U.S. DEPARTMENT OF LABOR

Bureau of International Labor Affairs

Program Office:
OCFT

Notice of Availability of Funds and Funding Opportunity Announcement for: Project to Increase Worker Voice and Address Forced Labor, Child Labor, and Other Labor Violations in Cattle Raising Areas of Brazil and Paraguay

Announcement Type: Initial

Funding Opportunity Number: FOA-ILAB-22-29

Catalog of Federal Domestic Assistance (CFDA) Number: 17.401

Key Dates: The closing date for receipt of applications under this announcement is 10/7/2022. Applications must be received no later than 11:59 p.m. Eastern Time.

All technical questions related to the content of this Funding Opportunity Announcement (FOA) must be submitted no later than 10 business days prior to the close date of the FOA.

Award decisions are expected to be made between 09/30/2022 and 12/31/2022.

The Department will make its best efforts to make award decisions within this timeframe, but please be aware that there are a variety of circumstances that may result in a later or earlier than expected award decision.

To apply: Submit applications via https://www.grants.gov/ in response to this funding opportunity number.

Please refer to Section IV for application submission instructions.

EXECUTIVE SUMMARY

The Bureau of International Labor Affairs (ILAB), U.S. Department of Labor (USDOL, or the Department), announces the availability of approximately $5,000,000 total costs (subject to the availability of Federal funds) for 1 cooperative agreement(s) to fund a technical assistance project to strengthen the capacity[1] of worker organizations (WOs)[2] and civil society organizations (CSOs)[3] to increase worker voice[4] and address forced labor, child labor, and other labor violations[5] in cattle raising areas[6] of Brazil and Paraguay.

The duration of the project will be a maximum of 48 months from the effective date of the award.

Eligible applicants may include any commercial, international, educational, or non-profit organizations, including any faith-based organizations, community-based organizations, or

public international organizations (PIOs), capable of successfully fulfilling the objectives identified in the Funding Opportunity Description. Please see section III of this funding opportunity announcement for complete eligibility requirements.

Project outcomes include the following:

- **Outcome 1:** Strengthened capacity of worker organizations and civil society organizations to identify labor violations and advocate on behalf of workers in cattle raising areas of Brazil and Paraguay;
- **Sub-outcome 1.1:** Increased organizational resiliency[7] of worker organizations and civil society organizations;
- **Outcome 2:** Increased capacity of worker organizations and civil society organizations to provide services addressing labor violations for workers and their families; and
- **Outcome 3:** Increased worker organization and civil society organization engagement with private sector stakeholders to advocate for better work conditions.[8]

The applicant must propose strategies for addressing forced labor in cattle raising areas of both Brazil and Paraguay where there is evidence of this abusive labor practice. In these same targeted geographical areas, the applicant must propose an area-based approach that also addresses identified cases of child labor and other labor violations.[9] Applicants must describe how they will strengthen collective worker voice and representation, and how worker-driven capacity building and approaches will be integrated into a strategy to address forced labor, child labor, and other labor violations in cattle raising areas of these two countries.

Eligible applicants may include any commercial, international, educational, or non-profit organizations, including any faith-based organizations, community-based organizations, or public international organizations (PIOs), capable of successfully fulfilling the objectives identified in the Funding Opportunity Description.

In consideration of potential limitations on proposal development, including as a result of the impact of COVID-19, applicants selected for award may be required, within the first six months of award, to carry out additional in-country needs assessments and consultations with partners and relevant stakeholders to assess, refine, and/or validate the proposed theory of change, design, and strategies of the project. All refinements will be subject to approval by USDOL.

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I. FUNDING OPPORTUNITY DESCRIPTION

A. PROGRAM PURPOSE

ILAB leads the U.S. Government's (USG) efforts to improve working conditions and fight labor exploitation around the world. ILAB's mission is to promote a fair global playing field for workers in the United States and around the world by enforcing trade commitments, strengthening labor standards, and combating international child labor, forced labor, and human trafficking. ILAB's Office of Child Labor, Forced Labor and Human Trafficking (OCFT) works to eliminate child labor, forced labor and human trafficking through international research, policy engagement, and technical cooperation. See ILAB's webpage for additional information: https://www.dol.gov/agencies/ilab.

This FOA solicits applications to implement 1 project(s) with the objective of strengthening the capacity[1] of worker organizations (WOs)[2] and civil society organizations (CSOs)[3] to increase worker voice[4] and address forced labor, child labor, and other labor violations[5] in cattle raising areas[6] of Brazil and Paraguay.

Project outcomes include the following:

- **Outcome 1:** Strengthened capacity of worker organizations and civil society organizations to identify labor violations and advocate on behalf of workers in cattle raising areas of Brazil and Paraguay;
- **Sub-outcome 1.1:** Increased organizational resiliency[7] of worker organizations and civil society organizations;
- **Outcome 2:** Increased capacity of worker organizations and civil society organizations to provide services addressing labor violations for workers and their families; and

- **Outcome 3:** Increased worker organization and civil society organization engagement with private sector stakeholders to advocate for better work conditions.[8]

The applicant must propose strategies for addressing forced labor in cattle raising areas of both Brazil and Paraguay where there is evidence of this abusive labor practice. In these same targeted geographical areas, the applicant must propose an area-based approach that also addresses identified cases of child labor and other labor violations.[9] Applicants must describe how they will strengthen collective worker voice and representation, and how worker-driven capacity building and approaches will be integrated into a strategy to address forced labor, child labor, and other labor violations in cattle raising areas of these two countries.

Eligible applicants may include any commercial, international, educational, or non-profit organizations, including any faith-based organizations, community-based organizations, or public international organizations (PIOs), capable of successfully fulfilling the objectives identified in the Funding Opportunity Description.

In consideration of potential limitation on proposal development, including as a result of the impact of COVID-19, applicants selected for award may be required, within the first six months of award, to carry out additional in-country needs assessments and consultations with partners and relevant stakeholders to assess, refine, and/or validate the proposed theory of change, design, and strategies of the project. All post-award refinements to the project strategy will be subject to approval by USDOL.

This announcement is for the award of 1 new cooperative agreement with the specific project objective and outcomes outlined in this FOA. As such, applicants may not submit applications to renew or supplement an existing project.

B. PROGRAM AUTHORITY

ILAB is authorized to award and administer grants and cooperative agreements by the Consolidated Appropriations Act, 2022 (Pub. L. 17-103, Division H, Title I).

C. BACKGROUND INFORMATION

USDOL's *List of Goods Produced by Child Labor or Forced Labor* (TVPRA List) provides evidence of forced labor and child labor in the production of cattle in Brazil and Paraguay.[10]

Employers in Brazil and Paraguay's expansive cattle raising sectors have been found to incorporate significant coercive recruitment and employment practices, primarily targeting disperse, rural, indigenous, and other vulnerable populations with the promise of better livelihoods.[11] [12] Cattle operations in both countries are expanding to meet global demand, further increasing the threat of forced labor.[13] [14] ILO reporting highlights the cattle sector as significantly overshadowing other sectors in its use of forced labor in Brazil.[15] Similarly, in the Chaco region of Paraguay, reporting has found coercive recruitment and significant indicators of forced labor the cattle raising supply chain.[16] Cattle raising in both countries target vulnerable populations, including indigenous and other rural populations, with promises of good work, living conditions, and advanced payments. Advanced payments subsequently seal workers into debt bondage to small and medium cattle production businesses that feed to large, international slaughter operations.[17] Workers are coerced, threatened, and deprived of freedoms by

employers, who often retain workers' identification documents, and by armed employees on ranch operations.[18] The geographic isolation of cattle ranches and workers' dependance on employers for food and housing further contribute to conditions that abet forced labor.[19]

Forced labor in Brazil is concentrated in rural areas where labor-intensive industries demand cheap labor, mainly in the agricultural sector. Rapid growth of some industries has led to the expansion of vast ranches, plantations, and logging operations, while also creating the need for a large workforce to clear land.[20] Cattle ranching in Brazil accounts for over 60 percent of the companies on the "dirty list" of groups using forced labor.[21] As with other goods produced in Brazil, labor trafficking results from young men being brought by labor brokers to rural plantations, where the workers then enter into debt bondage. As of 2017, over 50,000 workers have been rescued from what Brazil defines as conditions of slave labor, with one third of the workers rescued coming from cattle ranches in remote areas.[22] Additionally, in July 2020, the Brazilian Ministry of Labor rescued 24 Guaraní indigenous individuals, including both adults and children, from forced labor conditions on a farm in the state of Mato Grosso do Sul.[23]

In Paraguay, reporting has found coercive recruitment and significant indicators of forced labor agriculture sectors.[24] Agriculture workers in Paraguay are difficult to reach with government services, including labor inspections due to the nature of the highly mobile and disconnected work and work sites.[25] They often are coerced into work that is geographically isolated, live in precarious and unsanitary accommodations, and often threatened to not leave.[26] And, while inspections and government intervention is more limited in Paraguay than Brazil due to authorities' weaker enforcement capacity, there have been numerous reports of inspections finding cases of forced labor throughout the country.[27]

In addition to forced labor, child labor and other labor violations have also been noted throughout the cattle sectors in Brazil and Paraguay.[28] According to the latest National Household Sample Survey (Pnad), the total number of children estimated to be working in Brazil's cattle industry is 130,027.[29] Similarly, the Paraguayan government estimates that 142,127 child laborers raise cattle throughout rural areas in Paraguay and approximately 67,141 child laborers raising cattle are below the minimum age for employment in Paraguay.[30]

Expansive cattle raising is rapidly leading to changes in land use in both countries, with deforestation from land clearing, burning, and post-clearing production of trees to increase grazing land. As herds are moved throughout these expanses, more land is deforested, and workers from indigenous, rural, and other vulnerable communities are forced out of their traditional livelihoods and into cattle raising and related activities.[31] Often moving to follow herds and far from government services, these workers are uniquely vulnerable to forced labor in the cattle raising sector.[32] Further, methods to clear land, such as burning, leads to negative health impacts on nearby communities.[33]

While those working in the cattle sectors of Brazil and Paraguay continue to experience detrimental labor conditions, organizations working to provide assistance and services to workers and their families also face multiple challenges. WOs and CSOs across Latin America are plagued by insufficient resources.[34] The challenges faced by WOs and CSOs are particularly pronounced in remote and underserved areas of Brazil and Paraguay, where CSOs often

represent the first and often only line of defense, providing essential services to vulnerable workers and communities. CSOs have been the target of violence and threats in both Brazil and Paraguay.[35]

However, WOs' and CSOs' ability to address labor violations is distinct between Brazil and Paraguay. WOs and CSOs in Brazil have been active in campaigning against forced labor;[36] however, they face challenges in representing or advocating on behalf of workers,[37] including corruption of local authorities and violence.[38] Some CSOs received funding from state and local governments to carry out activities, but CSOs' organizational capacity and resiliency vary. According to a 2018 report from Brazil's Institute of Applied Economics, many CSOs are micro-organizations that work with volunteers and lack the organizational structures needed to comply with government regulations.[39] In Paraguay, some CSOs endeavor to address environmental, social, and indigenous issues, but CSOs in Paraguay often face judicial persecution and violence.[40] Paraguayan civil society is generally weak, and Paraguay is 15th of 25 countries in the region[41] [42] on USAID's core civil society index ranking.

II. AWARD INFORMATION

A. AWARD TYPE AND AMOUNT

Funding will be provided in the form of a cooperative agreement. Approximately $5,000,000 total costs is expected to be available to fund approximately 1 award(s). Applicants may apply for a ceiling amount of up to $5,000,000 total costs. Awards made under this announcement are subject to the availability of federal funds. In the event that additional funds become available, USDOL reserves the right to use such funds to select additional recipients from applications submitted in response to this announcement.

In addition to its normal consultative role as grantor, ILAB's substantial involvement in program activities will focus on elements that are essential to meet program requirements and assure achievement of program objectives and outcomes. ILAB's involvement may include, but not be limited to:

- Liaising with in-country USG officials and host country governments on matters related to the project.
- Collaborating substantially on the project strategy and implementation, as well as the development of the project document package.
- Collaborating substantially on the development and implementation of the monitoring and evaluation plan and all of its components.
- Providing highly specialized input on the technical definitions and concepts of workers' rights, international labor standards, occupational safety and health (OSH), industrial relations, social dialogue, collective bargaining, freedom of association, acceptable conditions of work, stakeholder compliance, non-discrimination, labor courts, labor administration, labor inspection, labor law and judicial reform, legal and policy frameworks, child labor, forced labor, human trafficking, and effective enforcement, among others.
- Being substantially and actively involved in designing research, service provision, and/or capacity building activities jointly with the recipient.

- Reviewing and providing input on project's planning for sustainability and collaboration to promote sustainability of project efforts, including through replication of good practices.

B. PERIOD OF PERFORMANCE

The period of performance is a maximum of 48 months from the effective date of the award. This performance period includes all necessary implementation and start-up activities. Only allowable costs incurred during the period of performance may be charged to the federal award (2 CFR 200.1 Period of performance).

III. ELIGIBILITY INFORMATION

A. ELIGIBLE APPLICANTS

The following organizations are eligible to apply:

- U.S. organizations:
  - Nonprofits, including any faith-based organizations or community-based organizations
  - Public/State Controlled Institutions of Higher Education
  - Private Institutions of Higher Education
  - For-Profit organizations
- Non-U.S. organizations:
  - Non-U.S. Entities, including PIOs, as described in 2 CFR 200.1.

Applicants selected for award must abide by DOL's requirements in the term and conditions of the award, in alignment with U.S. appropriation laws and applicable U.S. regulations.

Applicants do not need previous experience managing federal awards, but they must speak persuasively about their ability to leverage other previous experience and bring it to scale in support of a large federal investment.

The following types of organizations **are not** eligible to apply nor to participate as sub-recipients/contractors:

- Organizations designated by the U.S. Government to be associated with terrorism.
- Organizations designated by the U.S. Government to have been debarred or suspended.
- Organizations planning to charge a fee (profit) associated with a project funded by a USDOL award.
- Foreign governments and entities that are agencies of, or operated by or for, a foreign state or government are not eligible to apply. However, they may be eligible to participate as a sub-recipient in certain instances, subject to USDOL approval. NOTE: If an exception to this sub-recipient eligibility criterion might be appropriate, the application must include a detailed justification for the possible exception. **USDOL funds are not intended to duplicate existing foreign government efforts or substitute for activities for which such governments have already assumed responsibility.** USDOL will make eligibility decisions on a case-by-case basis after receiving the application.

B. COST SHARING OR MATCHING

This program does not require cost sharing or matching funds. Including such funds is not one of the application screening criteria and applications that include any form of cost sharing or match will not receive additional consideration during the review process. Instead, the agency considers any resources contributed to the project beyond the funds provided by the agency as leveraged resources. Section IV.B.2 provides more information on leveraged resources.

C. OTHER INFORMATION

1. Application Screening Criteria

Use the following checklist as a guide when preparing the application package to ensure that the application has met all of the screening criteria. Note that this checklist is only an aid for applicants and should not be included in the application package. It is recommended to use this checklist to ensure that the application contains all required items. If the application does not meet all of the screening criteria, the application will not move forward to the merit review process.

Application Requirement	Instructions	Complete?
The deadline submission requirements are met	Section IV.B.3.a.	
Eligibility	Section III.A	
The components of the application are saved in any of the specified formats and are not corrupt. (USDOL will attempt to open documents, but will not troubleshoot any problems related to opening files)	Section IV.B.3.b.	
Application does not exceed the ceiling amount of $5,000,000 total costs	Section II.A	
Applicant has registered with the System for Award Management (SAM) and maintains an active account	Section IV.B.2.a	
Completed and signed SF-424, *Application for Federal Assistance,* including a Unique Entity Identifier Number	Section IV.B.2.c	
SF-424A, *Budget Information Form*	Section IV.B.2.d	
Technical Proposal	Section IV.B.1	
Attachments to Technical Proposal • Abstract • Work Plan • Sustainability Strategy Template • Relevant Grant and/or Contract Experience • Evidence of Country Presence • Key Personnel Signed Commitment Letters (2)	Section IV.B.1.e	

• Resume for Key Personnel (2) • Resume for Other Required Professional Personnel (1) • Project Management Organizational Chart		
Outcome-Based Budget	Section IV.B.2.d.	
Budget Narrative	Section IV.B.2.d.	

2. Number of Applications to be Submitted

Multiple applications from an organization are not allowed. If multiple applications are received, the most recent application submitted by the deadline will be accepted. If the most recent application is disqualified for any reason, USDOL will not replace it with an earlier application. Applicant entities are not precluded from participating as partners on another entity's application.

