Consultancy Opportunity
Risk Assessment for Forced Labor in the Ready-made Garment Sector: Select Regions of Bangladesh
August 2023

Introduction
GoodWeave

GoodWeave – a nonprofit organization founded in 1994 by Nobel laureate Kailash Satyarthi – is the leading global institution with a mission to end child labor, and forced and bonded labor, in global supply chains through a market-based program that brings visibility to global supply chains, provides assurance that certified products are free of child labor, and restores childhood to vulnerable children.

The Issue

With 28 million individuals around the world in forced labor as of 2021 (ILO: Global Estimates on Modern Slavery), the need to stop this human exploitation is increasingly urgent. In response to growing international awareness, including legislation mandating human rights due diligence in supply chains, there is an opportunity to hold businesses accountable to address forced labor within their operations.

Addressing forced labor, providing remedy to victims, and preventing reoccurrence starts with identification. However, existing methodologies to assess risks and detect cases of forced labor are often not effective. Risk assessments based on country- or sector-level risks are not granular enough and typical annual audits, announced and scheduled far in advance, do not involve deep supply chain investigations. More often, these assessments rely on policy endorsements and survey style questionnaires with management representatives, failing to engage with workers to understand the ground scenario. GoodWeave seeks to close this gap by creating an innovative, risk-based, due diligence approach to assessing forced labor in high-risk supply chains.

The Project

The ready-made garment (RMG) industry in Bangladesh generates 83% of the country’s exports. The industry is historically associated with labor rights violations, and according to the ILO, approximately 2.1 million workers in Bangladesh's RMG sector were exposed to some form of exploitation, including forced labor (2020). By focusing on RMG, this project aims to identify sector-specific challenges, vulnerabilities, and potential solutions related to forced labor. This project aims to advance protection of the millions of workers employed in the RMG industry in Bangladesh.

GoodWeave seeks a consultant to conduct key activities of the project, that includes conducting a risk analysis (data and resources provided) and development of an assessment tool.
Terms of Reference

Objective

This project seeks to develop and test a revised methodology to:

1. Collect data on forced labor risks at the local level;
2. Develop a risk assessment framework and conduct a risk assessment using this dataset;
3. Customize an assessment checklist based on the identified risks; and
4. Conduct assessments at high-risk producers within RMG supply chain, especially in worksites beyond tier one.

Scope and Deliverables

The scope and activities of the consultancy are related to objectives 2 and 3 of the project, as follows:

1. Analyse dataset (collected by GoodWeave) and risk-specific context of the RMG sector in Bangladesh in order to:
   a. Conduct a risk assessment, determining the likelihood and impact of forced labor of the RMG sector in select production regions of Bangladesh.
   b. Conduct targeted consultation on the risk assessment with select ISEAL members.
2. Develop forced labor assessment checklist tailored to the risk assessment, that supports assessors to investigate identified forced labor factors in high-risk supply chains.

Timeline and Level of Effort

The scope of work shall not exceed 10 working days and follow the proposed timeline:

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<thead>
<tr>
<th>Activity</th>
<th>Timeline</th>
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<tbody>
<tr>
<td>Submit Expression of Interest and CV</td>
<td>By September 8th 2023</td>
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<tr>
<td>Activities of the project</td>
<td>September 15, 2023 – October 2023</td>
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<tr>
<td>Deliverable Submission</td>
<td>November 10, 2023</td>
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Desired Qualifications and Experience

- Human rights protection and advocacy experience
- Experience identifying, preventing and/or remediating child and forced labor.
- Understanding of United Nation Guiding Principles and OECD Due Diligence Guidelines, ILO Core Conventions, human rights due diligence laws
- Proven experience developing risk assessments and risk identification methods
- Additional knowledge and experience working on the following topics: garment and textile industries, South Asia, assurance systems, ethical supply chains, social auditing (supply chains)
How to Express Interest

Email expression of interest that includes day rate, applicable experience and 2-3 professional references to Emily.C@goodweave.org.