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I. General information

1. Brief information on the project

The Multi-Donor Action ILUCA - Green Transition through the Cotton Value Chain in Tajikistan will be jointly co-financed by the European Union and the Federal Ministry for Economic Cooperation and Development (BMZ). The activities under this action may only start after the commissioning by BMZ. The EU contribution is 19.8 million EUR of which 16.6 million are earmarked for indirect management by an entrusted entity (GIZ). The duration is 60 months.

The Overall Objective of the Action is to contribute to the socio-economic development of Tajikistan and the reduction and eradication of poverty by boosting sustainable productivity growth, climate resilience and cotton-based value chains.

The Specific Objectives (outcome) of the Action are, 1. to boost an inclusive agricultural sector reform by supporting agro-ecological and sustainable production methods in cotton-based farm systems within a landscapes approach and value chains; increase the benefits for female and male farmers as well as to reduce the environmental footprint of cotton farming; and 2. to support private sector development in sustainable cotton processing and incentives for investments in the processing phase of cotton.

The Action will increase the overall competitiveness of the cotton value chain in Tajikistan with a focus on the long-term sustainability of its primary production base. The Action will reduce rural poverty through sustainable practices in diversified, cotton-based farm systems which will become both more productive and more climate-resilient. Through processing of sustainably sourced cotton in Tajikistan, compliance with international standards, facilitation of green

investments and targeted capacity-building, the Action will support selected cotton processing companies to improve their access to international niche markets, thus adding value to cotton produced in Tajikistan.

2. Context

Output 4 of the Action will strengthen the capacities of cotton processing companies to enter international niche markets.

Specific measures include the support to management of operations (improvements in work flows, organization and equipment with regard to energy efficiency, recycling, waste water treatment etc.), capacity-building in business skills, design, product development, staff training/RH, marketing etc., and implementation of industry standards like GOTS, OEKOTEX

Cotton processing companies in Tajikistan invariably face challenges in human resource management. Not only do they lack top level expertise in design and technical process, but it has become increasingly difficult for them to recruit and retain workers for daily operations, and thus to introduce innovations, fulfill orders and increase turnover. Low commitment, emigration and socio-cultural barriers contribute to a high fluctuation in staff.

The educational system serving the processing industry is weak. Donors such as the International Trade Centre have supported training institutions in cooperation with public institutions to Garment Training Centres). However, they offer only short-term modules in sewing and design and little other specialization.

In the Tajik TVET sector, recent reforms have opened promising opportunities with regard to the development of a dual education system and standardization for different technical professions. In Uzbekistan, GIZ has supported the development of professional standards and curriculum for the textile sector that cover all the important professions. Training of Training will be rolled out in cooperation with a joint-venture company with German investment. This approach and materials might well be used and adapted to the conditions in Tajikistan.

3. GIZ shall hire the contractor for the anticipated contract term, from 23.04.2024 to 19.08.2024

4. The contractor shall provide the following service:

Two specialized consultants will share tasks to carry out a preliminary study about the possibilities to strengthen the technical and vocational education and training system and the university-based educational system in Tajikistan with the objective to provide tailor-made skills and expertise for the development of the textile & clothes sector. The specific tasks of consultant 1 are detailed in the table below.

The consultant will advise the planners of the Action in GIZ on whether to pursue a fully-fledged formalized TVET and/or university-based training programme, or rather to develop an alternative capacity-building programme in direct cooperation with the T&C companies.

If the preliminary study finds that a TVET approach should be pursued, GIZ will engage international expertise to elaborate on a roadmap and budget in detail.

The overall tasks of the consultants for the preliminary study include, but are not limited to:

- 1) Conduct a review of laws, regulations, institutional frameworks and relevant reports, studies and other documents on the technical and vocational education and training as well as the university-based educational level relevant for the textile & clothes sector in Tajikistan.

- 2) Consult with donor projects (inside GIZ, such as the regional project “Professional Education in Central Asia” as well as outside GIZ), educational institutions, industry representatives, government agencies, experts and other relevant stakeholders of the textile & clothes sector about the development of human resources for the sector.
- 3) Conduct assessment of the current practices in the formal educational system of T&C, its curricula, standards and didactic quality, focusing on its relevance and alignment with industry needs. Identify any gaps or areas for improvement in terms of infrastructure, institutional capacities, content, teaching methodologies, practical training and cooperation with the private sector.
- 4) Establish contact to the GIZ Project “Support of the Reform and Modernization Process in the Vocational Education System of Uzbekistan”. Identify successful practices (occupational standards, curriculum, didactic approaches, cooperation with private firms) and assess the possibilities that the approach can be used / adapted to the Tajik context (including rough estimates for budgeting).
- 5) Identify any relevant obstacles, challenges and opportunities for the development of a T&C TVET component in the Action (e.g., in terms of political partnerships, political reforms, budgets, institutional arrangements, infrastructure, human capacities, time horizon etc.).
- 6) Conduct assessment of the current level of collaboration and engagement between educational institutions and the textile industry. Identify successful models of partnerships and recommend strategies to enhance future collaboration, such as internships and industry engagement programs.
- 7) Conduct of a survey on the industry’s demand of specific competences, and their own approach to HR development, via a representative sample of the T&C companies.
- 8) Identify effective practices and innovative methods that enhance the development of practical skills among students and workers. Assess if a dual education system can be implemented in cooperation with companies.
- 9) Provide an estimate of the budget for a TVET component in the Action.