IV. APPLICATION AND SUBMISSION INFORMATION

A. HOW TO OBTAIN AN APPLICATION PACKAGE

This FOA, found at www.grants.gov, contains all of the information needed to apply for funding. Applicants should note that it includes hyperlinks to external forms and resources. Applicants are required to comply with all parts of the FOA, including those parts found at the hyperlinks.

B. CONTENT AND FORM OF APPLICATION SUBMISSION

Applications submitted in response to this FOA must consist of two separate and distinct parts: (1) a Technical Proposal, including attachments; and (2) a Cost Proposal, including the SF-424 Application for Federal Assistance and related forms identified as follows. It is the applicant's responsibility to ensure that the funding amount requested is consistent across all parts of the application. If the funding amount is not consistent, the amount requested on the SF-424 will be considered for the purpose of the award.

1. Technical Proposal

Applicants should use their technical expertise to propose how to meet the requirements of the FOA and must provide justification for their choices based on evidence, analysis of contextual opportunities and constraints, and available resources within the requirements of the FOA. Applicants must include specific citations to the evidence used to support their proposed project strategy. If there is limited evidence to support the proposed intervention(s), applicants may propose to pilot an innovative approach but must include and describe a plan for monitoring and assessing the effectiveness of the intervention(s).

All pages of the application must be numbered. All required documents (including attachments) must be submitted in English. Any additional documentation submitted that is not required or specifically requested under this announcement will not be considered during the merit review process.

Technical Proposals must be no more than 50 single-sided, double-spaced pages (8.5 x 11 inches with 1-inch margins). If any page limits required by this FOA for any part of the application are exceeded, the content that exceeds the page limit will not be considered during the merit review process. Font style must be Times New Roman and font size must be 12-point. The Cover Page, Acronyms List, Table of Contents, required attachments to the Technical Proposal, and the Cost Proposal do not count toward the page limit and do not have any spacing restrictions. Different fonts and font sizes may be used for tables, text boxes, and graphics. However, it is the applicant's responsibility to ensure that they are legible and meet electronic submission requirements. Documents which cannot be read or accessed by the Department will not be considered during the merit review process. Please see section IV.B.3. for the file format requirements for electronic submissions.

The following instructions provide all the information needed to complete the Technical Proposal. Applicants should carefully read and consider each section and include all required information. The Technical Proposal will be evaluated using the evaluation criteria identified in Section V, Application Review Information. Applicants must use the same section headers identified in this FOA for each section of the Technical Proposal:

a. Abstract (Executive Summary)

Applicants must submit as an attachment an abstract summarizing the proposed project including, but not limited to, the Theory of Change, the project objective, proposed outcomes, sub-outcomes, outputs, and activities. The abstract should describe the proposed project in plain language and include the following sections:

1. **Applicant's Name and Title for the Project.** The applicant's name and title for the proposed project.
2. **Purpose.** A brief description of the purpose for the award, including a description of the geographic area to be served (if applicable), population(s) to be served (if applicable), number and description of individuals, groups and institutions to be served (if applicable), and the funding level requested.
3. **Activities to be Performed.** A brief description of award specific activities and other deliverables.
4. **Expected Outcomes.** The project objective, proposed outcomes, sub-outcomes, and outputs.
5. **Intended Beneficiaries.** Intended beneficiary(ies) or recipient(s) of the project activities.
6. **Sub-recipient Activities.** If sub-awards are proposed, then specify the activities to be provided and the name of each proposed sub-awardee, if known.

The abstract is limited to two double-spaced single sided 8.5 x 11-inch pages with 12-point text font, Times New Roman font style, and 1-inch margins. When submitting in Grants.gov, this document must be uploaded as an attachment to the application package and specifically labeled "Abstract."

b. Table of Contents

The table of contents must list all required documents and include their corresponding page numbers.

c. Project Narrative

The Project Narrative must describe in detail the applicant's response to the FOA. At minimum, the Project Narrative must contain the following sections:

1. Problem Analysis (up to 5 points)

Applicants will be evaluated based on their degree of understanding the scope and nature of the problem that forms the basis of the project design. Applicants must describe the need for assistance, including the nature and scope of the problems, and the consequences of not addressing the need. Include relevant cultural, economic, social, labor and/or legal factors contributing to the problem. This information must be supported by relevant empirical data, including citations. Applicants must identify significant gaps in laws, policies, programs and coordination efforts that contribute to the identified problem and that need to be addressed by the project.

2. Project Design (up to 45 points)

a) Project Strategy and Sustainability Strategy (up to 28 points)
The applicant's Project Strategy and Sustainability section will be evaluated based on its responsiveness to the unmet need described in its Problem Analysis.

The project-level objective is to strengthen the capacity of worker organizations (WOs) and civil society organizations (CSOs) to increase worker voice and address forced labor, child labor, and other labor violations in cattle raising areas of Brazil and Paraguay.

In support of achieving the objective, the project should be designed to achieve the following outcomes:

Outcome 1: Strengthened capacity of worker organizations and civil society organizations to identify labor violations and advocate on behalf of workers in cattle raising areas of Brazil and Paraguay;

Sub-outcome 1.1: Increased organizational resiliency of worker organizations and civil society organizations;

Outcome 2: Increased capacity of worker organizations and civil society organizations to provide services addressing labor violations for workers and their families;

Outcome 3: Increased level of worker organizations' and civil society organizations' engagement with private sector stakeholders to advocate for better work conditions.

Applicants are encouraged to apply a collective impact approach to achieving the project-level objective and outcomes.[43] [44] The collective impact approach promotes collaboration to address labor and social issues in a structured and systemic way and is based on a common agenda, shared measurement systems, mutually reinforcing activities, continuous communication, and coordination. In their applications,

applicants should integrate this approach into proposed project strategies and activities.

Outcome 1: Strengthened capacity of worker organizations and civil society organizations to identify labor violations and advocate on behalf of workers in cattle raising areas of Brazil and Paraguay.

For Outcome 1, applicants must propose a strategy for how they would strengthen the capacity of WOs and CSOs to identify and address forced labor, child labor, and other labor violations in cattle raising areas of both Brazil and Paraguay. The applicant must conduct a needs assessment that will inform its overall strategy to (1) identify strengths and weaknesses of WOs and CSOs; and (2) describe how the project would work with WOs and CSOs to maximize their strengths and address their weaknesses to achieve the overarching project-level objective. In describing their strategy, applicants must clearly identify priority areas of intervention and describe activities to advance their proposed strategy. Applicants must work with selected WOs and CSOs to enhance their compliance with applicable regulations (e.g., national legislation, labor codes) and to promote their use of effective and sustainable organizational and operational practices. When possible, applicants should work with WOs and CSOs that incorporate a democratic process.

Applicants are not limited to proposing only Sub-outcome 1.1 below and may consider proposing additional sub-outcomes in their project strategy to achieve Outcome 1. Applicants should propose interventions and activities based on the needs assessment described in Outcome 1.

Sub-outcome 1.1: Increased organizational resiliency of worker organizations and civil society organizations.

For Sub-outcome 1.1, with the aim of providing services addressing labor violations for workers and their families under Outcome 2, the project should focus on increased organizational resiliency of WOs and CSOs to effectively implement and sustain services after the project ends. Depending on assessed need, this could include helping WOs and CSOs to identify and operationalize needed work-centered services, develop and implement strategic work plans, comply with the country's labor legislation and government regulations and requirements to operate fully[45], develop and implement financial systems and skills, mobilize financial and human resources, enhance technical skills, prepare budgets, workflows and financial projections, communication strategies, risk assessments, and security plans. This could also include support for WOs' and CSOs' increased use of data and technology, and increased capacity to mobilize community members and build partnerships.

Activities must include, but are not limited to, the following:

- Strengthening the capacity of WOs and CSOs in targeted geographical areas to comply with government regulations and requirements in order to operate

fully in Brazil and Paraguay (e.g., registration, taxes, employment contracts, and social security).

- Assisting WOs and CSOs in mainstreaming labor issues into its mission and core activities.
- Assisting WOs and CSOs in identifying and documenting labor violations.
- Assessing WOs' and CSOs' ability to provide direct services, including assessing the WOs' and CSOs' costs to meet project-related requirements for participant monitoring, required for Outcome 2; and, if applicable, strengthening WOs' and CSOs' capacity to monitor and report data on project participants

Applicants must explain how the project will foster collaboration and coordination among WOs and CSOs to work together to achieve Outcome 1 and the overarching project-level objective. In addition, applicants must clearly describe in their proposed strategy how they will integrate sustainability and promote the sustainability of key elements under Outcome 1, beginning in the early stages of project implementation. Applicants must also take into account any ongoing efforts to increase the capacity of WOs and CSOs to address forced labor, child labor, and other labor violations in the cattle raising sectors of both Brazil and Paraguay.

Outcome 2: Increased capacity of worker organizations and civil society organizations to provide services addressing labor violations for workers and their families.[46]

Applicants must clearly demonstrate how the proposed strategy for Outcome 2 supports the overarching project-level objective. The applicant's strategy must take into account (1) the organizational capacity and skill level of the WOs and CSOs to provide services needed by workers and their families to available services; (2) the needs of workers, their families, and their communities; and (3) the access and quality of social and livelihood services supported by public institutions, the private sector, local philanthropy, NGOs, or other stakeholders.[47] In describing their strategy, applicants must clearly identify priority areas of intervention and describe proposed activities.

Based on their needs assessment, applicants must propose interventions and activities to address identified needs, including strategies for developing partnerships with stakeholders to achieve the expected outcome. Applicants must propose stakeholder partnerships that include representatives from targeted populations to help ensure that activities and interventions are culturally responsive.

Taking into consideration the current capacity of targeted WOs and CSOs, applicants must propose a strategy for how they would improve WOs' and CSOs' capacity to provide direct services to targeted populations to address labor issues related to project's areas of focus. When possible, applicants should work with locally led WOs and CSOs to provide services to workers and their families.

Applicants must assist WOs and CSOs in identifying existing national, state, and local government resources for addressing labor law violations and assist WOs and CSOs in taking actions to increase access of individuals, workers, families, and communities to means of recourse in targeted areas. Applicants must support WOs' and CSOs' efforts to raise awareness about and refer individuals and connect communities to such existing government systems and resources (e.g., labor inspectorate offices, forced labor grievance mechanisms, legal and social services for vulnerable workers).

In addition, applicants must clearly describe in their proposed strategy how they will promote the sustainability of key elements under Outcome 2 and integrate such sustainability planning into the earliest stages of project implementation. Applicants must take into account any ongoing efforts by other organizations or stakeholders to increase the resiliency of workers, their families, and their communities in the project's target areas and coordinate with those organizations and stakeholders to accelerate progress.

Outcome 3: Increased level of worker organizations' and civil society organizations' engagement with private sector stakeholders to advocate for better work conditions.

Applicants must propose a strategy for how they would increase engagement between WOs and CSOs and private sector stakeholders to address forced labor, child labor, and other labor violations in areas of both Brazil and Paraguay. The applicant's strategy must, at a minimum, (1) identify constraints and opportunities for WOs and CSOs to engage on labor issues with the private sector at national, state/departmental, and/or local level; (2) analyze the level of engagement and collaboration of WOs and CSOs with the private sector; and (3) describe how the project will work with private-sector stakeholders to improve the enabling environment for WOs and CSOs to achieve the outcome and support the overarching project-level objective.
Based on their needs assessment and strategy under Outcome 2, applicants must propose interventions and activities relevant to the implementing environment in each country.

Applicants must explain how the project will work with WOs, CSOs, and private sector actors to build networks and support information-sharing and peer-to-peer learning to achieve their respective outcomes and the overarching project-level objective. In addition, applicants must clearly describe in their proposed strategy how they will integrate sustainability and promote the sustainability of key elements under Outcome 3 beginning in the early stages of project implementation. Applicants must also take into account any related and ongoing efforts in the country when designing the strategy.

Applicants must propose a strategy, to achieve the project-level objective and expected outcomes stated above. Applicants may suggest additional outcomes they deem necessary to achieve the project-level objective and a rationale for how they contribute to the achievement of the project's overall objective.

Applicants must describe all major areas of project intervention. In describing project interventions, applicants are expected to describe specific outputs and activities and how such activities should logically lead to the project's expected objective and outcomes in an interrelated and holistic manner. Applicants must demonstrate how their proposed strategy will address gaps identified in the problem analysis, identify any potential barriers, and describe how the project will work to overcome those barriers. Applicants must provide evidence of the effectiveness of their proposed strategy.

In addition, applicants must clearly describe in their proposed strategy how they will integrate sustainability into their project strategy, beginning in the early stages of project implementation (please see Appendix B for a definition of sustainability). Applicants are not required to develop an integrated sustainability strategy for every outcome and sub-outcome proposed, but rather, only where appropriate and needed to maximize long term impact. Applicants shall use the Sustainability Strategy Template (please see Appendix G) to show how they plan to build sustainability into their design for applicable outcomes/elements. Successful applicants will have an opportunity to update and elaborate on this template post-award.

As part of their strategy, applicants must undertake an initial assessment of any unique needs of the most at risk and vulnerable groups and describe how any identified needs will be addressed.

Applicants must describe how they will strengthen worker voice to address forced labor, child labor, and other labor violations in the cattle raising sectors of Brazil and Paraguay. Applicants must also explain how worker-driven approaches and worker-focused capacity building will be integrated into the strategy.

Applicants should propose to work with locally-led WOs and CSOs with strong support and leadership of indigenous groups and other vulnerable ethnic groups that have experience or interest working on issues related to the project to achieve the project-level objective and the three outcomes throughout the life of the project.

Applicants must identify in their proposal potential risks to achievement of the project-level objective and/or any of the three project outcomes in the project's target areas, such as a lack of rule of law, illegal activities, and environmental degradation. In addition, applicants must propose a plan to support efforts to mitigate the impacts of the identified risk(s). Applicants must also explain how they will promote that a "do no harm" approach in carrying out project activities and take steps to avoid inadvertently endangering project participants, stakeholders, or staff. [48]

Applicants should include an integrated communication and outreach strategy that supports the overall implementation of the project. Applicants should describe how the communication and outreach strategy will promote dialogue and awareness-raising in support of the project-level objective and all three outcomes. As part of this strategy, applicants should incorporate information and experience exchanges (e.g.,

best practices and lessons learned) between relevant project stakeholders in both Brazil and Paraguay. The communication and outreach strategy should demonstrate how the following are taken into account: (1) audience analysis and messaging tailored to WOs and CSOs, project participants, the private sectors, and other stakeholders and (2) the role of traditional, digital, and social media in reporting on issues relevant to the project. The cost of the integrated communication and outreach strategy must be reflected in the Outcome-Based Budget and Budget Narrative. As part of the communication strategy, applicants must describe how they intend to reach indigenous groups and those engaged in forced labor and consider their cultural uniqueness (e.g., language) and vulnerabilities.

Applicants must describe an integrated gender approach, throughout the life of the project, from the design phase through implementation, so that women have representation in the project under all three outcomes.[49] The integrated approach must also ensure that children and youth, both girls and boys, as well as individuals living with disabilities, have representation in the project under all three outcomes and throughout the life of the project. Applicants are also encouraged to tailor projects to ensure multiple perspectives, including those related to religion, race, ethnicity, sex, sexual orientation, and gender identity and/or expression.

Applicants must take into account the impacts of COVID-19 on the implementing context and describe ways that the project can support efforts to reduce the vulnerability of workers, children, and other vulnerable populations.

USDOL has informed host government officials of the proposed project. Applicants must consult with the Governments of Brazil and Paraguay to ensure that their proposed strategies are relevant to the country's needs and supportive of the Government of Brazil and Paraguay's efforts to address forced labor, child labor, and other labor violations in the cattle raising sectors.

Efforts must be made to avoid duplication and to build upon relevant previous or ongoing activities in Brazil and Paraguay, in particular, the USDOL-funded ATLAS project in Paraguay. Applicants must include a mapping of the landscape of current relevant programming in Brazil and Paraguay. Applicants must also demonstrate how they intend to coordinate and share best practices and lessons learned with other relevant projects and initiatives in both countries, including those supported by the host government (both national and state), USDOL, other USG agencies, other donor governments and organizations, and the private sector. Applicants must include a brief description of the consultative process undertaken in preparing their proposal.

b) Project Targets (up to 8 points)

The applicant's Project Targets section will be evaluated based on how well it supports the overall project strategy, as well as for how reasonable project targets are with consideration to the allocation of project resources (e.g., budget, staffing) to support the meeting of those targets.

Applicants must include participant targets for each country, including the number of WOs and/or CSOs they will work with (for both Outcomes 1 and 2), and if the

applicant is proposing to provide direct services, the number of individuals to be provided direct services by the project (Outcome 2). Applicants must provide a rationale for this number, taking into account the type and cost of services planned, quality considerations, and budget implications, including costs to meet OCFT's requirements for census-type participant monitoring, outlined in Section 2.d.8. Applicants must also provide the initial criteria for eligibility and selection of potential private sector participants (Outcome 3).

