

Global Labor Initiative (GLI)
Addendum 5, 7200AA20R00046 to BAA-OAA-LLDI-2019
Broad Agency Announcement for Locally Led Development Innovation



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**Addendum to BAA-OAA-LLDI-2019
Broad Agency Announcement for Locally Led Development Innovation**

The United States Agency for International Development (USAID)
Economic Growth, Education and Environment (E3)
Office of Local Sustainability

Background

Through this Addendum to the Broad Agency Announcement (BAA) for Locally Led Development Innovation, USAID is interested in identifying opportunities for co-creation, co-design, co-investment and collaboration on development interventions to address challenges with respect to supporting labor rights and strengthening democratic trade unions worldwide. The nature of employment throughout the world is changing rapidly, and is increasingly fragmented, precarious, and conditional. The rights to freedom of association, collective bargaining, and other worker protections are under threat in many parts of the world. At the same time, the de-standardization of employment has resulted in new forms of workers' rights violations. These negative trends affect the labor sector and workers globally, including youth employed in the gig economy, exploited migrant workers, outsourced industrial workers, and disguised employment in agriculture and the informal economy. USAID therefore seeks strategic and innovative approaches to reach low-wage and vulnerable workers, including those who have been excluded from formal union membership, such as domestic workers and agricultural workers, and across the informal labor sector.

Employment relationships are increasingly embedded in regional and transnational investment. For example, a garment factory manager negotiating with workers in Cambodia or Haiti may be affected by complex relationships with multiple buyers in the United States and Europe. Additionally, the emerging "platform economy" is further fragmenting and dispersing work

across geographic and national boundaries, creating a global workforce of “virtual migrants.” Transnational approaches to workers’ rights campaigns are necessary to identify and strategically link workers in related sectors and occupations. USAID programming in this arena needs to account for changes in production and supply chains in order to assist in global organizing efforts and international sectoral campaigns, and to engage strategically with private sector stakeholders.

Since 1997, USAID has maintained a global Leader with Associates (LWA) cooperative agreement award to support labor programming managed by the DRG Center. The current award, entitled the Global Labor Program (GLP), is implemented by Solidarity Center. GLP supports activities in 10 countries (Colombia, Mexico, Morocco, Liberia, Lesotho, South Africa, Cambodia, Bangladesh, Ukraine and Georgia), as well as regional and sub-regional activities in Latin America, Middle East/North Africa, South and Southeast Asia, and Southern Africa that work in 31 countries. GLP also supports thematic research and advocacy on gender, social inclusion, labor migration, and trafficking in persons. The award has rapid response capacity that enables GLP to respond quickly to urgent and unforeseen developments related to workers’ rights throughout the world.

For the new Global Labor Initiative (GLI), the DRG Center intends to take a more innovative and inclusive design approach to increase the number and diversify the types of organizations involved in the planning and implementation of the program. In addition to broadening USAID’s partner base by including new and underutilized partners, this approach will increase the program’s focus on developing the capacity, sustainability, and impact of local actors engaging on workers’ rights.

Solutions Sought

Increase Protection of Workers’ Rights

Building on its previous investments and programming, USAID seeks innovative concepts that are designed to increase protection of workers’ rights in a rapidly evolving environment for labor and the world of work. USAID seeks solutions that respond to major trends, including but not limited to opportunities and challenges related to the emerging platform digital economy, gig economy, artificial intelligence, digital platforms, and evolving trends in migrant labor. Illustrative interventions could include, but are not limited to: (1) increasing the capacity of labor movements to represent and advocate for their members, (2) increasing access to justice for workers, (3) increasing and improving access to information for workers, (4) improving labor relations governance systems, (5) advancing the effective worldwide application of labor rights including to prevent susceptibility to trafficking in persons, (6) improving the welfare and livelihood opportunities of those vulnerable to labor exploitation and forced labor and their families and communities, (7) working with national and local governments (where possible) to develop and implement regulations and laws to prevent trafficking in persons and to protect and advance labor rights, (8) developing partnerships with national, sectoral and local worker

organizations to strengthen the sustainability of labor rights advancements, (9) developing the capacity and improving the skills of labor organizations and other advocacy groups who support workers' rights, (10) other innovative approaches to strengthen the policy or operational environment for workers' rights, and (11) improving responses to labor exploitation and forced labor, including in seasonal/temporary work and in environments where workers are isolated.