Milestones

#	Tasks	Accomplished latest in calendar days after start of contract, maximum number of fee days
1	Review of laws, regulations, institutional frameworks and relevant reports, studies on TVET, the university-based educational level relevant for the textile & clothes sector in Tajikistan. Consult with donor projects (inside GIZ, such as the regional project “Professional Education in Central Asia” as well as outside GIZ), educational institutions, industry representatives, government agencies, experts and other relevant stakeholders of the textile & clothes sector about the development of human resources for the sector.	21 days after the start of a contract, up to 15 days
2	Consultations with relevant stakeholders of the textile & clothes sector about the development of human resources for the sector: 1) conducting a survey on the industry’s demand of specific competences, and their own approach to HR development, via a representative sample of the T&C companies; 2) an assessment of the	Between 15 and 60 days after start of contract, up to 30 days, including travel to target areas

	current level of collaboration and engagement between educational institutions and the textile companies to identify successful models of partnerships to enhance future collaboration; and 3) effective practices and innovative methods that enhance the development of practical skills among students and workers are identified and recommended	
3	Assessment of current practices in the formal educational system of T&C, its curricula, standards and didactic quality, focusing on its relevance and alignment with industry needs is conducted,	Between 30 and 75 days after the start of the contract, up to 5 days
4	Successful practices and approaches of GIZ Project "Support of the Reform and Modernization Process in the Vocational Education System of Uzbekistan" to the Tajik context in TVET of the T&C sector (including rough estimates for budgeting) are identified	Between 30 and 60 days after the start of the contract, up to 8 days, including travelling to Uzbekistan
5	Report detailing relevant obstacles, challenges and opportunities for the development of a T&C TVET component in the Action which can be immediately be used for the Description of Action. An estimate of the budget for a TVET component in the Action is provided.	15.05 – 31.07. 2024, up to 4 days

All tasks and the days needed to accomplish them are to be planned ahead in written and accepted by GIZ.

Period of assignment: from 23.04.2024 to 19.08.2024.

II. Tender requirements

1. Qualifications of proposed staff

1.1. Expert 1:

1.1.1. General qualifications

Education: University degree (MA, MSC) in education, social science

Professional experience: more than 10 years' experience in TVET, more than 7 years working experience in development cooperation with international organizations

1.1.2. Experience in the region/knowledge of the country

More than 7 years work experience in Tajikistan and Central Asia

1.1.3. Language skills

business fluency in Tajik (C1), Russian (C1) and English (C1)

2. Quantitative requirements

Per-diem and overnight accommodation allowances are reimbursed as a lump sum up to the maximum amounts permissible under tax law for each country as set out in the country table

in the circular from the German Federal Ministry of Finance on travel expense remuneration (download at <https://www.bundesfinanzministerium.de>).

All travel activities must be agreed in advance with the staff member responsible for the project.

Sustainability aspects for travel

GIZ would like to reduce greenhouse gas emissions (CO₂ emissions) caused by travel. When preparing your tender, please incorporate options for reducing emissions, such as selecting the lowest-emission booking class (economy) and using means of transport, airlines and flight routes with a higher CO₂ efficiency. For short distances, travel by train (second class) or e-mobility should be the preferred option.

If they cannot be avoided, CO₂ emissions caused by air travel should be offset. GIZ specifies a budget for this, through which the carbon offsets can be settled against evidence.

The market for carbon credits is made up of a large number of providers, each with different claims as to their climate impact. The [Development and Climate Alliance](#) has published a [list of standards](#). GIZ recommends using the standards specified there.