Applicants must propose to work in the state of Mato Grosso do Sul, Brazil and in the Chaco region of Paraguay. The applicant must propose strategies for addressing forced labor in cattle raising areas of both Mato Grosso do Sul, Brazil and the Chaco region of Paraguay where there is evidence of this abusive labor practice. In these same targeted geographical areas, the applicant must propose an area-based approach that also addresses identified cases of child labor and other labor violations. Applicants must describe how geographic areas reflect the problem to be addressed and the overall strategy being proposed by the applicant.

Applicants must put forward a proposed approach to ensure the safety of participants and implementers within the target geographic area(s). Applicants must describe how they will administer services in a safe environment.

Applicants must describe the WOs and CSOs, participant populations, and geographic area(s) in Mato Grosso do Sul, Brazil and the Chaco region in Paraguay. Applicants must consult with indigenous groups and/or other ethnic populations affected by exploitative labor practices[50] in the cattle raising sector during proposal design.[51]

For Outcome 1: For the WOs and CSOs identified under Outcome 1, applicants must include both a description of their current capacity and experience working on issues related to the objectives of the project and a description of the applicant's approach for working with the selected organizations to implement project activities. In addition, when identifying WOs and/or CSOs to partner with under Outcome 1, applicants must describe how they will work with the proposed WOs and/or CSOs to build the capacity and skills necessary to accomplish Outcomes 2 and 3, describing what resources are necessary to carry out these activities ensuring sustainability of proposed interventions. If applicable, applicants may propose to work with more than one WO/CSO in a selected geographic area.

For Outcome 2: Applicants must describe the target population(s), including whether the applicant proposes to provide services directly to and/or through sub-recipients, or the WOs and/or CSOs proposed under Outcome 2 to direct participants (see Appendix B for definitions of participants). Applicants should work with the WOs and CSOs to determine the initial criteria for selection of potential project participants and should prioritize, to the extent possible, members of vulnerable households and communities who undertake activities in the cattle raising sector.

In their proposal, applicants must state the number of participants to be provided direct services by the applicant and/or its partners organizations, or WOs and CSOs

identified under Outcome 2 as a result of project-supported activities and must provide a rationale for this number, taking into account the types and costs of services planned, access, quality, and safety considerations, and budget implications, including costs to meet OCFT's requirements for participant monitoring, outlined below. If applicants propose the same WOs and CSOs for Outcomes 1 and 2, they should clearly state this and explain their rationale.

Applicants must target geographical areas and specific communities when addressing forced labor, child labor, and other labor violations in the cattle raising sectors of Brazil and Paraguay. Applicants must provide the initial criteria for the selection of communities, and the criteria should take into account, at a minimum, the prevalence of forced labor, child labor, and other labor violations identified in the cattle raising sector, the accessibility and strategic location of the communities for effective project implementation, and available project resources. Applicants should consider partnering with WOs and CSOs to ensure that interventions/services are complementary and relevant for victims of forced labor.

The project field office(s) should be located in both Mato Grosso do Sul and in the Paraguayan Chaco, so as to minimize travel time and expenses, provide a significant and continuous project presence near areas of intervention, and strengthen the capacity of individuals in the location. If the applicant chooses to locate the project field office in another city or area, the applicant must describe how this approach will strengthen the overall proposal.

Applicants may propose project activities in communities with past or existing programs aimed at strengthening civil society and local capacity; increasing resiliency; alleviating poverty; and reducing forced labor, child labor, and other labor violations. They should describe in their application how they will develop activities that complement and leverage existing structures, programs, and/or best practices while avoiding the duplication of efforts.

In consideration of potential limitations on proposal development as a result of the impact of COVID-19, applicants selected for award may be required, within the first six months of award, to carry out an additional in-country needs assessment and consultations with partners and relevant stakeholders to assess and further refine project targets, including target populations and target geographic areas. All refinements will be subject to approval by USDOL.

3) M&E Agreement and Capacity Statement (up to 4 points)

The applicant's M&E Agreement and Capacity Statement will be evaluated based on how well it addresses OCFT M&E requirements (outlined below). Applicants must confirm in their proposal their commitment to strong project M&E. They must also confirm their agreement to collaborate with USDOL in developing and revising required M&E deliverables, including the project's Comprehensive Monitoring and Evaluation Plan (CMEP).

M&E requirements include:

- conducting a rigorous process for establishing baseline values for USDOL standard and project-specific indicators, as applicable. Please see Appendix F for a list of OCFT's standard indicators;
- development and implementation of the monitoring and evaluation plan, which includes the collection, entering, processing, reporting, and analysis of data on project-specific and USDOL-standard performance indicators throughout the period of performance;
- development of project-specific definitions (as applicable);
- implementation of a monitoring system to collect data to monitor the provision of services for all participants, in accordance with USDOL's specific standard indicators;
- collaboration with ILAB on required performance evaluations and/or other learning/accountability activities; and
- ensuring adequate M&E staffing capacity to support monitoring activities throughout the project's period of performance.

For more information on M&E expectations, please see the most recent Management Procedures and Guidelines (MPG) for OCFT projects and Monitoring and Evaluation (M&E) Resource Guide for OCFT Projects under "Grantee Resources" at https://www.dol.gov/agencies/ilab/resources/grants.

4) Work Plan (up to 5 points)

The applicant's Work Plan will be evaluated based on how clearly and realistically it outlines major activities and their related deadlines. The Work Plan must identify major project activities, deadlines for completing these activities, and person(s) or institution(s) responsible for completing these activities for the entire life of the project, as well as a sustainability plan. The Work Plan must be included graphically as an attachment and correspond to activities identified in the Project Design, budget and Budget Narrative. Applicants may choose an appropriate format for their Work Plan, but the format must include a field/column where the applicant, if funded, would report on the status of plan items (e.g., not yet started, on track, delayed, completed).

d) Organizational Capacity (up to 35 points)

This section must describe the qualifications of the proposed applicant and/or any proposed sub-recipients to implement the project.

1) Relevant Grant and/or Contract Experience (up to 6 points)

The applicant's Relevant Grant and/or Contract Experience will be evaluated based on how well it reflects their ability to address the requirements of the FOA (including the ability to meet USDOL monitoring, oversight, and reporting requirements) and implement the applicant's proposed Project Strategy. Applicants must describe any experience they or their proposed sub-recipients have with implementing projects relevant to this FOA and provide references for past performance, as well as ask their references to complete and submit a past performance questionnaire. Each of these

requirements is further explained in the corresponding bulleted item below. Projects included must have been active within seven years of the issuance date of the FOA and no more than a combined total of six (6) projects for the primary applicant and proposed sub-recipients should be provided in the description or used for references.

- Project descriptions should be included in this section of the technical proposal.
- References must be included as an attachment in a Relevant Grant and/or Contract Experience table (see Appendix C for a sample format). USDOL reserves the right to contact any references included in the chart and/or any other references that come to our attention.
- Applicants must ask all listed references to provide information about project performance and administration such as that suggested in the sample past performance questionnaire included as Appendix E. For consideration, references must email this information as a Word document or PDF attachment directly to USDOL at OGM_ILAB@dol.gov by the closing date and time of this announcement. Email submissions must include the following subject line: FOA-ILAB-22-29, Reference, Applicant [*insert applicant name*] *or if applicable* Proposed Sub-recipient [*insert sub name*], [*insert reference giver's name and organization*]. USDOL is not responsible for reviewing messages that do not include the proper subject line. Failure by references to submit the requested information by the required date and time will result in its omission from the panel review process and may affect how the application is scored. Applicants are encouraged to follow-up with their references directly because USDOL cannot guarantee to confirm receipt of emailed references.

Applicants and/or sub-recipients with no relevant past grants and/or contracts experience must include a narrative describing their ability to leverage other previous experience to achieve this FOA's required outcomes. In such cases, applicants must include an attachment indicating that the list of references is not applicable.

2) Country Presence (up to 8 points)

The applicant's Country Presence section will be evaluated based on how well it demonstrates the applicant's ability to effectively meet USDOL requirements for start-up and implementation of the proposed project. Applicants must describe their organization's (and/or sub-recipients') existing presence in-country and ability to start up project activities in the target area(s) upon receiving an award (see section IV.B.1.d.3 for more information on partners). Any documents that demonstrate country presence (e.g., official registration of the applicant's organization and/or sub-recipient in the host country, a current Memorandum of Understanding between the applicant and/or sub-recipient and the host government) must be included as an attachment to the Technical Proposal.

Applicants must describe their ability and plans to collaborate directly with relevant national, regional and/or local government and non-government agencies, and other organizations as relevant to this project in each country, and their past experience working with these stakeholders.

If the applicant and/or sub-recipient does not have country presence the applicant must include a narrative explanation in this section indicating why this is the case and explain how it may impact project implementation. The applicant also must include an attachment indicating that the Country Presence Attachment is not applicable.

3) Partners (up to 8 points)

The applicant's Partners section will be evaluated based on how well it supports effective implementation of the applicant's project strategy and the needs outlined in the problem analysis section. Applicants must describe their approach for working with WOs and CSOs in the cattle raising sectors of Brazil in Paraguay to implement project activities to advance the objective of the project. Where they exist, applicants must describe any established partnerships and how they will be leveraged (either formally or informally) during project implementation, including with local organizations that have capacity and experience working on issues related to the objective of the project. Applicants without established in-country partnerships must describe how they will build local partnerships and/or describe any other partnerships that will be leveraged to achieve the project objective.

Applicants that propose project implementation partners (i.e., as sub-recipients) must include a brief description of such partners, including a description of the partners' role in implementing the proposed project strategy and how this approach will strengthen the overall proposal. Applicants are responsible for ensuring sub-recipients have the administrative capabilities to carry out their proposed strategy and activities. This could include working with them to develop a fair and reasonable cost proposal, including indirect costs, as appropriate, and, if needed, the establishment of a reasonable indirect cost rate. Please see additional requirement under the Management Plan (Sub-section V). Depending on the project strategies and activities, applicants can propose WOs and CSOs with whom they will work under Outcomes 1 and 2 as sub-recipients.

For Outcome 3, applicants should engage with private sector stakeholders that have an interest in addressing forced labor, child labor, and other issues in their supply chains. Applicants must also state whether they will engage with other stakeholders, such as academia, think tanks, international foundations, NGOs, and/or networks, to implement the project strategy. Applicants must describe how the proposed partnership will help enhance the impact and advance achievement of the outcomes of the project.

4) Personnel (up to 5 points)

a) Key Personnel

The applicant's Key Personnel section will be evaluated based on how well proposed Key Personnel meet the requirements outlined below and how well their past experience reflects an ability to implement the applicant's proposed project strategy. Key personnel positions are deemed essential to the successful operation of the project and completion of all proposed activities and deliverables. ILAB retains the authority to approve all key personnel changes throughout the life of the award. Key personnel must be available to staff the project no later than 45 calendar days after the

award should the applicant be selected for award.

Applicant must propose a cost-effective and efficient operational staffing structure and office(s). The operational and staffing structure should be responsive to local context and needs and cost-effective. In addition, the project should maintain field offices, directly through the recipient or indirectly through a proposed sub-recipient(s), at a minimum in each of the regions proposed by the applicant, so as to minimize travel time and expenses, decrease risks of COVID-19 exposure, provide a significant and continuous project presence near areas of intervention, and strengthen the capacity of individuals in the location. If the applicant chooses to locate the project field office in another city or area, the applicant must describe how this approach will strengthen the overall proposal.

Applicants must propose candidates with qualifications to successfully implement the proposed strategy. USDOL encourages applicants to propose an inclusive staffing structure that is reflective of the diversity present in the countries of implementation. Additionally, the proposed staffing structure should reflect experience and knowledge in concepts such as gender mainstreaming as well as working with indigenous groups and other vulnerable populations.

Applicants must summarize in the text the candidates' past experience and qualifications to perform the duties of the position and execute the project strategies proposed by the applicant. ILAB encourages applicants to hire national/local staff for key personnel positions. If any of the proposed personnel do not meet all the requirements, applicants must explain how the proposed personnel will still benefit the project and be able to perform the required duties.

Recipients assume full responsibility for ensuring that all key personnel have a clear and thorough understanding of USDOL policies, procedures, and requirements and that all documents submitted to USDOL are in fluent English.

ILAB has designated the following position(s) as key personnel. Other requirements for each individual position follow:

Project Director:

- Minimum of five years of experience in project management, supervision, administration, and implementation of cooperative agreement and/or contract requirements (including meeting deadlines, achieving targets, establishing and maintaining systems for managing project operations, working with multiple sub-recipient(s) and/or contractor(s), and overseeing the preparation and submission of required reports to donor agencies), preferably in the country of implementation.
- Proven experience in a leadership role for a project addressing labor-related issues, including forced labor, child labor, or workplace exploitation.
- Demonstrated ability to maintain working relationships with all project stakeholders and to engage in coalition building and public-private partnership promotion.
- Understanding of the cattle raising sector and/or relevant agricultural sectors.

- Demonstrated experience as an effective public speaker.
- Fluency in English required. Fluency in Portuguese and/or Spanish is also required. Fluency includes speaking, listening, reading, and writing.
- Must be directly hired by the recipient, not a sub-recipient.
- Devote at least 90 percent level of effort to the project.

Monitoring and Evaluation (M&E) Officer:

- Minimum of five years of professional experience in a senior M&E position responsible for implementing M&E activities of international development projects.
- Bachelor's or Master's degree (Master's degree or Bachelor's plus an advanced certificate in M&E, statistics, or economics preferred) or comparable level of demonstrated work experience in statistics, demographics, public policy, international development, economics, or related field.
- Demonstrated experience in effectively designing, implementing, and operating project M&E systems from project initiation to closeout stages.
- Experience designing and managing sex-disaggregated beneficiary monitoring and database systems.
- Experience in strategic planning and performance measurement, including indicator selection, target setting, reporting, database management, and developing M&E and/or performance monitoring plans.
- Knowledge of the major evaluation and analysis methodologies and data collection techniques.
- Experience developing and refining data collection tools and analyzing data.
- Experience managing and providing ongoing training to M&E field officers and/or sub-recipients.
- Experience with data quality assessments and oversight.
- Ability to facilitate and serve as project liaison for externally-managed evaluations.
- Fluency in English required. Fluency in Portuguese and/or Spanish is also required. Fluency includes speaking, listening, reading and writing.
- Must be directly hired by the recipient, not a sub-recipient.
- Must devote at least 90 percent level of effort to the project.

Applicants must include as an attachment a signed letter of commitment from each proposed key personnel (as identified in this FOA) indicating their commitment to serve on the project for a stated term of service and their availability to commence work within 45 days of award.
Applicants must also submit as an attachment a resume (4 pages maximum) for each individual being proposed for each position designated as key personnel in this FOA. Each resume must include:

- Educational background, including highest education level attained;

- Work experience covering at least the last five years of employment to the present, including such information as employer name, position title, clearly defined duties, and dates of employment;
- Special experience, capabilities, or qualifications related to the candidate's ability to implement the proposed strategy and perform effectively in the proposed position; and
- Evidence of English fluency and other relevant language skills, if required (includes speaking, listening, reading, writing). For non-native speakers, evidence of fluency may include a TOEFL test score or transcript showing completion of advanced English language coursework.

b) Other Professional Personnel

The positions listed below are required other professional personnel who must devote the specified level of effort to the project (but are not considered key personnel). Applicants must identify these required other professional personnel and submit resumes (4 pages maximum) to USDOL as an attachment to the application. Resumes must include the same information outlined above for key personnel.

Capacity Development Specialist:

- Minimum of three years professional experience in human and institutional capacity development of civil society, including organizational culture, strategic collaboration, and peer-to-peer learning.
- Ability to use data and develop tailored training for civil society.
- Knowledge of capacity assessment tools, system mapping, and social network analysis.
- Understanding of key labor issues within cattle raising and/or related agricultural sectors, including forced labor, child labor, gender discrimination, and workplace labor exploitation.
- Ability to meet deadlines, achieve targets, and provide all required inputs to deliverables.
- Fluency in Portuguese and/or Spanish required and proficiency in English is preferred.
- Experience with public speaking is preferred.

Applicants may propose additional professional personnel (apart from key personnel and required other professional personnel listed above) in their application. Applicants may propose to adapt the "other professional" personnel positions, for example, by combining or separating positions, as long as the requirements associated with each position listed under "other professional" personnel are met. Applicants may submit resumes to USDOL for such additional professional personnel, but it is not required.

Resumes are needed only for the key personnel and required other professional personnel listed above. There is no minimum required level of effort for such

additional professional personnel. Minimum levels of effort are needed only for the key personnel and required other professional personnel listed above. Wherever possible, applicants should hire national/local staff knowledgeable in the areas of intervention who will be responsible for implementing project activities.

