

# Call for proposal for consultant 'Making Fair Wear membership future proof'

At Fair Wear, we know there's a better way to make clothes. We want to see a world where the garment industry supports workers in realising their rights to safe, dignified, properly paid employment.

We work with our 130+ member brands, who are committed to finding a fairer way to make clothes, and we engage directly with factories, trade unions, NGOs and governments to find answers to problems others think are unsolvable. Together we're stitching together new solutions across the supply chain to make fashion fair for everyone.

We support our frontrunner member brands with this network and several member activities to find these fairer ways. For example, with a working grievance mechanism and annual verification of progress of our member brands. For the last 20 years, Fair Wear and our member brands have mainly been working to improve and remediate issues in the supply chain and as a next step to prevention and avoid human rights risks. Our member brands and Fair Wear are moving more and more towards a risk-based approach, conducting human rights due diligence. We aim to combine and integrate this with the existing membership activities and make Fair Wear membership future proof.

Considering these developments, Fair Wear aims to evaluate and improve brand related processes, activities, and systems within Fair Wear membership. We are also planning to use our brands' progress and lessons learned as inspiration for others to also make their fashion fairer.

Fair Wear is looking for a consultant with proven experience with **Multi-Stakeholder-Initiative transition processes** that can support us with:

- The identification of activities and processes that need to be changed, updated or introduced.
- Organisation and facilitation of several group discussions with member brands, Fair Wear staff and stakeholders and, based on that, conduct a system analysis, identifying new, or more accurate, effective/efficient brand-related activities.
- Apply these findings to rethink the cost structure in relation to our membership fee and invoicing.

October 2021

Based on this system-analysis, the consultant will, in close collaboration with the Fair Wear management team, develop several scenarios providing potential business models and highlight efficiencies within the current activities. The output should be advice on how to organise the Fair Wear membership process in an optimal and efficient way to support brands in their due diligence.

A more detailed Terms of Reference (TOR) for the consultancy assignment is available on request. We would prefer the assignment to be conducted between November 2021 –April 2022.

We kindly request interested parties or individuals to make their interest known before 11 November 2021 by sending a proposal. Contact person for inquiries is Mariette van Amstel, Fair Wear Head of Membership, who can be reached at [vanamstel@fairwear.org](mailto:vanamstel@fairwear.org) or +31624977732. On 25 November there is a possibility to present and explain the proposal. We will inform selected parties 18 November about a pre-selection for presentation.