Fee days	Number of experts	Number of days per expert	Comments
• Implementation	1	62	
Travel expenses	Number of experts	Number of days/nights per experts	Comments
• Per-diem allowance within Tajikistan	1	Up to 15	Sughd and Khatlon regions GIZ rates apply here: <ul style="list-style-type: none"> • up to 205 TJS/day for 24 hours. up to 143 TJS/day for 8-24 hours.
• Overnight allowance within Tajikistan		Up to 15	Sughd and Khatlon regions GIZ rates apply here: <ul style="list-style-type: none"> • up to 108 TJS/night without invoice. Or against accommodation invoice(s).
• Travel costs (car, private vehicle)	1	Up to 8	Within Tajikistan (If not travel by GIZ's car) Sughd (1 time x 2 ways) Bokhtar (1 time x 2 ways) Dangara (1 time x 2 ways)
• Per-diem allowance in Uzbekistan	1	6	GIZ rates apply here:

			<ul style="list-style-type: none"> up to 400 TJS (34 EUR)/day for 24 hours.
			up to 275 (23 EUR)TJS/day for 8-24 hours
<ul style="list-style-type: none"> Overnight allowance in Uzbekistan 	1	5	GIZ rules apply here: <ul style="list-style-type: none"> up to 620 TJS (52 EUR)/night without invoice. Or against accommodation invoice(s).
Flights	Number of experts	Number of flights per experts	Comments
<ul style="list-style-type: none"> International flights 	1	2	Uzbekistan
<ul style="list-style-type: none"> Domestic flights 	1	Up to 4	Khujand
<ul style="list-style-type: none"> CO₂ compensation for air travel Guidance for GIZ service providers on avoiding, reducing and offsetting GHG emissions (giz.de) 			A budget of EUR 30 is earmarked for settling carbon offsets against evidence.
Other costs	Number of experts	Amount per experts	Comments
<ul style="list-style-type: none"> Flexible remuneration 			A budget of EUR 800 (please complete) is foreseen for flexible remuneration. Please take this budget into account in your price schedule. Use of the flexible remuneration item requires prior written approval from GIZ.

Calculate your financial bid exactly in line with the quantitative requirements of the specification of inputs above. There is no contractual right to use up the full days/travel or workshops or budgets. The number of days/travel/workshops and the budgets will be contractually agreed as **maximum amounts**. The regulations on pricing are contained in the price schedule.

III. Other requirements

1. Requirements on the format of the tender

The CV submitted for each expert can have a maximum of four pages. Additionally send us your motivation letter. The concept (if required) should not exceed five pages. If one of the maximum page lengths is exceeded, the content appearing after the cut-off point will not be

included in the assessment. External content (e.g. links to websites) will also not be considered.

2. Materials

All materials produced/developed during the period of assignment must be handed over to the Project after completing all the activities.

3. Confidentiality

An expert must keep confidential all material that is delivered to it for the performance of its work and that is the property of the GIZ Program. Likewise, you may not give said material.

4. Submission of commercial offer

- The technical and financial offers must be submitted in separate PDF files.
- Technical proposal (CVs, motivation letter, certificates, diploma and etc);
- Financial proposal in local currency (prepared in a separate PDF file)

5. Requirements for commercial offer:

- Provide full legal address, contact numbers and e-mail;
- Currency: Tajik somoni;
- Terms of payment: by transfer to the bank account.

6. Address for submission:

Please send your commercial offer via E-mail to TJ_Quotation@giz.de before 17:00 of **17th of April 2024** indicating the tender number “**83462742**” in the subject of the e-mail.

7. Special conditions

- **Note:** Proposals made for the supply of goods/services which are under sanctions or whose manufacturers/Suppliers are under sanctions will not be considered. Please sign the declaration (see attachments) and send it along with your price offer.
- Bidders should not contact other GIZ personnel unless directed to do so by the GIZ representative.
- Please raise any commercial, technical or procedural questions promptly, and no later than **15th of April 2024**. All questions should be submitted in writing and with indication of the tender number “**83462742**” in the subject of the email to the address Procurement.TJK@giz.de
- The default size of e-mails is limited to 30 MB. Above that, GIZ's email servers refuse the message and its attachments. If necessary, send more than one e-mail.
- In case of bigger files, it is possible to transfer the file via GIZ's Filetransfer service: <https://filetransfer.giz.de> GIZ accepts only this specific filetransfer solution for submission of documents exceeding the default mail size of 30 MB.
- GIZ is not responsible for the failure of electronic delivery of e-mail messages to the address provided, either for technological problems on the part of GIZ or the candidate.
- This invitation to tender is in no way binding on GIZ. The GIZ's contractual obligation commences only upon signature of the contract with the successful Tenderer.
- Up to the point of signature, GIZ may either abandon the procurement or cancel the award procedure, without the candidates or tenderers being entitled to claim any compensation.
- All costs incurred in preparing and submitting tenders are borne by the tenderers and cannot be reimbursed.
- All tenderers will be informed in writing of the results of this tender procedure.
- GIZ reserves the right to disqualify and reject proposals from suppliers who do not comply with these guidelines.