5) Management Plan (up to 8 points)

The applicant's Management Plan section will be evaluated based on how well it demonstrates an ability to support proper oversight, reporting, and implementation of the project strategy. Applicants must discuss their project's Management Plan, including a narrative description of the structure of the project's management team, key personnel roles and responsibilities, and the lines of authority between key personnel and other project staff responsible for providing services related to project intervention. If other professional personnel are proposed, their role must be explained in the Management Plan. If any of the project's personnel would be employed by a sub-recipient, the applicant must provide a rationale for this arrangement and an explanation of the staffing structure.

Applicants must also include as an attachment a project management organizational chart that provides a visual depiction of the project's management structure and lines of authority among organizations, all key personnel, other professional personnel, and other project staff being proposed. Applicants may choose an appropriate format for their project management organizational chart.

6) Strategy Cohesiveness (up to 5 points)

Each applicant's proposal will be assessed based on how well the technical review panel believes the components of the proposal fit together and support the overall Theory of Change being proposed by the applicant. This assessment will be based on the totality of information required for submission by the applicant in response to this FOA and no other additional information needs to be submitted by the applicant or will be considered by the panel during their assessment of Overall Strategy Cohesiveness.

e) Attachments

The following documents must be included with the application package. Those attachments listed here will be excluded from the technical proposal page limit.

- Abstract
- Work Plan
- Sustainability Strategy Template
- Relevant Grant and/or Contract Experience
- Evidence of Country Presence
- Signed Commitment Letter for each of 2 Key Personnel
- Resume for each of 2 Key Personnel (4 pages maximum each)
- Resume for each of the required Other Professional Personnel (4 pages maximum each)

- Project Management Organizational Chart

2. Cost Proposal

Applicants must prepare a cost proposal as part of the application. The cost proposal must reflect consistency between the proposed costs and the work to be performed as outlined in the Project Narrative of the applicant's technical proposal.

If an applicant proposes cost sharing, cost sharing information must be included as part of the cost proposal. Cost sharing is not required for this program. Applications that include any form of cost sharing will not receive additional consideration during the review process. Any approved cost sharing will be subject to the same compliance and reporting requirements as any awarded federal funds.

As part of the process of developing a cost proposal, the applicant must have a Unique Entity Identifier (UEI) number and be registered in System for Award Management (SAM). In addition, the cost proposal must contain the following:

- SF-424 Application for Federal Assistance;
- SF-424A Budget Information;
- Detailed outcome-based budget;
- An accompanying Budget Narrative; and
- Indirect cost supporting documentation.

a) Requirement for SAM Registration

Applicants must register with the System for Award Management (SAM) before submitting an application. Find instructions for registering with SAM can be found at https://www.sam.gov. A recipient must maintain an active SAM registration with current information at all times during which it has an active federal award or an application under consideration. To remain registered in the SAM database after the initial registration, the applicant is required to review and update the registration at least every 12 months from the date of initial registration or from the date of subsequent updates to ensure it is current, accurate, and complete. For clarification, the applicant is the entity that meets the eligibility criteria and has the legal authority to apply and to receive the award. If an applicant has not fully complied with these requirements by the time the Grant Officer is ready to make a federal award, the Grant Officer may determine that the applicant is not qualified to receive a federal award and use that determination as a basis for making a federal award to another applicant.

b) Requirement for Unique Entity Identifier

As of April 4, 2022, the DUNS Number has been replaced by a new, non-proprietary identifier requested in and assigned by SAM.gov. This new identifier is being called the Unique Entity Identifier (UEI), or the Entity ID. To learn more about UEI requirements, visit the U.S General Service Administration (GSA), Unique Entity Identifier Update webpage:

https://www.gsa.gov/about-us/organization/federal-acquisition-service/office-of-systems-management/integrated-award-environment-iae/iae-systems-information-kit/unique-entity-identifier-update.
See also Appendix A to 2 CFR Part 25.

c) SF-424 Application for Federal Assistance
Applicants must complete the SF-424, Application for Federal Assistance, available at https://www.grants.gov/web/grants/forms/sf-424-family.html#sortby=1. The SF-424 instructions are also available on Grants.gov: https://apply07.grants.gov/apply/forms/instructions/SF424_4_0-V4.0-Instructions.pdf. The SF-424 must clearly identify the applicant and must be signed by an individual with authority to enter into an award agreement. Upon confirmation of an award, the individual signing the SF-424 on behalf of the applicant is considered the Authorized Representative of the applicant. As stated in block 21 of the SF-424 form, signature of the Authorized Representative on the SF-424 certifies that the organization is in compliance with the Assurances and Certifications form SF-424B, available at https://www.grants.gov/web/grants/forms/sf-424-family.html#sortby=1. The SF-424B is not required to be submitted with the application.
IMPORTANT NOTE for applicants with non-U.S. addresses: On the SF-424, page 1, Section 8d, please enter "DC" into the State field and "20210" into the Zip/Postal Code field. This is extremely important for ensuring your application is received by USDOL.

d) SF-424A Budget Information (Non-Construction Programs)
Applicants must complete the SF-424A Budget Information Form, available at https://www.grants.gov/web/grants/forms/sf-424-family.html#sortby=1.

e) Outcome-Based Budget and Accompanying Budget Narrative (up to 10 points)
The applicant's Outcome-Based Budget and Accompanying Budget Narrative section will be evaluated based on how well it supports the overall project strategy, as well as for how clear and reasonable the applicant's plans are for allocation of project funds, taking into consideration the nature and scope of proposed project activities, and related costs associated with such activities. The Cost Proposal must include a summary Outcome-Based Budget, along with individual Outcome-Based budgets for the applicant and each proposed sub-recipient.
The Outcome-Based Budget and Budget Narrative should include an overall budget, linked to budgets for each sub-recipient and further organized to show a per-country budget within each recipient or sub-recipient budget.

The Outcome-Based Budget must correspond to the SF-424 and SF-424A. Where category titles differ between the two, the information included must reflect a consistent proposed use of funds. The Outcome-Based Budget (including USDOL funds and any cost sharing funds reported on the SF-424 and SF-424A) must comply with federal cost principles. Allowable costs include those specifically defined in 2 CFR Part 200. If selected for funding, the Budget and Budget Narrative will become part of the award, and any costs omitted by the applicant may not be allowed after award. Applicants may not rely on other contracts, grants, or awards to implement the applicant's proposed

strategy. The Budget and Budget Narrative submitted with the application must include all necessary funds to implement the proposed project strategy. ILAB will not provide any additional funding to cover unanticipated costs.

In addition to general categories required in all projects, such as personnel, travel, equipment, etc., costs must be presented in a manner that is linked to outcomes, outputs, and activities reflected in the Project Design and Work Plan and demonstrate a cost-effective allocation and best use of project funds. Costs linked to outcomes, outputs, and activities must also be broken down by cost category so that they are determinate as necessary, reasonable, allowable, and allocable to the project, i.e., costs should not be exclusively aggregated under an outcome but must also be readily identifiable by traditional cost type and category. Additionally, the budget must provide a breakdown of total administrative costs into direct and indirect administrative costs and allocate the largest proportion of project resources to project activities rather than to direct and indirect administrative costs. The Grant Officer reserves the right to negotiate project and administrative cost levels. For a sample outcome-based budget, please see https://www.dol.gov/agencies/ilab/resources/grants. Applicants may format budgets as they see fit within the requirement for the outcome-based budget described in this FOA.

The Cost Proposal must also include a **Budget Narrative** that corresponds to the Outcome-Based Budget. The Budget Narrative must include a detailed justification, broken down by line item, of all of the applicant's costs included in the Outcome-Based budget. The Budget Narrative must be detailed enough so ILAB can understand how each cost is calculated and how each cost directly relates to the proposed project activity.

As part of the Budget Narrative, applicants must include a description of their organization's financial stability, the quality of their management systems, their ability to meet the management standards described in 2 CFR 200 and their ability to effectively implements statutory, regulatory or other requirements imposed on non-federal entities.

Applicants must use the following guidance in preparing their Outcome-Based budget:

1. **Personnel**

   List all staff positions by name, title, and/or proposed role on the project. Give the annual salary of each position, the percentage of each position's time devoted to the project, the amount of each position's salary funded by the award, and the total personnel cost for the period of performance.

   The total salaries charged to federal awards are subject to the Standards for Documentation of Personnel Expenses as described in 2 CFR 200.430 Compensation—personal services.

2. **Fringe Benefits**

   If applicable, provide a breakdown of the amounts and percentages that comprise fringe benefit costs such as health insurance, retirement, etc.

3. **Travel**

   For grantee staff only, specific the purpose, number of staff traveling, mileage, per diem, estimated number of in-state and out-of-state trips, and other estimated costs

for each type of travel. Applicants must allocate sufficient funds to finance appropriate in-country and international travel. (Please note that all travel costs paid for with federal funding must comply with the Fly America Act, see Section VI.B.3.i.). At a minimum, applicants must allocate funds for:

- Travel by the Project Director and M&E Officer (where applicable) to Washington, D.C. to attend a post-award meeting (New Recipient Orientation). Other key and/or non-key personnel may also be budgeted, and in this case, a justification should be included; and
- Travel by the Project Director based in the field to meet annually with ILAB officials in Washington, D.C. or another site determined by ILAB. M&E Officers (where applicable) must also be budgeted for travel to Washington, D.C. at least once during the life of the project in addition to the New Recipient Orientation. Other personnel may also be budgeted, and in this case, a justification should be included.

4. **Equipment**

Identify each item of equipment that has an estimated acquisition cost of $5,000 or more per unit (or if the applicant's capitalization level is less than $5,000, use the applicant's capitalization level) and a useful lifetime of more than one year (see 2 CFR 200.1 for the definition of Equipment). List the item, quantity, and the unit cost per item in the Budget Narrative, including justification. In general, we do not permit the purchase of equipment during the last funded year of the grant.

5. **Supplies**

Identify the cost categories of supplies (e.g., general office supplies, desks/chairs, laptops/printers, other specialty items) in the detailed budget per category. List the item, quantity, and the unit cost per item. Note that general office supplies like pens, paper, paper clips, etc. may be estimated as one category called General Office Supplies, and it need not be itemized. Supplies include all tangible personal property other than "equipment" (see 2 CFR 200.1 for the definition of Supplies). **In general, applicants should not propose to purchase supplies or equipment for use by a host government to cover costs that would normally be the responsibility of the host government. Any such proposed expenditure would be subject to DOL approval post-award.**

6. **Contractual**

Under the Contractual line item, delineate contracts and subawards separately. Contracts are defined according to 2 CFR 200.1 as a legal instrument by which a non-federal entity purchases property or services needed to carry out the project or program under a federal award. A subaward, defined by 2 CFR 200.1, means an award provided by a pass-through entity to a sub-recipient for the sub-recipient to carry out part of a federal award received by the pass-through entity. It does not include payments to a contractor or payments to an individual that is a beneficiary of a federal program.

For each proposed contract and subaward, specify the purpose and activities to be provided, and the estimated cost.

7. **Other**

Provide clear and specific detail, including costs, for each item so that we are able to determine whether the costs are necessary, reasonable and allocable. List items, such as stipends or incentives, not covered elsewhere.

8. **Project M & E** Applicants must allocate funds to cover the costs associated with project M&E activities. Projects must set aside at least 8 percent of the project budget's total direct costs to cover the costs associated with project M&E activities. These costs are separate from and do not include, any personnel costs related to such activities. This amount must be included as its own line item/category within the Outcome-Based Budget. Allocations associated with M&E must include, at a minimum:

- The development and implementation of a data collection system to systematically collect and report on the data necessary, including baseline values, to measure achievement against the performance indicators and analyze results.
- The development and implementation of a system and process for validating monitoring information.
- Support to project CMEP processes including project staff in-country travel, costs of hosting workshops (meeting rooms, etc.), training for partners, and other logistical/administrative costs.
- Meeting reporting requirements as discussed in the FOA.
- Funds sufficient to provide administrative support for USDOL-funded and managed external interim and final performance evaluations. The project will be responsible for certain support costs for each evaluation, such as translation of the evaluation report from English into the local language, providing ground transportation for the external evaluator, hosting an evaluation stakeholders meeting, in-country transportation and accommodation costs for staff and other stakeholders' participation in the meeting, and other activities as agreed upon with ILAB.
- Translation of M&E deliverables, as needed.
- Ongoing training during the project for data collection and processing staff, as needed.

In addition to the 8 percent set-aside for ongoing M&E activities, projects must budget for performance evaluation support costs; for projects operating in one country, at least $70,000 direct costs to support the external interim and final performance evaluations at $35,000 for each evaluation. For projects operating in multiple countries, projects should set aside a total of $120,000 for evaluation support costs. Resources permitting, ILAB will directly contract the external evaluators to design and implement the evaluations. However, the project will be responsible for certain support costs for ILAB-contracted evaluations, which may include, but not be limited to, translation of the evaluation report from English into

the local language, providing ground transportation for the external evaluation team, independent interpretation for the external evaluation team, hosting a full-day evaluation stakeholders meeting, and in-country transportation and accommodation costs for staff and other stakeholders' participation in the stakeholder meeting. The successful applicant is required to get approval from ILAB for how to budget and re-budget these funds throughout the life of the project.

Note: Costs associated with M&E personnel must be included under the personnel line item and not be included in this budget section. M&E Personnel costs must not be included as part of the required M&E allocation identified above; M&E personnel costs must be treated as an additional cost. Costs associated with any non-M&E-related travel or research or special studies, as may be required by the FOA or proposed by the project, should not be included in this M&E budget, and must be budgeted for separately. This budget guidance establishes a minimum amount of funds that must be set aside for M&E activities; the applicant may propose additional funds as needed, based on cost estimates for required activities.

9. **Audits and Attestation Engagements (See Section VI. B. 2)**

(a) Single Audits include costs for meeting the single audit requirements (as described in 2 CFR 200 Subpart F Audit Requirements) as direct or indirect costs, whichever is appropriate, in accordance with allowable cost allocation procedures.

(b) Project-specific audits for PIOs may be required by USDOL to provide additional project oversight of the recipients' validation and monitoring processes, including internal and financial controls and reporting processes. If a PIO has existing internal requirements or prohibitions that would not allow USDOL's external attestation engagements, the PIO may request an exception to the normal attestation engagement process. If an exception will be requested, applicants must include sufficient direct costs in their budget for a project-specific audit to be conducted by their organization's designated external auditor. In this case, the applicant PIO must also include a copy of the internal requirement or regulation prohibiting an attestation engagement as part of its application package. If an exception with supporting documentation is not requested, then the attestation engagement requirements outlined above will apply.

10. **Contingency Provisions**

Applicants must not budget for unforeseen costs or contingency provisions except in unusual circumstances as described in 2 CFR 200.433, Contingency Provisions. Instead applicants are encouraged to prepare budgets with reasonable estimated cost projections and to request re-budgeting approval during the life of the project as needed.

11. **Value Added Tax (VAT)**

Foreign VAT taxes charged for the purchase of goods or services that a non-federal entity is legally required to pay in country are an allowable expense under federal awards. After notifying USDOL, the recipients and sub-recipients shall make every

effort to apply for and receive VAT exemption in the country or countries in which the project operates [2 CFR 200.470(c)].

The recipient will report on the progress of its application for VAT exemption in its Technical Progress Reports. See the MPG for further guidance on VAT exemptions.

12. **Housing**

If included in the budget, provide in the Budget Narrative a justification for any proposed housing costs, housing allowances, and/or personal living expenses. In accordance with federal cost principles, personnel housing and personal living expenses are only allowable as direct costs in the project budget. USDOL funds may only be used to pay for the housing costs, housing allowances, and personal living expenses (e.g., dependents' allowance) of project staff if they (1) are separately accounted for as direct costs of the project necessary for the performance of the project and (2) receive prior approval from USDOL. Applicants must provide a brief explanation as to why such costs are considered necessary for the performance of the project, consistent with the organization's established policies, and reasonable for the country where the staff person will reside.

13. **Funds to Host Country Governments**

Generally, recipients may not provide any funds from a USDOL award to a foreign government or entities that are agencies of, or operated by or for, a foreign state or government, ministries, officials, or political parties, except in cases consistent with the guidance in the MPG. If, in rare cases, funds are proposed to support a host country government, they must be itemized and described in detail in the Budget Narrative. Such funds must not duplicate existing foreign government activities, substitute for such activities, or be used for the foreign government's purchase of equipment or supplies to support those activities for which the foreign government (whether at the national, local, district, provincial or other level of government) has already assumed responsibility. Prior approval from USDOL is required for any costs budgeted in this category **for activities for which such governments have already assumed responsibility.**

14. **Indirect Costs**

Applicants may request indirect costs according to federal regulations. Indirect costs are those that have been incurred for common or joint objectives and cannot be readily identified with a particular final cost objective. Indirect cost charges must be based on allowable (i.e., necessary, reasonable, conforming, consistent and documented) costs based on the applicable cost principles.