Intersection of Emerging Trends in Labor and Inclusive Development

In recognition of the changing world of work and consistent with USAID priorities, this BAA Addendum seeks solutions that explore the intersection of emerging trends and inclusive development. Women, youth, LGBTI people, people with disabilities, indigenous people, ethnic and religious minorities, and other marginalized groups are particularly vulnerable in labor landscapes with weak protections for workers' rights, including informal and gig economy arrangements. USAID's future GLI will emphasize the inclusion of marginalized groups and their interests in project activities. Responses to this addendum should take major trends in these areas into account. For example, there is new evidence that describes the changing roles of women in the workforce, the disruptions caused by "leapfrogging" to the digital economy in many developing countries, and the growing role of the private sector in co-governance in many industries. New and more flexible approaches and tools may be needed to address the increasing numbers of economic migrants and the accompanying potential for their exploitation; new trends in crowdsourcing; potential uses and abuses of digital platforms; trafficking of women, children, and vulnerable populations for labor purposes; and other challenges. A co-creation process will serve to further define the problem, goals, and potential approaches of the program.

Civic Space and Labor Rights

USAID also aims to explore the role of and responses to increasing restrictions on civic space by state and non-state actors, as well as the role of transnational authoritarian actors. In response to anti-democratic currents present in many countries, USAID is interested in approaches to labor rights and building worker organization capacity that increase the space for inclusive and democratic participation by civil society. Growing wealth and income inequality have detrimental impacts on democratic governance, particularly where the rule of law is weak, by concentrating political power within a small group of wealthy actors. USAID welcomes practical and innovative approaches to strengthen coalitions and networks to provide information and improve workers' access to information, including on labor rights and the ability to organize and bargain collectively. USAID seeks to build coalitions that bring together labor movements, social movements, and grassroots and civil society organizations to build upon successful efforts to develop joint civic education campaigns on economic policy and its connection to civic space challenges.

Increasing Local Ownership

Increasing local ownership is another key priority for USAID's future GLI. USAID is interested in engaging local organizations with deep contextual knowledge and expertise. USAID expects program implementers to work closely in partnership with national, sectoral and local worker organizations in a given country, as well as labor organizations and other advocacy groups who support workers' rights, and to describe how activities may be sustainably advanced by local partners beyond the life of the program. Proposed activities should also engage other key stakeholders within society, including employer associations, who may enjoy legitimacy within their communities and have the ability to facilitate a public discourse on labor rights. This is consistent with USAID's objective to promote sustainable development through high-impact partnerships and local solutions. The new program's approach to more proactively engage and support the longer-term sustainability and effectiveness of local actors is not yet known. The approach will be developed during the co-creation process.

The above are broad descriptions of USAID's primary objectives. However, applicants are welcome to propose other innovative research and development interventions to address challenges with respect to supporting labor rights and strengthening democratic trade unions worldwide.

Adherence to USAID Strategic Priorities

Throughout the co-creation process, respondents should also keep in mind the following additional Strategic Priorities for USAID:

Journey to Self-Reliance

The [Journey to Self-Reliance](#) is USAID's new overarching policy framework. USAID intends to increase the long-term capacity and commitment of a range of local organizations, private sector actors, and government institutions to advance and protect workers from exploitation and rights violations. The activity's co-creation design process, as well as its focus on strengthening local actors and policy environments, will contribute to USAID's self-reliance agenda in partner countries.

State/USAID Joint Strategic Plan & National Security Strategy

USAID's labor rights efforts will contribute to the USAID and U.S. State Department [Joint Strategic Plan](#) and the U.S. [National Security Strategy](#) by strengthening rights protections and citizen-responsive governance. By advancing conditions and policies that protect workers' rights, USAID will strengthen the social and economic foundations for more stable partner countries, which is in U.S. national security interests.

The sections above under "Solutions Sought" include broad descriptions of USAID's primary objectives. However, applicants are welcome to propose other innovative research and

development interventions to address challenges to protecting workers' rights and improving their economic opportunities in today's turbulent and rapidly changing space.

The Need for New Approaches

Given the rapidly evolving environment for labor rights work outlined above, there is a need to build upon existing knowledge and prior experiences to adapt to new emerging realities in the field. Prior USAID and other interventions in labor rights have shown positive impacts that can serve as a base from which to develop new approaches. For example, programs promoting skills development and vocational training have had positive impacts on youth, men, and women. Improved access to credit is an important factor in increasing decision-making power and occupational choices, particularly for women. Encouraging firms to adopt private international standards that improve market access often results in higher wages and longer employment periods for workers. Newer research points to potential positive impacts from online information-sharing tools and social media forums with respect to providing better access to information on job opportunities and on rights, but the scope of the current analysis is limited.

USAID is hopeful that the co-creation process will result in innovative ways to expand on prior successes and incorporate them into new approaches.

Guidance for Concepts

Proposed concepts may be submitted at any of the following stages of development per the guidelines outlined in the Broad Agency Announcement for Locally Led Development Innovation BAA-OAA-LLDI-2019 and before expiration of the Open Period designated above:

- (1) Proof of concept - introduction of a solution in a specific country context to gain an early, real-world assessment of technical, organization, distribution, and financial viability of the solution.
- (2) Testing impact and delivery - testing a proven concept toward improved outcomes and/or viability, as well as operational refinement to build paths to sustainability and scale.
- (3) Scaling-up - adaptation of a rigorously evaluated innovation to new contexts and geographies and engagement of additional partners who will help scale the project beyond USAID support, but for whom more evidence of success and a track record are needed.

