvements;
- Reporting, export and analytical functions for advocacy, policy engagement and learning;
- Security, safeguarding and data protection framework;
- Interoperability specifications where relevant;
- Pilot-tested technical improvements and user feedback documentation;
- Technical documentation, system manuals and maintenance guidance;
- CIR-compatible hosting and maintenance documentation;
- Long-term technical governance, sustainability and resource mobilisation strategy;
- Mapping of potential foundations, donors, funding opportunities and strategic partnerships for future maintenance and scaling.

12. Duration and Timing

Step	Indicative date
Publication of Call	15 July 2026
Deadline for questions	31 July 2026
Publication of answers / Q&A	7 August 2026
Submission deadline	31 August 2026
Notification of results	15 September 2026
Possible start of activities	From 1 October 2026

The start of activities is subject to completion of the evaluation process, award decision and signature of the Third Party Agreement. The maximum project duration shall be specified in the Third Party Agreement. Activities must be completed within the overall implementation period of the Action.

13. Submission of applications and questions

A full application must be submitted electronically to fstp-call@ci-romero.de no later than **31 August 2026**.

The subject line must read:

“Application FSTP – Lot [number] – [Name of Applicant]”

Each organisation may submit only one application under this Call and may apply for only one Lot. The application must clearly indicate the selected Lot.

Questions concerning this Call for Proposals may be submitted to the same e-mail address no later than 31 July 2026. The subject line should read:

“Question FSTP Call – Lot [number, if applicable]”

Responses to questions of general interest will be compiled and published in an anonymised Q&A document by 7 August 2026. Applicants are therefore encouraged to consult the published Q&A before submitting their application.

14. Application Package

The application to submit shall consist of the following elements:

- A project proposal (maximum 10 pages) (using the template in Annex 2)
- A project budget (using the template in Annex 3)
- A signed Declaration by the third party (‘Anti-Fraud Statement’, Annex 4)

Applications shall be submitted in English.

15. Evaluation and Selection

Applications will be assessed by an evaluation committee. A maximum of 100 points may be awarded. A minimum score of 70 points is required for selection.

Criterion	Maximum score
Relevance of the action and alignment with Lot objectives	20
Experience, expertise and organisational capacity of the applicant , including relevant thematic and /or country experience, experience in cooperating with partner organisations and networks, and demonstrated capacity to manage a grant of the requested size	25
Quality of methodology and implementation approach, including realistic planning, staffing, coordination and risk management	20
Worker participation, inclusion, gender and safeguarding	15
Sustainability, scalability and multiplier effects	10
Budget and cost-effectiveness, including whether the requested amount is proportionate to the applicant's previous financial management experience, organisational capacity and proposed activities.	10

Lot-specific expertise will be assessed in addition to the general criteria. For technical applications, particular attention will be paid to open-source development, Uwazi/Tella compatibility or similar, data protection, security and long-term maintainability. For capacity-building and advocacy applications, particular attention will be paid to worker participation, gender-sensitive methodologies, outreach capacity and safe implementation.

16. Contractual Conditions

Successful applicants will sign a Third-Party Agreement with Romero Initiative e.V. before the start of the project. The Agreement will include:

- a fixed list and description of activities to be implemented;
- the corresponding target groups to be reached;
- the approved project budget;
- obligations to provide narrative and financial reporting;
- obligations to keep records and provide supporting documents;
- visibility requirements;
- safeguarding, data protection and confidentiality obligations;
- anti-fraud and anti-corruption provisions;
- these Terms of Reference for the Call for Proposals;
- the signed [Declaration on Honour on Exclusion Criteria by the Third Party \(Annex 4\)](#), including declarations on absence of conflict of interest, anti-fraud, anti-corruption and no double funding;

The third party will be responsible for the implementation and reporting of activities and outputs according to the Agreement and the project's MEAL guidelines. Unspent budget items and non-justified expenditures may need to be reimbursed or deducted from final payments.

17. Payment Schedule

Payments shall be made in EUR to the bank account indicated by the selected applicant. The payment schedule will be defined in the Third-Party Agreement. An indicative payment schedule may include:

- 40% pre-financing upon signature of the Agreement;
- 40% upon approval of interim reporting and deliverables;
- 20% upon approval of final reporting and deliverables.

Payments are subject to the fulfilment of contractual, narrative, and financial reporting requirements.

18. Reporting, Visibility and Safeguarding

18.1 Reporting

Selected partners shall provide narrative and financial reporting in accordance with the Third Party Agreement. Reporting may include regular progress updates, interim reporting, final narrative and financial reports, documentation of outputs and deliverables, supporting documents for costs incurred and monitoring data in line with the project's MEAL framework.

18.2 Visibility

Selected partners must comply with the visibility requirements of the EU-funded project. This includes the use of the project logo, EU logo and required funding statements in all relevant communications, documents, publications, training materials, reports and public outputs, in accordance with guidance provided by CIR.

18.3 Safeguarding, data protection and Do No Harm

All activities under this Call must comply with strong safeguarding and Do No Harm principles. Selected partners shall ensure that workers are not exposed to retaliation or additional risks; sensitive information is handled confidentially; informed consent is obtained where required; personal data is collected only where necessary and proportionate; and public communication does not expose workers, communities or organisations to harm.

19. Annexes

Annex 1: [Template Third Party Agreement](#) (including [Annex I](#) and [Annex II](#))

Annex 2: [Template for project proposal](#)

Annex 3: [Template for budget proposal](#)

Annex 4: [Template Declaration on exclusion criteria by the third party](#)