15. **Communications**

In addition to funding set aside for project communication related activities, projects must budget for the creation of visual assets (professional photography and videography) that will help communicate the purpose and impact of the project. These visual assets are a critical medium to increase awareness and understanding about child labor, forced labor, and other labor exploitation and illustrate that work to address the issues in the context of this project. For projects operating in one country,

at least $50,000 of direct costs should be committed to support the collection and editing of visual assets. For projects operating in multiple countries, projects should set aside a total of $75,000 to support visual assets related costs. The successful applicant is required to get approval from ILAB for how to budget and re-budget these funds throughout the life of the projects.

f. **Indirect Cost Supporting Documentation**

The following supporting documentation is required:

- For organizations with a negotiated indirect cost rate agreement (NICRA) approved by the Federally Cognizant Agency (FCA): Please provide an explanation of how the indirect costs are calculated. This explanation should include which portion of each line item, along with the associated costs, are included in the cost allocation base. Also, provide a current version of the NICRA.
- For organizations with no budgeted/claimed indirect costs: Please certify that all requested costs are directly allocable to the proposed project and not supported from any other source.
- For organizations that do not have a current negotiated (including provisional) rate, with exceptions noted in 2 CFR 200.414(f), and wish to request a de minimis indirect cost rate of 10 percent of modified total direct costs (MTDC) as defined in 2 CFR 200.1: Please confirm that the organization meets the requirements as described in 2 CFR 200.414(f). Clearly state that the organization does not have a current negotiated (including provisional) rate and is not one described in 2 CFR 200, Appendix VII (D)(1)(b). Provide an explanation of which portion of each line item, along with the associated costs, are included in your cost allocation base. If approved, the de minimis rate must be used consistently for all federal awards and may be used indefinitely or until the organization negotiates a rate.
- For organizations with an expired indirect cost rate or a rate not previously approved by the FCA (except those recipients approved for the de minimis rate), please certify that an indirect cost proposal will be submitted to the FCA within 90 days of award to establish a provisional NICRA. This provisional rate may be effective for a period up to two years until a final NICRA is established. Applicants may choose to include estimated indirect costs in the proposed Outcome-Based Budget. If the application is selected for award, the Grant Officer will release funds in the amount of 10 percent of salaries and wages to support indirect costs until a provisional rate is available.

3. Submission Date, Times, and Process

We must receive your application by 10/7/2022. You must submit your application electronically on https://www.grants.gov **no later than 11:59 p.m. Eastern Time on the closing date.**

Applicants are encouraged to submit their application before the closing date to minimize the risk of late receipt. We will not review applications received after 11:59 p.m. Eastern Time on the closing date.

a. Hardcopy Submission

No applications submitted in hardcopy by mail or hand delivery (including overnight delivery) will be accepted for this funding opportunity. We will not accept applications sent by e-mail, telegram, or facsimile (FAX).

b. Electronic Submission through Grants.gov

Applicants submitting applications must ensure successful submission **no later than 11:59 p.m. Eastern Time on the closing date.** Grants.gov will subsequently validate the application.

The process can be complicated and time-consuming. You are strongly advised to initiate the process as soon as possible and to plan for time to resolve technical problems. Note that validation does not mean that your application has been accepted as complete or has been accepted for review by the agency. Rather, grants.gov verifies only the submission of certain parts of an application.

1. **How to Register to Apply through Grants.gov**

Read through the registration process carefully before registering. These steps may take as long as four weeks to complete, and this time should be factored into plans for timely electronic submission in order to avoid unexpected delays that could result in the rejection of an application.

Applicants must follow the online instructions for registration at https://www.grants.gov/web/grants/applicants/organization-registration.html. We recommend that you prepare the information requested before beginning the registration process. Reviewing and assembling required information before beginning the registration process will alleviate last-minute searches for required information and save time.

An application submitted through Grants.gov constitutes a submission as an electronically signed application. The registration and account creation with Grants.gov, with E-Biz Point of Contact (POC) approval, establishes an Agency Organizational Representative

(AOR). When an application is submitted through Grants.gov, the name of the AOR who submitted the application is inserted into the signature line of the application, serving as the electronic signature. The E-Biz POC must authorize the individual who is able to make legally binding commitments on behalf of your organization as the AOR; this step is often missed and it is crucial for valid submissions.

2. **How to Submit an Application to DOL via Grants.gov**

Grants.gov applicants can apply online using Workspace. Workspace is a shared online environment where members of a grant team may simultaneously access and edit different webforms within an application. For a complete workspace overview,

refer to https://www.grants.gov/web/grants/applicants/workspace-overview.html. For access to complete instructions on how to apply for opportunities, refer to https://www.grants.gov/web/grants/applicants/apply-for-grants.html.

When a registered applicant submits an application with Grants.gov, an electronic time stamp is generated within the system when the application is successfully received by Grants.gov. Grants.gov will send the applicant AOR an email acknowledgement of receipt and a tracking number (GRANTXXXXXXXX) with the successful transmission of the application, serving as proof of timely submission. The applicant will receive two email messages to provide the status of the application's progress through the system:

- The first email will contain a tracking number and will confirm receipt of the application by Grants.gov.
- The second email will indicate the application has either been successfully validated or has been rejected due to errors.

Grants.gov will **reject applications if the applicant's registration in SAM is expired. Only applications that have been successfully submitted by the deadline and later successfully validated will be considered.** It is your responsibility to ensure a timely submission. While it is not required that an application be successfully validated before the deadline for submission, it is prudent to reserve time before the deadline in case it is necessary to resubmit an application that has not been successfully validated. Therefore, enough time should be allotted for submission (24-48 hours) and, if applicable, additional time to address errors and receive validation upon resubmission (an additional two business days for each ensuing submission). It is important to note that if enough time is not allotted and a rejection notice is received after the due date and time, DOL will not consider the application.

To ensure consideration, the components of the application must be saved as .doc, .docx, .xls, .xlsx, .rtf or .pdf files. If submitted in any other format, the applicant bears the risk that compatibility or other issues will prevent DOL from considering the application. We will attempt to open the document, but will not take any additional measures in the event of problems with opening.

We strongly advise applicants to use the various tools and documents, including FAQs, which are available on the "Applicant Resources" page at https://www.grants.gov/web/grants/applicants/applicant-faqs.html.

We encourage new prospective applicants to view the online tutorial, "Grant Applications 101: A Plain English Guide to ETA Competitive Grants," available through WorkforceGPS at https://strategies.workforcegps.org/resources/2014/08/11/16/32/applying-for-eta-competitive-grants-a-web-based-toolkit-for-prospective-applicants-438?p=1.

To receive updated information about critical issues, new tips for users, and other time- sensitive updates as information is available, you may subscribe to "Grants.gov Updates" at https://www.grants.gov/web/grants/manage-subscriptions.html.

If you encounter a problem with Grants.gov and do not find an answer in any of the other resources, contact one of the following:

- call 1-800-518-4726 or 606-545-5035 to speak to a Customer Support Representative or email support@grants.gov.

The Grants.gov Contact Center is open 24 hours a day, 7 days a week but closed on federal holidays. If you are experiencing difficulties with your submission, it is best to call the Grants.gov Support Center and get a ticket number.

Late Applications

We will consider only applications successfully submitted through Grants.gov no later than 11:59 p.m. Eastern Time on the closing date and then successfully validated. **You take a significant risk by waiting to the last day to submit through Grants.gov.**

C. INTERGOVERNMENTAL REVIEW

This funding opportunity is not subject to Executive Order 12372, "Intergovernmental Review of Federal Programs."

D. FUNDING RESTRICTIONS

All proposed project costs must be necessary and reasonable and in accordance with federal guidelines. Determinations of allowable costs will be made in accordance with the Cost Principles, now found in the Office of Management and Budget's Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance), codified at 2 CFR Part 200 and at 2 CFR Part 2900. Disallowed costs are those charges to an award that the grantor agency or its representative determines not to be allowed in accordance with the Cost Principles or other conditions contained in the award. Applicants, whether successful or not, will not be entitled to reimbursement of pre-award costs.

E. INTELLECTUAL PROPERTY RIGHTS

Pursuant to 2 CFR 2900.13, to ensure that the federal investment of USDOL funds has as broad an impact as possible and to encourage innovation in the development of new learning materials, recipients will be required to license to the public all work created with the support of the award under a Creative Commons Attribution 4.0 (CC BY) license. Work that must be licensed under the CC BY includes both new content created with award funds and modifications made to pre-existing, recipient-owned content using award funds.

This license allows subsequent users to copy, distribute, transmit and adapt the copyrighted work and requires such users to attribute the work in the manner specified by the recipient. Notice of the license shall be affixed to the work. For general information on CC BY, please visit http://creativecommons.org/licenses/by/4.0**.** Instructions for marking your work with CC BY can be found at http://wiki.creativecommons.org/Marking_your_work_with_a_CC_license**.**

Only work that is developed by the recipient in whole or in part with award funds is required to be licensed under the CC BY license. Pre-existing copyrighted materials licensed to, or purchased by the recipient from third parties, including modifications of such materials, remain subject to the intellectual property rights the recipient receives under the terms of the particular

license or purchase. In addition, works created by the recipient without award funds do not fall under the CC BY license requirement.

The purpose of the CC BY licensing requirement is to ensure that materials developed with award funds result in work that can be freely reused and improved by others. When purchasing or licensing consumable or reusable materials, the recipient is expected to respect all applicable federal laws and regulations, including those pertaining to the copyright and accessibility requirements of the Federal Rehabilitation Act.

Separate from the CC BY license to the public, the federal government reserves a paid-up, nonexclusive and irrevocable license to reproduce, publish, or otherwise use, and to authorize others to use for federal purposes: i) the copyright in all products developed under the award, including a subaward or contract; and ii) any rights of copyright to which the recipient, sub-recipient or a contractor purchases ownership under an award (including, but not limited to, curricula, training models, technical assistance products, and any related materials). Such uses include, but are not limited to, the right to modify and distribute such products worldwide by any means, electronically or otherwise. The recipient may not use federal funds to pay any royalty or license fee for use of a copyrighted work, or the cost of acquiring by purchase a copyright in a work, where USDOL has a license or rights of free use in such work. If revenues are generated through selling products developed with award funds, including intellectual property, USDOL treats such revenues as program income. Such program income is added to the award and must be expended for allowable activities.

If applicable, the following standard ILAB disclaimer needs to be on all products developed in whole or in part with award funds:

> "This product was funded by a grant or cooperative agreement from the U.S. Department of Labor's Bureau of International Labor Affairs. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The U.S. Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it."

F. OTHER SUBMISSION REQUIREMENTS

Withdrawal of applications: Applications may be withdrawn by written notice to the Grant Officer at any time before an award is made.

V. APPLICATION REVIEW INFORMATION

A. CRITERIA

USDOL has instituted procedures for assessing the technical merit of applications to provide for an objective review of applications and to assist applicants in understanding the standards against which an application will be judged. The evaluation criteria are based on the information required in the application as described in Section IV.B.1. (Technical Proposal including Attachments) and Section IV.B.2. (Cost Proposal). Reviewers will award points based on the evaluation criteria described here:

CRITERION	REFERENCE	POINTS
Problem Analysis	IV.B.1.c.(1).	5
Project Design		
Project Strategy (Theory of Change) Sustainability Strategy	IV.B.1.c.(2).(a).	28
Project Targets	IV.B.1.c.(2).(b).	8
M&E Agreement and Capacity Statement	IV.B.1.c.(3).	4
Work Plan	IV.B.1.c.(4).	5
Organizational Capacity		
Relevant Grant and/or Contract Experience	IV.B.1.d.(1).	6
Country Presence	IV.B.1.d.(2).	8
Partners	IV.B.1.d.(3).	8
Personnel	IV.B.1.d.(4).	5
Management Plan	IV.B.1.d.(5).	8
Outcome-Based Budget and Accompanying Budget Narrative	IV.B.2.d.	10
Strategy Cohesiveness (how the components of the application fit together to support the overall Theory of Change)	IV.B.1.d.(6).	5
Total =		100

Standards for Evaluating the Applicant's Response to each Requirement
Section IV.B, Project Narrative, provides a detailed explanation of the information an application must include (e.g., a comprehensive work plan for the whole period of performance with feasible and realistic dates). Reviewers will rate each "rating factor" based on how fully and convincingly the applicant responds. For each "rating factor" under each "criterion," panelists will determine whether the applicant thoroughly meets, partially meets, or fails to meet the "rating factor," unless otherwise noted in Section IV.B, based on the definitions below:

Standard Rating	Definition	Standard for Calculating Points
Thoroughly Meets	The application thoroughly responds to the rating factor and fully and convincingly satisfies all of the stated specifications.	Full Points
Partially Meets	The application responds incompletely to the rating factor or the application convincingly satisfies some, but not all, of the stated specifications.	Partial Points

Fails to Meet	The application does not respond to the rating factor or the application does respond to the rating factor but does not convincingly satisfy any of the stated specifications.	Zero Points

In order to receive the maximum points for each rating factor, applicants must provide a response to the requirement that fully describes the proposed program design and demonstrates the quality of approach, rather than simply re-stating a commitment to perform prescribed activities. In other words, applicants must describe why their proposal is the best strategy and how they will implement it, rather than that the strategy contains elements that conform to the requirements of this FOA.

B. REVIEW AND SELECTION PROCESS

1. Merit Review and Selection Process

A technical merit review panel will carefully evaluate applications against the selection criteria to determine the merit of applications. Using the point distribution specified above, applications will be evaluated based on how well their technical and cost proposals demonstrate a clear understanding of the needs, gaps, and overall scope of problems, as well as how the application proposes activities that are appropriate, achievable, and where applicable, innovative, in supporting the objective and intended outcomes in this FOA. As indicated in the scoring criterion table above, applicants' proposals will also be assessed on how well the panel believes the components of the proposal fit together to support an overall Theory of Change. Up to 100 points may be awarded to an applicant, depending on the quality of the responses provided. The final scores (which may include the mathematical normalization of review panels where more than one review panel is used) will serve as the primary basis for selection of applications for funding. The panel results are advisory in nature and not binding on the Grant Officer. The Grant Officer reserves the right to make selections based solely on the final scores or to take into consideration other relevant factors when applicable. Such factors may include the geographic distribution of awards, the results of a risk review process (see Section V.B.2), past performance information, the status of open audit findings, and other relevant factors. The Grant Officer may consider any information that comes to their attention.

The applicant's signature on the SF-424, including electronic signature via E-Authentication on https://www.grants.gov/, constitutes a binding offer by the applicant and constitutes agreement to the terms and conditions. The government may elect to award funds with or without discussions with the applicant.

2. Risk Review Process

Every application will be evaluated to determine the risks posed by the applicant. Prior to making an award, USDOL will review information available through various sources, including its own records and any OMB-designated repository of government-wide eligibility qualification or financial integrity information, such as Federal Awardee Performance and Integrity Information System (FAPIIS) and "Do Not Pay." Additionally, USDOL will comply with the requirements of 2 CFR Part 180 codified at 2 CFR Part 2998 (Non-procurement Debarment and Suspension). This risk evaluation may incorporate results of the evaluation of the applicant's eligibility (application screening) or the quality of its application (merit review). If USDOL determines that an award will be made, special conditions that correspond to the degree of risk

assessed may be applied to the award.

Criteria to be evaluated include:

- Financial stability;
- Quality of management systems and ability to meet the management standards prescribed in the Uniform Guidance;
- History of performance. The applicant's record in managing awards, cooperative agreements, or procurement awards, if it is a prior recipient of such federal awards, including timeliness of compliance with applicable reporting requirements, and if applicable, the extent to which any previously awarded amounts will be expended prior to future awards;
- Reports and findings from audits performed under Subpart F – Audit Requirements of the Uniform Guidance or the reports and findings of any other available audits and monitoring reports containing findings, issues of non-compliance or questioned costs;
- The applicant's ability to effectively implement statutory, regulatory, and other requirements imposed on recipients.

VI. AWARD ADMINISTRATION INFORMATION

A. AWARD NOTICES

Both applicants selected for award and those not selected will be contacted by USDOL. Selection of an organization as a recipient does not constitute approval of the application as submitted. Before an award is made, USDOL may enter into negotiations about such items as program components, staffing and funding levels, and administrative systems in place to support award implementation. If the negotiations do not result in a mutually acceptable submission, the Grant Officer reserves the right to terminate the negotiations and decline to fund the application. USDOL reserves the right not to fund any application related to this FOA. USDOL also reserves the right to withdraw the award if activity does not begin upon award and/or as a remedy for non-compliance as described in 2 CFR 200.339-340.