Submission Instructions

Please submit your Expression of Interest indicating the research, new approaches or development idea which will address the Solutions Sought, above, by increasing knowledge and understanding of potential solutions, exploiting scientific discoveries or improvements in technology, materials, processes, methods, devices, or techniques, advancing the state of the art, or using scientific and technical knowledge in the design, development, testing, or evaluation of

a potential new product or service (or of an improvement in an existing product or service). Organizations are encouraged to consider collaborating with peer organizations that bring differing perspectives and/or comparative advantages. In addition to the description of the solution, applicants should describe any cost-share, matching, or leveraging, if applicable.

Expression of Interest Information Formatting

Expression of Interest Information must:

- 1) Be in English, no more than 2 pages in length, and no smaller than 12 point font;
 - 2) Be submitted electronically to global_labor@usaid.gov;
 - 3) Contain a header on each page with the following information (included in the page count):
 - a) Respondent Name/Group and Contact Information;
 - b) Response Title;
 - c) BAA Addendum Name/Number: Global Labor Initiative, Addendum #5 7200AA20R00046;
 - d) Addendum Area of Focus;
 - e) Optional graphic that fits on an 8.5"x11" or A4 piece of paper (included in the page limit);
 - 4) Be in .pdf, .docx, or .odf format
- 5) Describe your organization's idea/approach to addressing the challenges described in this Addendum

USAID may invite submitters of Expression(s) of Interest to participate in one or more co-creation workshops with other successful applicants, to jointly develop programs and activities for funding. All applicants are encouraged to read the full announcement closely for guidance on the co-creation process.

Review of Submissions and Selection Criteria

Stage 1: USAID will review and select Expressions of Interest submitted in accordance with the guidelines and criteria set forth in this Addendum and the Evaluation Criteria described in Section III of the Broad Agency Announcement (BAA) for Locally Led Development Innovation BAA-OAA-LLDI-2019. USAID reserves the right not to review any Expressions of Interest that do not meet the guidelines above.

Stage 2: Selected groups will be invited to join one or more potential co-creation workshops where USAID, partners, and selected groups will gather in-person or virtually to collaboratively

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develop program(s) designed to achieve the objectives articulated in this Addendum. Organizations may develop short concept papers following these co-creation workshops for potential funding. If in-person, travel costs for participants will not be reimbursed by USAID.

Stage 3: Final concept papers produced after co-creation workshops will be submitted to USAID's Peer and Scientific Review Board. Approved concept papers for activities will be further refined (co-design) and potentially implemented, based on a decision at that time whether to proceed to implementation.

Criteria

The following criteria will be applied to all Expressions of Interest:

1) Idea/Approach: Soundness of your idea/approach, including appropriate evidence, to fostering systems that address challenges and harness opportunities. USAID will focus on how the applicant contributes fresh, informed, and realistic thinking, and how the applicant uses supporting evidence and analysis to clearly demonstrate how the proposed idea will advance knowledge and practice of locally led development one or more of the thematic areas identified in the **Solutions Sought** section. USAID seeks demonstrated technical expertise and capability in the solution domains addressed in their expression of interest, and the ability to effectively collaborate with a wide range of stakeholders, including UAID, to achieve results that are meaningful to local actors and communities. Equally important are the unique qualities that the applicant would bring to the discussion.

2) Partnership Expectations and Value: Strengths of your organization as a partner, including your ability to make a unique contribution to the critical development challenge. USAID seeks the ability to connect disparate communities, i.e. academia, private sector, civil society, as well as connecting with experts in nontraditional and diverse sectors. Please provide specific examples of collaboration or co-creation with other parties or partners.

3) Diversity of Perspectives and Capabilities: USAID seeks to bring together a diverse set of co-creators in collaboration in order to enable broader thinking and innovation, which may include organizations and entities with which USAID does not typically partner. Additionally, USAID values experience implementing adaptive and/or iterative activities, managing successful peer-to-peer networks, and catalyzing new ideas effectively. The selection of individual applicants will be made with the goal of achieving this diversity.

4) Impact and goals of the program: Describe the intended outcomes and goals of the concept and how they relate to USAID's policies and objectives. Indicate how your concept addresses USAID priorities for inclusive development (gender equality and women's empowerment, indigenous rights, disability inclusion, addressing power imbalances with marginalized communities), as well as the other priorities outlined above, including local sustainability and defending civic space, as appropriate.

USAID is not obligated to issue a financial instrument or award as a result of this Addendum.

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Response Date

Please submit your expression of interest in English to global_labor@usaid.gov no later than 11:59 p.m. EST on Thursday, June 4, 2020.