This project is intended to address forced labor, child labor, and other labor violations in cattle raising areas of Brazil and Paraguay. The FOA states that this work is to be performed in Brazil and Paraguay; however, if ILAB and the recipient(s) determine that performance in Brazil and/or Paraguay has become impossible as a result of withdrawal of host country government or other required stakeholder support for the project, or for other reasons outside of the project's control, ILAB and the recipient(s) may confer to determine whether it is desirable and feasible to implement the project in a different country and/or sector in Brazil and/or Paraguay. This determination will necessitate findings that: 1) based upon available research, the project, as it is described in this document, is warranted to address forced labor, child labor, and other labor violations. in the newly identified country(ies) and/or sector(s); 2) ILAB and the recipient(s) can obtain support from the new proposed host country government or required stakeholder to implement the proposed project; and 3) the recipient has the capacity to implement the project in the proposed country and/or sector within the legally permissible timeframe for implementation of the project. If ILAB and the recipient are unable to make these findings and mutually agree on a modification to the award(s) to implement performance in another country and/or sector in Brazil and/or Paraguay, either ILAB or the recipient may seek to have the award suspended or terminated pursuant to the applicable termination clauses.

B. ADMINISTRATIVE AND NATIONAL POLICY REQUIREMENTS

1. General Requirements

Recipients and sub-recipients under this FOA shall be subject to the terms outlined in this announcement, the award agreement, the MPG, and any other referenced materials. The MPG provides general management procedures and guidance for recipients of ILAB awards in areas that may not be explicitly detailed in the announcement. See https://www.dol.gov/agencies/ilab/resources/grants.

Recipients are also subject to applicable U.S. federal laws (including appropriations laws) and regulations, Executive Orders, applicable OMB Circulars, and USDOL policies. If, during project implementation, a recipient is found in violation of any of the foregoing, remedies may include modification of the terms of the award; disallowance and recovery of costs; termination of the award; and any other action permitted by law.

For the purposes of this announcement and awards, recipients will be the sole entity with the authority to fulfill the following responsibilities:

- Act as the primary point of contact with USDOL to receive and respond to all inquiries, communications and orders under the project;
- Access funds through the Department of Health and Human Services-Payment Management System;
- Submit to USDOL all deliverables, including all technical and financial reports related to the project;
- Request a revision or amendment of the terms and conditions of award or the Project Document (see MPG for description of Project Document); and
- Work with USDOL to close out the project. Each recipient must comply with all applicable Federal regulations and is individually subject to audit.

Nondiscrimination Policy

(a) The recipient is prohibited from discriminating on the basis of race, color, religion, sex (including gender identity, sexual orientation, and pregnancy), national origin, disability, age, genetic information, marital status, parental status, political affiliation, or veteran's status in any program or activity funded under this award. The recipient must not discriminate on these bases against any participants receiving services in implementation of this award, such as, but not limited to, by withholding, adversely impacting, or denying equitable access to the benefits provided through this award on the basis of any factor not expressly stated in the award. Nothing in this provision is intended to limit the ability of the recipient to target activities toward the assistance needs of certain populations as defined in the award. The recipient must ensure that the evaluation and treatment of its employees and applicants for employment are free of discrimination on these bases.

(b) The recipient must insert this provision, including this clause, in all subawards under this award.

2. Audits and Attestation Engagements

Recipients must comply with the single audit requirements set forth in Subpart F – Audit Requirements of the Uniform Guidance (2 CFR Part 200) and must comply with the

timeframes established in those regulations for the submission of their single audits to the Federal Audit Clearinghouse. Recipients must notify their assigned Grant Officer's Representative of each single audit conducted within the timeframe of the USDOL-funded project at the time it is submitted to the Federal Audit Clearinghouse.

All recipients are subject to project-specific attestation engagements or project-specific audits of the recipients' validation and monitoring processes during the life of the award. Attestation engagements will be conducted in accordance with U.S. Government Auditing Standards and project-specific audits will be conducted in accordance with the International Standards on Auditing, and will include auditors' opinions on (1) compliance with USDOL regulations and the requirements of the award and (2) the accuracy and reliability of the recipient's financial and performance reports.

3. Administrative Standards

The award(s) and subaward(s) made under this FOA will be subject to the following administrative standards:

- Non-Profit Organizations, Educational Institutions, and State, Local and Indian Tribal Governments
    - 2 CFR Part 200 (Administrative Requirements, Cost Principles, and Audit Requirements)
- For-profit organizations
    - 2 CFR Part 200 (Administrative Requirements and Cost Principles)
    - 48 CFR Part 31 (Cost Principles)
    - 29 CFR 96.32 The Secretary of Labor is responsible for those not covered by 2 CFR 200 Subpart F (Audit Requirements) as discussed in the MPG
- Non-U.S. organizations, including foreign organizations and public international organizations
    - 2 CFR Part 200 (Administrative Requirements and Cost Principles)
    - 29 CFR 96.32 The Secretary of Labor is responsible for those not covered by 2 CFR 200 Subpart F (Audit Requirements) as discussed in the MPG
- 29 CFR Part 93 Restrictions on Lobbying
- 29 CFR Part 94 Governmentwide Requirements for Drug-Free Workplace (Financial Assistance)
- 2 CFR Part 180 and 2 CFR Part 2998 Governmentwide Debarment and Suspension
- 29 CFR Part 2, subpart D Equal Treatment in Department of Labor Programs for Religious Organizations, Protection of Religious Liberty of Department of Labor Social Service Providers and Beneficiaries
- 29 CFR Part 31 Nondiscrimination in Federally Assisted Programs of the Department of Labor—Effectuation of Title VI of the Civil Rights Act of 1964
- 29 CFR Part 32 Nondiscrimination on the Basis of Handicap in Programs or Activities Receiving Federal Financial Assistance
- 29 CFR Part 35 Nondiscrimination on the Basis of Age in Programs or Activities Receiving Federal Financial Assistance from the Department of Labor
- 29 CFR Part 36 Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance
- 49 U.S.C. 40118 Fly America Act

- The Department of Labor will follow the procedures outlined in the Department's Freedom of Information Act (FOIA) regulations (29 CFR Part 70). If DOL receives a FOIA request for an application, the procedures in DOL's FOIA regulations for responding to requests for commercial/business information submitted to the government will be followed, as well as all FOIA exemptions and procedures. See generally 5 U.S.C. § 552; 29 CFR Part 70.
- Standard Terms and Conditions of Award

4) Other Legal Requirements

a) Religious Activities

The Department notes that the Religious Freedom Restoration Act (RFRA), 42 U.S.C. § 2000bb, applies to all federal law and its implementation. If an applicant organization is a faith-based organization that makes hiring decisions on the basis of religious belief, it may be entitled to receive federal financial assistance under this grant solicitation and maintain that hiring practice. As stated in 2 CFR 2.32(a), religious organizations are eligible on the same basis as any other organization, to seek DOL support or participate in DOL programs for which they are otherwise eligible. Guidance from DOL is found at: https://www.dol.gov/agencies/oasam/grants/religious-freedom-restoration-act/guidance. If a faith-based organization is awarded a grant, the organization will be provided with more information.

b) Lobbying or Fundraising the U.S. Government with Federal Funds

In accordance with Section 18 of the Lobbying Disclosure Act of 1995 (Public Law 104-65) (2 U.S.C. § 1611), non-profit entities incorporated under Internal Revenue Service Code section 501(c) (4) that engage in lobbying activities are not eligible to receive federal funds and grants. No activity, including awareness-raising and advocacy activities, may include fundraising for, or lobbying of, U.S. federal, state or local Governments (see 2 CFR 200.450 for more information).

c) Transparency Act Requirements

Recipients must ensure that they have the necessary processes and systems in place to comply with the reporting requirements of the Federal Funding Accountability and Transparency Act of 2006 (Pub. Law 109-282, as amended by section 6202 of Pub. Law 110-252) (Transparency Act), as follows.

1. Except for those excepted from the Transparency Act under the following sub-paragraphs 1, 2, and 3, recipients must ensure that they have the necessary processes and systems in place to comply with the subaward and executive total compensation reporting requirements of the Transparency Act, should they receive funding.
2. Upon award, recipients will receive detailed information on the reporting requirements of the Transparency Act, as described in 2 CFR Part 170, Appendix A, which can be found at http://edocket.access.gpo.gov/2010/pdf/2010-22705.pdf.

The following types of awards are not subject to the Federal Funding Accountability and Transparency Act.

1. Federal awards to individuals who apply for or receive federal awards as natural persons (i.e., unrelated to any business or non-profit organization he or she may own or operate in his or her name);
2. Federal awards to entities that had a gross income, from all sources, of less than $300,000 in the entities' previous tax year; and
3. Federal awards, if the required reporting would disclose classified information.

d) Safeguarding Data Including Personally Identifiable Information (PII)

Applicants submitting applications in response to this FOA must recognize that confidentiality of PII and other sensitive data is of paramount importance to the Department and must be observed except where disclosure is allowed by the prior written approval of the Grant Officer or by court order. By submitting an application, applicants are assuring that all data exchanges conducted through or during the course of performance of this award will be conducted in a manner consistent with applicable federal law.

e) Record Retention

Recipients must be prepared to follow federal guidelines on record retention, which require they maintain all records pertaining to award activities for a period of at least three years from the date of submission of the final expenditure report. See 2 CFR 200.334-.338 for more specific information, including information about the start of the record retention period for awards that are renewed quarterly or annually, and when the records must be retained for more than three years.

f) Use of Contracts and Subawards

Recipients must abide by the following definitions of contract, contractor, subaward, and sub-recipient:

- **Contract:** Contract means a legal instrument by which a recipient or sub-recipient purchases property or services needed to carry out the project or program under a Federal award. For additional information on sub-recipient and contractor determinations, see §200.331. See also the definition of *subaward* in this section. The term as defined in 2 CFR 200.1 does not include a legal instrument, even if the non-federal entity considers it a contract, when the substance of the transaction meets the definition of a federal award or subaward (see the following definition of Subaward).
- **Contractor**: Contractor means an entity that receives a contract as defined previously in Contract.
- **Subaward:** Subaward means an award provided by a recipient to a sub-recipient for the sub-recipient to carry out part of a federal award received by the pass-through entity. It does not include payments to a contractor or payments to an individual that is a beneficiary of a federal program. A subaward may be provided through any form of legal agreement, including an agreement that the pass-through entity considers a contract.
- **Sub-recipient:** Sub-recipient means a non-federal entity that receives a subaward from a pass-through entity to carry out part of a federal program; but does not include an individual that is a beneficiary of such program. A sub-recipient may also be a recipient of other federal awards directly from a federal awarding agency.

Recipients must follow the requirements of 2 CFR 200.331-.333 regarding sub-recipient monitoring and management. Also see 2 CFR 200.308(c)(6) regarding prior approval requirements for subawards. When awarding subawards, recipients are required to comply with the governmentwide suspension and debarment requirements found in 2 CFR Part 180 and codified by USDOL at 2 CFR Part 2998, including the exceptions described in 2 CFR 180.215 such as exceptions for direct awards to PIOs.

g) Closeout of Award

Any entity that receives an award under this announcement must close its award with USDOL at the end of the period of performance. Indirect costs support for allocated charges to the award are validated at time of closeout using a federally approved NICRA or other applicable rate agreement.

h) Guidance for Grants and Agreements
In accordance with the Office of Management and Budget's guidance located at 2 CFR part 200, all applicable Federal laws, and relevant Executive guidance, the Federal awarding agency will review and consider applications for funding pursuant to this notice of funding opportunity in accordance with the:

- Guidance for Grants and Agreements in Title 2 of the Code of Federal Regulations (2 CFR), as updated in the Federal Register's 85 FR 49506 on August 13, 2020, particularly on:
    - Selecting recipients most likely to be successful in delivering results based on the program objectives through an objective process of evaluating Federal award applications (2 CFR part 200.205);
    - Prohibiting the purchase of certain telecommunication and video surveillance services or equipment in alignment with section 889 of the National Defense Authorization Act of 2019 (Pub. L. No. 115—232) (2 CFR part 200.216);
    - Providing a preference, to the extent permitted by law, to maximize use of goods, products, and materials produced in the United States (2 CFR part 200.322); and
    - Terminating agreements in whole or in part to the greatest extent authorized by law, if an award no longer effectuates the program goals or agency priorities (2 CFR part 200.340).

5. Other Administrative Standards

Except as specifically provided in this FOA, our acceptance of an application and an award of federal funds to sponsor any programs(s) does not provide a waiver of any award requirements and/or procedures. For example, the OMB Uniform Guidance requires that an entity's procurement procedures ensure that all procurement transactions are conducted, as much as practical, to provide full and open competition. If an application identifies a specific entity to provide goods or services, the award does not provide the justification or basis to sole-source the procurement, i.e., avoid competition.

6. Special Program Requirements

a) Evaluation

ILAB may require that the program or project participate in an evaluation of overall performance of ILAB awards and requires the cooperation of the recipient as a condition of award.

b) Performance Goals

Please note that recipients will be held to agreed-upon outcomes and failure to meet those outcomes may result in technical assistance or other intervention by ILAB, and may also have a significant impact on decisions about future awards with ILAB.

C. REPORTING

Recipients must agree to meet USDOL reporting requirements. Recipients must agree to provide the following reports and documents:

1. Quarterly Federal Financial Report (SF 425, FFR)

This report is required until such time as all funds have been expended or the award period has expired. Quarterly reports are due 30 days after the end of each calendar year quarter. On the final FFR, recipients must include any subaward amounts so final indirect costs can be calculated, if applicable. Recipients must use USDOL's eGrants online electronic reporting system; information and instructions will be provided as part of the final award.

2. Semi-Annual Technical Progress Reports

Recipients must submit a semi-annual technical progress report within 30 days after the end of the months of March and September each calendar year. The report must include information on award activities, performance goals, and milestones. ILAB will provide formal guidance about the data and other information that is required to be collected and reported on either a regular basis or special request basis. ILAB retains the right to require technical progress reports at quarterly intervals. More information on the reports and timeframes for their completion will be included in the cooperative agreement and in the MPG.

3. Final Technical Report

Recipients must submit a final technical report within 120 days of the period of performance end date. The final technical report is a stand-alone report that provides a complete and comprehensive summary of the achievements during the life of the project.

4. Indirect Cost Rates

For organizations with an expired indirect cost rate or a rate not previously approved by the FCA (except those recipients approved for the de minimis rate): An indirect cost proposal must be submitted to the FCA within 90 days of award to establish a provisional NICRA. This provisional rate may be effective for a period up to two years until a final NICRA is established.

For all organizations with NICRAs: Indirect cost proposals must be submitted on an annual basis to the FCA to obtain federally approved NICRAs for the life of the award, unless the FCA instructs otherwise. These proposals are based on incurred costs and are due six months after the end of each fiscal year.

5. Closeout Reports

Within 120 days of completion of the project the recipient must provide the following project closeout reports:

- Final Technical Progress Report;
- Final Evaluation Report;
- Government Property Closeout Inventory Certification;
- Government Property Inventory List (due 90 days before end of project)
- Final Quarterly Financial Status report (SF-425);
- Final Closeout Financial Status Report;
- Recipient's Release Form; and
- Recipient's Assignment of Refunds, Rebates and Credits

VII. AGENCY CONTACTS

Applicants who have a specific question about this FOA may contact Sue Levenstein Office of Grants Management at levenstein.susan.l@dol.gov. Applicants must specifically reference FOA-ILAB-22-29, and include a contact name, email address and phone number. This announcement is being made available at https://www.grants.gov/.

VIII. OTHER INFORMATION

A. OMB INFORMATION COLLECTION

The agency has determined this FOA is not subject to Office of Management and Budget approval under the Paperwork Reduction Act, as fewer than ten (10) responses are anticipated.

Send comments regarding this determination to the U.S. Department of Labor, Office of the Chief Information Officer, Attention: Departmental Clearance Officer, 200 Constitution Avenue, N.W., Room N-1301, Washington, DC 20210 or email DOL_PRA_PUBLIC@dol.gov. Note:

PLEASE DO NOT RETURN THE COMPLETED APPLICATION TO THIS ADDRESS. SEND ONLY COMMENTS ABOUT THE BURDEN CAUSED BY THE COLLECTION OF INFORMATION TO THIS ADDRESS. SEND YOUR GRANT APPLICATION TO THE SPONSORING AGENCY AS SPECIFIED EARLIER IN THIS ANNOUNCEMENT.

This information is being collected for the purpose of awarding a grant. DOL will use the information collected through this "Funding Opportunity Announcement" to ensure that grants are awarded to the applicants best suited to perform the functions of the grant. This information is required to be considered for this grant.

IX. APPENDICES

APPENDIX A: Acronyms

AOR	Authorized Organizational Representative
CFR	Code of Federal Regulations

CMEP	Comprehensive Monitoring and Evaluation Plan
CSOs	Civil Society Organizations
DPMS	Direct Participant Monitoring System
DUNS	Dun and Bradstreet Universal Numbering System
ETA	Employment and Training Administration
FCA	U.S. Federal Cognizant Agency
FFR	Federal Financial Report
FOA	Funding Opportunity Announcement
FOIA	Freedom of Information Act
GO	Grant Officer
GOR	Grant Officer's Representative
ILAB	Bureau of International Labor Affairs
ILO	International Labor Organization
M&E	Monitoring and Evaluation
MPG	Management Procedures and Guidelines
NGOs	Non-governmental Organizations
NICRA	Negotiated Indirect Cost Rate Agreement
OCFT	Office of Child Labor, Forced Labor, and Human Trafficking
OMB	Office of Management and Budget
PII	Personally Identifiable Information
PIO	Public International Organization
SAM	System for Award Management
SF	Standard Form
TDA	Trade and Development Act
TPR	Technical Progress Report
TVPRA	Trafficking Victims Protection and Reauthorization Act
USAID	U.S. Agency for International Development
USDOL	U.S. Department of Labor
VAT	Value Added Tax
WOs	Worker Organizations

APPENDIX B: Definitions

1. "**Activities**" are defined as the building blocks that lead to outputs and outcomes that, in turn, comprise projects.

2. For the purposes of this FOA, "**Area-Based Approach**" is defined as an approach that targets all forms of child labor, forced labor, occupational safety and health infractions and other labor rights violations (as stated in the project outcomes) within a defined geographic area.

3. For the purposes of this FOA, "**Capacity**" refers to the ability of organizations to advocate on behalf of children and workers, operate successfully within their context, and work collectively with communities and other stakeholders to address child labor and/or forced labor. For additional information, see https://www.ngoconnect.net/resource/capacity-development-interventions-guide-program-designers and https://usaidlearninglab.org/library/capacity-20.

4. For the purposes of this FOA, "**Cattle Raising Areas**" are defined as geographic areas of both countries where there is an active cattle sector, including work related to birthing/breeding, herding, movement and transport, feeding/watering, behavioral/health tending, fattening, finishing, slaughter, shipping, packaging of meat/cattle products, and other related tasks of workers who have primary and direct contact with cattle during their lifecycle. The cattle sector also pertains to concomitant activities, which include the clearing and preparation of land and herding routes, post-land-clearing tasks such as production of charcoal with timber, dairy production, movement of living quarters for workers during herding, scoping for water and/or grasslands ahead of herds, providing security and protection of herds, and related tasks. While the cattle raising and concomitant activities listed here do not encompass all the work and jobs related to cattle raising, they endeavor to capture many tasks related to the primarily rural cattle sector operations in Brazil and Paraguay.

5. A "**child**" or "**children**" are individuals under the age of 18 years.

6. "**Child work status**" definitions include the following categories; projects should begin with these basic definitions, and then defined further for project-level definitions, integrating relevant national legislation:

    a. "**Working Children**" are those engaged in any activity to produce goods or to provide services for use by others or for own use, regardless of whether they are paid or not and whether they work in a formal or informal setting.

    b. Children in "**Child Labor**" are a subset of working children. Child labor includes employment below the minimum age as established in national legislation in countries where the project is being implemented (excluding permissible light work) and the worst forms of child labor, including hazardous unpaid household services. Child labor is thus a narrower concept than "**working children**", as child labor excludes children who do light work for under a permitted number of hours and those who are at or above the minimum age and engage in work not classified as a worst form of child labor.

c. Children in the "**Worst Forms of Child Labor**" refers to those activities described and as understood in ILO Convention 182: Worst Forms of Child Labor, 1999. Under Article 3 of the Convention, the worst forms of child labor comprise—

a. All forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom, and forced or compulsory labor, including forced or compulsory recruitment of children for use in armed conflict;
b. The use, procuring, or offering of a child for prostitution, for the production of pornography, or for pornographic purposes;
c. The use, procuring, or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;
d. Work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety, or morals of children.

d. Article 3(d) of ILO Convention 182 defines "**hazardous work**" as "work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children." Countries must determine what type of work is considered hazardous work by law or regulation. ILO Recommendation 190 includes items countries may wish to consider in determining which types of work are hazardous, including

a. work which exposes children to physical, psychological, or sexual abuse;
b. work underground, under water, at dangerous heights or in confined spaces;
c. work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads;
d. work in an unhealthy environment which may, for example, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health;
e. work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer.

ILO Recommendation 190 goes on to state in Paragraph 4 that, "[f]or the types of work referred to under Article 3(d) of the Convention and Paragraph 3 above, national laws or regulations or the competent authority could, after consultation with the workers' and employers' organizations concerned, authorize employment or work as from the age of 16 on condition that the health, safety and morals of the children concerned are fully protected, and that the children have received adequate specific instruction or vocational training in the relevant branch of activity."

7. "**Children at high-risk of entering child labor**" refers to children who experience a set of conditions or circumstances (family environment or situation, proximity to economic activities prone to employ children, etc.) under which the child lives or to which the child is exposed that make it more likely that the child will be employed in child labor (e.g., siblings of working children).

8. For the purposes of this FOA, "**Civil Society Organizations (CSOs)**" are organizations distinct from government, business, and worker organizations that have a presence in public life, expressing the interests and values of their members, their communities, and others. CSOs include cooperatives, community-based organizations, non-governmental organizations, faith-based organizations, indigenous networks and associations, and any other entities organized not-for-profit that work in the targeted geographical areas

9. "**Cooperative agreement**" refers to an award instrument where substantial involvement is anticipated between a federal awarding agency and a non-federal recipient entity during the performance of project activities. The level of monitoring and accountability under a cooperative agreement is less than what is required under a contract, but more than what is required under a regular grant.

10. "**Costs**"

- "**Direct costs**" are those costs that can be identified specifically with a particular final cost objective, such as a federal award, or other internally or externally funded activity, or that can be directly assigned to such activities relatively easily with a high degree of accuracy. Typical costs charged directly to a federal award, are the compensation of employees who work on that award, their related fringe benefit costs, the costs of materials and other items of expense incurred for the federal award. For more information, please see https://www.gpo.gov/fdsys/pkg/CFR-2014-title2-vol1/pdf/CFR-2014-title2-vol1-sec200-413.pdf.
- "**Indirect costs**" means those costs incurred for a common or joint purpose benefitting more than one cost objective, and not readily assignable to the cost objectives specifically benefitted, without effort disproportionate to the results achieved. For more information, please see https://www.gpo.gov/fdsys/pkg/CFR-2014-title2-vol1/pdf/CFR-2014-title2-vol1-part200-appIV.pdf.
- There is no universal rule for classifying certain costs as either direct or indirect (F&A) under every accounting system. A cost may be direct with respect to some specific service or function, but indirect with respect to the federal award or other final cost objective.
- Therefore, it is essential that each item of cost incurred for the same purpose be treated consistently in like circumstances either as a direct or an indirect (F&A) cost in order to avoid possible double-charging of federal awards. Guidelines for determining direct and indirect (F&A) costs charged to federal awards are provided in 2 CFR 200 Subpart E-Cost Principles.

11. "**Cost sharing" or "matching**" means the portion of project costs not paid by federal funds. See 2 CFR 300.306 Cost sharing or matching for more information.

12."**Direct services**" are interventions that include educational and livelihood services provided by the project that can be directly matched to an individual child or adult household member (for livelihood services). (For more information, please see "direct educational services" and "livelihood services.")

13."**Evaluation**" refers to the systematic collection and analysis of information about the characteristics and outcomes of the program including project conducted under the program,

as a basis for making judgements and evaluations regarding the program; improving the program effectiveness; and, informing decisions about current and future programming.

14. **"Evidence"** refers to evaluation findings, performance measurement, data analysis, or other research that provides insights on the effectiveness of the proposed interventions.

15. **"Forced labor"** under international standards (derived from ILO Convention 29) means all work or service which is exacted from any person under the menace of any penalty for its nonperformance and for which the worker does not offer himself voluntarily, and includes indentured labor. According to the 20th International Conference of Labour Statisticians Guidelines, a person is classified as being in forced labor if engaged during a specified reference period in any work that is both under the threat of menace of a penalty and involuntary. Threat and menace of any penalty are the means of coercion used to impose work on a worker against a person's will. Involuntary work refers to any work taking place without the free and informed consent of the worker. Forced child labor is also a worst form of child labor under ILO Convention 182.

16. **"Household"** consists of all persons—related family members and all unrelated persons—who occupy a housing unit and have no other usual address. For the purposes of this project a household must include at least one eligible child who is "at high-risk of entering child labor" or "engaged in child labor."

17. For the purposes of this FOA, applying an "**Integrated Gender Approach**" refers to efforts related to gender mainstreaming of project activities.

18. **"Key stakeholders"** can include, but are not limited to: parents, educators, community leaders, national and local policy makers, key opinion leaders, private sector partners, workers and employers organizations, local civil society organizations, religious institutions, think tanks, among others.

19. "**Livelihood**" is defined as a means of living, and the capabilities, assets (including both material and social resources, such as, food, potable water, health facilities, educational opportunities, housing, and time for participation in the community), and activities required for it. A livelihood encompasses income, as well as social institutions, gender relations, and property rights required to support and sustain a certain standard of living. It includes access to and benefits derived from social and public services provided by the state, such as education, health services, and other infrastructure. ILAB child and forced labor elimination projects focus on ensuring that households can cope with and recover from stresses and shocks and maintain or enhance present and future capabilities and assets in a way that helps them overcome the need to rely on the labor of their children to meet basic needs.

20. "**Monitoring and evaluation**" consists of two basic components —performance monitoring and evaluation— each of which serves distinct purposes. Performance monitoring is the ongoing and systematic tracking of data relating to project activities, outputs, or outcomes and used to determine whether desired results are occurring and whether implementation is on track. Monitoring often relies on indicators, quantifiable measures of a characteristic or condition of people, institutions, systems or processes that may change over time. Evaluation is the systematic collection and analysis of information about the characteristics and outcomes of programs and projects as a basis for assessment of

program effectiveness, overall performance, and/or to inform decisions about current and future programming.

21. "**Occupational safety and health**" encompasses issues related to safe and healthy working environments and efforts to prevent workers from occupational injuries, diseases, and deaths.

22. *"***Organizational Resilience"** is the ability of CSOs to effectively communicate, collaborate, and adapt to changing environments (pandemic, economic shocks, etc.)

23. For the purposes of this FOA, "**Other Labor Violations**" encompasses minimum wages, hours of work, and occupational safety and health.

24. "**Outcome**" is defined as the higher-level results or effects achieved by project activities, typically in the medium-term or long-term timeframe of the project.

25. "**Output**" is defined as the direct result of a project activity, or the goods or services produced by the implementation of an activity.

26. "**Participants**" are children and households that have been provided with direct educational and livelihood services.

27. For the purposes of this FOA, "**Private Sector Stakeholders in the Agricultural Sector**" include small to medium sized producers, both formal and informal, as well as multinational enterprises, agricultural cooperatives, business associations, and other actors involved in agricultural supply chains.

28. "**Project**" is defined as a set of complementary activities, over an established timeline and budget, intended to achieve a discrete result. In ILAB, foreign assistance projects are typically carried out through cooperative agreements. ILAB's MPGs state that monitoring and evaluation requirements apply at the project level.

29. "**Programs**" represent a group of projects managed together in order to gain efficiencies on cost, time, technology, etc. ILAB manages foreign assistance projects through two offices: (1) the Office of Child Labor, Forced Labor and Human Trafficking; and (2) the Office of Trade and Labor Affairs. Project-level evaluation results are used to inform other projects within these programs.

30. "**Project objective**" is defined as the highest-level result that the project intends to achieve.

31. "**Public International Organization (PIO)**" is defined by the International Organizations Immunities Act, 22 U.S.C. § 288, et seq. PIO also is defined by 2 CFR 200.1 as an organization entitled to enjoy privileges, exemptions, and immunities as an international organization under the International Organization Immunities Act (22 U.S.C. 288-288f).

32. For the purpose of this FOA, "**Services Addressing Labor Violations**" may include but are not limited to those that address the needs of vulnerable households and communities and increase their access to relevant governmental and non-governmental social services or

livelihood programs.

33. For the purposes of this FOA, "**Social and Livelihood Services**" refers to any governmental or non-governmental service, program, or initiative that increases the resiliency of an individual—adult or child— or community. These could include, but are not limited to, primary care and schools; water, sanitation, and hygiene systems; literacy and vocational training centers; agricultural extension and food security programs; administrative services such as birth registration; financial institutions and initiatives; poverty reduction programs and campaigns; and/or any other service with similar social objectives and functions.

34. "**Sub-recipient**" means a non-federal entity that receives a subaward from a pass-through entity to carry out part of a federal program; but does not include an individual that is a beneficiary of such program. A sub-recipient may also be a recipient of other federal awards directly from a federal awarding agency.

35. "**Supply chain**" is the chain that comprises all organizations and individuals involved in producing, processing, trading, transporting and/or distributing a product or commodity from its point of origin to the company and/or to the final retailer.

36. "**Sustainability**" is achieved when outcomes and impacts (and sometimes activities) are maintained or even expanded after a project withdraws its resources through the exit process. A sustainability strategy should represent all the elements of project design that take sustainability into account and should increase the likelihood that project outcomes and impacts and (where relevant) activities continue. For the purpose of this FOA, a sustainability strategy is inclusive of an exit strategy which is an explicit plan guiding the process of withdrawing resources and support from beneficiary communities. Sustainability plans are based on assumptions (which may be implicit or explicit) about mechanisms by which project activities and benefits will be sustained; the validity of these assumptions is a determinant of the success of a sustainability plan.

37. For the purposes of this FOA and recognizing that formal trade unions may not exist or be active in some geographic areas, "**Worker Organizations (WOs)**" includes trade unions, as well as other formal or informal organizations, agencies or worker representation committees, in which workers participate and that exists for the purpose, in whole or in part, of representing workers in dialogue or negotiations with employers, including concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.

38. For the purposes of this FOA, "**Worker Voice**" refers to the means by which workers are able to effectively communicate their views and influence matters in order to promote improved labor conditions.

APPENDIX C: Relevant Grant and/or Contract Experience

Name of Applicant/ Sub-recipient	Agency/ Donor/ Organization	Agency/ Donor/ Contact Information (Name, telephone, fax, e-mail)	Name of the Project and Instrument Number	Funding Amount (in $)	Country of Implementation and Period of Performance	Key Accomplishments and Outcomes	Description of how this reference relates to the objective and outcomes of this FOA

APPENDIX D: Requirements for Application Submission

Requirements	FOA Reference	Applicant	Proposed Sub-recipient (providing services related to project interventions)
Technical Proposal	Section IV.B.1.	?	
Relevant Grant and/or Contract Experience	Section IV.B.1.d.(1). Appendix C	?	?
Documentation of Host Country Presence	Section IV.B.1.d.(2).	?	?
Key Personnel Signed Letters of Commitment and Resumes	Section IV.B.1.d.(4).	?	?
Other Professional Personnel Resumes, if applicable	Section IV.B.1.d.(4).	?	?
SAM Registration	Section IV.B.2.a.	?	
SF-424	Section IV.B.2.c.	?	
SF-424A	Section IV.B.2.d.	?	

Outcome-Based Budget and Accompanying Budget Narrative	Section IV.B.2.e.	?	?
Indirect Cost Supporting Documentation	Section IV.B.2.f.	?	?

APPENDIX E: Past Performance Questionnaire

Funding Opportunity Announcement number: FOA-ILAB-22-29
Applicant organization name (and proposed sub's name if applicable):
Past performance reviewer's name, title, organization:

Past Performance Review Sheet

Please mark (X) the rating you feel is most appropriate for each factor listed below. Please provide additional explanation as appropriate on the following page. In particular, please provide a brief explanation for any ratings of Unacceptable, Poor, or Exceptional:

	Unacceptable	**Poor**	**Acceptable**	**Strong**	**Exceptional**	**Not Applicable**
1. The applicant's demonstrated ability to meet its project outcomes, in particular related to increase worker voice and address forced labor, child labor, and other labor violations.						
2. The applicant's demonstrated experience in strengthening the capacity of WOs and CSOs to increase worker voice and address forced labor, child labor, and other labor violations.						

3. The quality and timeliness of applicant's submitted grant, cooperative agreement, and/or contract deliverables.						
4. The responsiveness of the applicant and its staff to your organization/agency, including the quality and timeliness of communications about such deliverables.						
5. The performance of the applicant's key personnel on projects, including whether the Applicant has a history of replacing key personnel with similarly qualified staff, and the timeliness of replacing key personnel.						
6. The applicant's demonstrated ability to manage the financial aspects of the project, including budget expenditures and burn rates, as well as financial requirements and controls.						
Definitions of rating levels:						

Unacceptable - Performance did not meet minimal expectations (even after repeated comments from your organization), including in terms of quality and/or timeliness.

Poor - Performance was weak (e.g., work required significant revision or repeated comments from your organization), but in the end did meet minimal expectations, including in terms of quality and/or timeliness.

Acceptable - Performance met but did not exceed expectations (e.g., work required a normal level of revision or comments by your organization), including in terms of quality and/or timeliness.

Strong - Performance exceeded expectations (e.g., work required minor revision or comments from your organization), including in terms of quality and/or timeliness.

Exceptional - Performance far exceeded expectations (e.g., work required almost no revision or comments from your organization; work products were particularly innovative; organization was among the best performers based on your experience), including in terms of quality and/or timeliness.

Not Applicable - You have no experience with the organization on this issue and are unable to rate it.

Explanation of rating levels:

Factor 1:

Factor 2:

Factor 3:

Factor 4:

Factor 5:

Factor 6:

Would you have any reservations about soliciting this grantee in the future or having them perform a critical or demanding program?

APPENDIX F: List of Standard Indicators

Indicator	Project Type
C1. Number (#) of countries with increased capacity to address child labor, forced labor, trafficking in persons, or other violations of workers' rights	Most Recipients
E1. Number (#) of children engaged in or at high risk of entering child labor provided an education or training service	Recipients providing education services
E2. Number (#) of children engaged in or at high risk of entering child labor provided formal education services	Recipients providing education services
E3. Number (#) of children engaged in or at high risk of entering child labor provided non-formal educational services	Recipients providing education services

Indicator	Project Type
E4. Number (#) of children engaged in or at high risk of entering in child labor provided vocational training services	Recipients providing education services
L1. Number of households receiving livelihood services	Recipients providing livelihood services
L2. Number (#) of adults provided employment services	Recipients providing livelihood services
L3. Number (#) of children provided employment services	Recipients providing livelihood services
L4. Number (#) of adults provided economic strengthening services	Recipients providing livelihood services
L5. Number (#) of adults provided other livelihood services	Recipients providing livelihood services
L6. Number (#) of individuals provided with a livelihood service	Recipients providing livelihood services
OS. Number (#) of individuals engaged in or at high risk of entering child labor or forced labor, or who have experienced other violations of workers' rights, provided with services other than education or livelihood services to address child labor, forced labor, or other labor abuses	Recipients providing services other than livelihood, or education or training services
T1. Number (#) of individuals provided with training or other support to improve enforcement of, or compliance with child labor, forced labor, or other worker rights laws or policies	Recipients providing trainings in response to capacity-building needs
T2. Number (#) of educators trained	Recipients providing trainings to educators in response to capacity-building needs
POC1. Percentage (%) of direct service participant children engaged in child labor a. POC2. Percentage of direct service participant children engaged in hazardous child labor b. POC3. Percentage of direct service participant children engaged in other worst forms of child labor	Recipients providing services to children (livelihood, education, or other services)
POC4. Percentage (%) of direct service participant children who regularly attend school	Recipients providing direct services to children (livelihood, education, or other services)
CR. Percentage (%) of vocational or other employment-related training participants who complete their program	Recipients providing direct education services
OPTIONAL OCFT INDICATORS	

Indicator	Project Type
POH1. Percentage (%) of livelihood service participant households with at least one child engaged in child labor a. POH2. Percentage of livelihood service participant households with at least one child engaged in hazardous child labor b. POH3. Percentage of livelihood service participant households with at least one child engaged in other worst forms of child labor	Recipients providing direct livelihood services
POH4. Percentage (%) of livelihood service participant households with all children of compulsory school age regularly attending school	Recipients providing direct livelihood services

APPENDIX G: Sustainability Strategy Template

Outcome†	Relevant Sustainability Process or Project Element	Stakeholder(s) to Engage	Timeframe(s) ††	Resources Required†††

† Please note that applicants are not expected to propose sustainability processes or elements for every outcome. Include only outcomes for which there is/are applicable sustainability process(es) or project element(s) as presented in the overall project strategy.

†† Please clarify when a process or a project element related to sustainability will start and for how long it will continue.

††† Please clearly indicate what resources (monetary, human resources, and others) are needed to carry out a sustainability process successfully. These should be fully reflected in the proposal budget.

ENDNOTES

[1] For the purposes of this FOA, "capacity" refers to the ability of organizations to advocate on behalf of workers and other populations vulnerable to labor violations, operate successfully within their context, and work collectively with communities and other stakeholders to address forced labor and other labor violations. See https://www.ngoconnect.net/resource/capacity-development-interventions-guide-program-designers.

[2] For the purposes of this FOA and recognizing that formal trade unions may not exist or be active in some geographic areas, "worker organizations" includes trade unions, as well as other

formal or informal organizations, agencies or worker representation committees, in which workers participate and that exists for the purpose, in whole or in part, of representing workers in dialogue or negotiations with employers, including concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.

[3] For the purposes of this FOA, "Civil Society Organizations (CSOs)" are organizations distinct from government, business, and worker organizations that have a presence in public life, expressing the interests and values of their members, their communities, and others. CSOs include cooperatives, community-based organizations, non-governmental organizations, faith-based organizations, indigenous networks and associations, and any other entities organized not-for-profit that work in the targeted geographical areas.

[4] For the purposes of this FOA, "worker voice" refers to the means by which workers are able to effectively communicate their views and influence matters in order to promote improved labor conditions.

[5] For the purposes of this FOA, "other labor violations" encompasses minimum wages, hours of work, and occupational safety and health.

[6] For the purposes of this FOA, cattle raising areas are defined as geographic areas of both countries where there is an active cattle sector, including work related to birthing/breeding, herding, movement and transport, feeding/watering, behavioral/health tending, fattening, finishing, slaughter, shipping, packaging of meat/cattle products, and other related tasks of workers who have primary and direct contact with cattle during their lifecycle. The cattle sector also pertains to concomitant activities, which include the clearing and preparation of land and herding routes, post-land-clearing tasks such as production of charcoal with timber, dairy production, movement of living quarters for workers during herding, scoping for water and/or grasslands ahead of herds, providing security and protection of herds, and related tasks. While the cattle raising and concomitant activities listed here do not encompass all the work and jobs related to cattle raising, they endeavor to capture many tasks related to the primarily rural cattle sector operations in Brazil and Paraguay.

[7] Organizational resilience is the ability of CSOs to effectively communicate, collaborate, and adapt to changing environments (pandemic, economic shocks, etc.)

[8] For the purposes of this FOA, private sector stakeholders in the agricultural sector include small to medium sized producers, both formal and informal, as well as multinational enterprises, agricultural cooperatives, business associations, and other actors involved in agricultural supply chains.

[9] For the purposes of this FOA, "area-based approach" is defined as an approach that targets all forms of child labor, forced labor, occupational safety and health infractions and other labor rights violations (as stated in the project outcomes) within a defined geographic area.

[10] See https://www.dol.gov/sites/dolgov/files/ILAB/child_labor_reports/tda2019/2020_TVPRA_List_Online_Final.pdf.

[11] Fighting forced labour: the example of Brazil / International Labour Office. - Geneva: ILO, 2009. https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_111297.pdf (page 9).

[12] International Labor Organization. Forced labor, discrimination and poverty reduction among indigenous peoples in Bolivia, Peru and Paraguay. (2008). https://www.ilo.org/global/topics/forced-labour/WCMS_082040/lang--en/index.htm.

[13] See SENACSA Estadística Pecuaria 2020.

https://www.senacsa.gov.py/index.php/informacion-publica/estadistica-pecuaria.
[14] See USDA Report: Brazil Livestock and Products Annual. https://www.fas.usda.gov/data/brazil-livestock-and-products-annual-8#:~:text=Post%20forecasts%20that%20the%20cattle,increase%20two%20percent%20in%202022.
[15] Fighting forced labour: the example of Brazil / International Labour Office. - Geneva: ILO, 2009. https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_111297.pdf (page 9).
[16] Carlos Juliano Barros and André Campos in Paraguay and Jo Griffin. "Forced Labour in Paraguay: The Darkness at the Bottom of the Global Supply Chain." The Guardian, Guardian News and Media, 18 Sept. 2018. https://www.theguardian.com/environment/2018/sep/18/forced-labour-in-paraguay-the-darkness-at-the-bottom-of-the-global-supply-chain.
[17] See Walk Free, Global Slavery Index – Brazil. https://www.globalslaveryindex.org/2018/findings/country-studies/brazil/.
[18] Fighting forced labour: the example of Brazil / International Labour Office. - Geneva: ILO, 2009. https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_111297.pdf (page 9).
[19] Fighting forced labour: the example of Brazil / International Labour Office. - Geneva: ILO, 2009. https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_111297.pdf (page 9).
[20] Walk Free, Global Slavery Index, https://www.globalslaveryindex.org/2018/findings/country-studies/brazil/.
[21] Fighting forced labour: the example of Brazil / International Labour Office. - Geneva: ILO, 2009. https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_111297.pdf.
[22] Darlington, Shasta et al. "Slavery in the Amazon: Thousands forced to work on Brazil's cattle ranches." CNN. May 11, 2017. https://www.cnn.com/2017/04/26/americas/brazil-amazon-slavery-freedom-project/index.html.
[23] See Suarez, J. (2020, July 9). *Sem mscaras e endividados: 24 indgenas guarani so resgatados de trabalho escravo em fazenda do MS*. Reprter Brasil. https://reporterbrasil.org.br/2020/07/sem-mascaras-e-endividados-24-indigenas-guarani-sao-resgatados-de-trabalho-escravo-em-fazenda-do-ms/.
[24] UN urges action against forced indigenous labour in Bolivia, Paraguay. UN News, August 31, 2009. https://news.un.org/en/story/2009/08/310862-un-urges-action-against-forced-indigenous-labour-bolivia-paraguay.
[25] Carlos Juliano Barros and André Campos in Paraguay and Jo Griffin. "Forced Labour in Paraguay: The Darkness at the Bottom of the Global Supply Chain." The Guardian, Guardian News and Media, 18 Sept. 2018. https://www.theguardian.com/environment/2018/sep/18/forced-labour-in-paraguay-the-darkness-at-the-bottom-of-the-global-supply-chain.
[26] UN urges action against forced indigenous labour in Bolivia, Paraguay. UN News, August 31, 2009. https://news.un.org/en/story/2009/08/310862-un-urges-action-against-forced-indigenous-labour-bolivia-paraguay.
[27] Carlos Juliano Barros and André Campos in Paraguay and Jo Griffin. "Forced Labour in Paraguay: The Darkness at the Bottom of the Global Supply Chain." The Guardian, Guardian News and Media, 18 Sept. 2018. https://www.theguardian.com/environment/2018/sep/18/forced-labour-in-paraguay-the-darkness-at-the-bottom-of-the-global-supply-chain.

[28] See https://www.dol.gov/sites/dolgov/files/ILAB/child_labor_reports/tda2019/2020_TVPRA_List_Online_Final.pdf.
[29] ABRINQ Foundation. O Trabalho Infantil no Brasil. 2017. http://www.chegadetrabalhoinfantil.org.br/wp-content/uploads/2017/06/Versão-Final-Trabalho-Infantil-no-Brasil-Desafio-Trab-Inf-Ativ-Agrícolas-1.pdf.
[30] Trabajo infantil y adolescente en el sector rural agrícola, pecuario, forestal y de pesca y piscicultura en Paraguay - Encuesta de actividades de niños, niñas y adolescentes – EANA RURAL 2015/ Organización Internacional del Trabajo; Servicio de Principios y derechos fundamentales en el trabajo (FUNDAMENTALS); Dirección General de Estadística, Encuestas y Censos del Paraguay (DGEEC) - Ginebra: OIT, 2016. https://www.ilo.org/wcmsp5/groups/public/---americas/---ro-lima/---sro-santiago/documents/publication/wcms_533725.pdf.
[31] Milán, M.J., González, E. Beef–cattle ranching in the Paraguayan Chaco: typological approach to a livestock frontier. *Environ Dev Sustain* (2022). https://link.springer.com/article/10.1007/s10668-022-02261-2
[32] Carlos Juliano Barros and André Campos in Paraguay and Jo Griffin. "Forced Labour in Paraguay: The Darkness at the Bottom of the Global Supply Chain." The Guardian, Guardian News and Media, 18 Sept. 2018. https://www.theguardian.com/environment/2018/sep/18/forced-labour-in-paraguay-the-darkness-at-the-bottom-of-the-global-supply-chain.
[33] Moran, B. (n.d.). *Farmers & Forests: Cattle Ranching, Agribusiness and Deforestation in Brazil*. Boston University. www.bu.edu/articles/2018/deforestation-in-brazil/.
[34] See *Access to resources for civil society organisations in Latin America: Facts and Challenges.* https://www.civicus.org/index.php/access-to-resources-for-civil-society-organisations-in-latin-america.
[35] See http://civicus.org/images/ThreatsToCivicSpaceInLACountriesEN.pdf Page 20.
[36] Fighting forced labour: the example of Brazil / International Labour Office. - Geneva: ILO, 2009. https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_111297.pdf.
[37] See Walk Free, Global Slavery Index – Brazil. https://www.globalslaveryindex.org/2018/findings/country-studies/brazil/.
[38] Leeds, Elizabeth. Civil Society and Citizen Security in Brazil: A Fragile but Evolving Relationship. June 2013. https://www.wola.org/sites/default/files/downloadable/WOLACivilSocietyandCitizenSecurityinBrazil.pdf.
[39] Instituto de Pesquisa Econômica Aplicada,2018. "Perfil das organizações da sociedade civil no Brasil," https://www.ipea.gov.br/portal/index.php?option=com_content&view=article&id=33432_da_sociedade_civil_no_brasil.pdf.
[40] See "New Civil Society Report on Paraguay: more independent institutions and stricter enforcement of anti-money laundering mechanisms needed to advance anti-corruption efforts". *UNCAC Coalition.* https://uncaccoalition.org/new-civil-society-report-on-paraguay-more-independent-institutions-and-stricter-enforcement-of-anti-money-laundering-mechanisms-needed-to-advance-anti-corruption-efforts/.
[41] See https://www.usaid.gov/sr/paraguay.
[42] See https://idea.usaid.gov/cd/paraguay/democracy-human-rights-and-governance#tab-civil-

society.
[43] For examples of a collective impact approach see Performance Evaluation Reports for USDOL Projects *Pilares* and *Paraguay Okaukuaa*. Reports are available at https://www.dol.gov/agencies/ilab/performance-monitoring-accountability.
[44] For information about collective impact, see https://ssir.org/articles/entry/collective_impact# and https://www.collectiveimpactforum.org/what-collective-impact.
[45] Government regulations and requirements to operate fully should be country specific. Examples may include registration, technical and financial reporting, tax filing and exemptions, fiscal responsibility, exemptions, and annual audits.
[46] For the purpose of this FOA, "services addressing labor violations" may include but are not limited to those that address the needs of vulnerable households and communities and increase their access to relevant governmental and non-governmental social services or livelihood programs.
[47] For the purposes of this FOA, "social and livelihood services" refers to any governmental or non-governmental service, program, or initiative that increases the resiliency of an individual—adult or child— or community. These could include, but are not limited to, primary care and schools; water, sanitation, and hygiene systems; literacy and vocational training centers; agricultural extension and food security programs; administrative services such as birth registration; financial institutions and initiatives; poverty reduction programs and campaigns; and/or any other service with similar social objectives and functions.
[48] "How to mainstream conflict-sensitivity, social cohesion and peacebuilding in COVID-19 socio-economic/labour market assessment," International Labor Organization, April 20, 2020, https://www.ilo.org/global/topics/employment-promotion/recovery-and-reconstruction/WCMS_742185/lang--en/index.htm#:~:text=o%20Do%20No%20Harm%3A%20Ensuring,strengthening%20peace%20and%20social%20cohesion. See also CDA Collaborative Learning Project, "Conflict-Sensitivity and Do No Harm," https://www.cdacollaborative.org/what-we-do/conflict-sensitivity/.
[49] For the purposes of this FOA, applying an "integrated gender approach" refers to efforts related to gender mainstreaming of project activities.
[50] This includes child labor and/or forced labor as well as other labor violations.
[51] See USAID Policy on Promoting the Rights of Indigenous Peoples, August 2020, available at https://www.usaid.gov/indigenous-peoples#:~:text=In%20March%20of%202020%2C%20USAID,Peoples%20(PRO%2DIP).&text=The%20Policy%20safeguards%20against%20harm,determined%20development%20and%20self%2Dreliance.

Signed August 25, 2022, in Washington, D.C. by:

Evan Hughes

Grant Officer, Employment and Training Administration