

Concept Note Template

This is the template for a concept note – the first phase of the application process for a C&A Foundation grant. Please address the following in no more than four pages.

When you submit your concept note, please copy in a representative from each confirmed partner.

PART ONE: OVERVIEW

Initiative title	
One-sentence description	
Geographic focus	
Expected # of direct beneficiaries and/or # of organisation users	
Organisation name and contact details	
Duration	<i>Initiative start and end dates (for which you're requesting support)</i>
Other partners	<i>Local partners or other cooperating organisations</i>
Total cost (in Euro)	<i>Total estimated cost</i>
Funding request (in Euro)	<i>Amount that you are requesting from C&A Foundation (cash)</i>
Indicative co-financing (in Euro) ¹	<i>Any resources that you or others are providing in addition to C&A Foundation support (cash and in-kind)</i>

PART TWO: CONTEXT

- Please describe the problem your initiative seeks to address (maximum 150 words).
- Are men and women affected differently by the problems you describe? If so, how?
- Given C&A Foundation's mission to accelerate transformation across the global apparel industry, why do you think we should fund your initiative?

PART THREE: INITIATIVE DESCRIPTION

- How will your initiative address the central problem you identified above? In particular, please describe your activities, results and any assumptions on which your strategy depends.
- How does your initiative address any differential impacts of problems facing women and men? How does it advance gender justice?
- How will your initiative build on the learning and successes of other similar efforts and go beyond what has been tried before?

¹ Co-financing is defined as financial or in-kind resources that are additional to the foundation grant and directly support the implementation of the initiative and achievement of results committed at approval. Types of co-finance are: grants, loans, equity investments, committed in-kind support.

PART FOUR: ACHIEVING AND MEASURING RESULTS

- How will your initiative contribute to systemic change, at a country or region-wide level? Please explain how the private sector, civil society and/or public sector will contribute to this transformation.
- Each signature programme at C&A Foundation has its own Theory of Change (TOC), which is core to achieving and measuring results. These are all included in the appendix to this document. Please describe how your initiative will contribute to one or more of the below Key Performance Indicators (KPIs) of our signature programmes.

WORKING CONDITIONS PROGRAMME

1. Number of workers benefiting from better working conditions and wages
 - 1.1. Number of factories making changes to improve working conditions
 - 1.2. Number of changes made by factories to improve working conditions
 - 1.3. Number of stakeholders making changes to improve working conditions
 - 1.4. Number of changes made by stakeholders to improve working conditions
2. Number of disclosure and transparency mechanisms used to improve working conditions
 - 2.1. Number of people or organisations using the mechanism(s)
 - 2.2. Number of organisations being evaluated by the mechanism(s)
3. Number of collective bargaining agreements
 - 3.1. Number of workers covered by the collective bargaining agreement (s)
4. Number of women leading efforts to improve working conditions
5. Number of stakeholders working together
6. Number of partner organisations strengthened

SUSTAINABLE COTTON PROGRAMME

1. Number of tons of sustainable cotton produced
2. Percentage increase in certified/verified farmers
3. Number of hectares under sustainable cotton production
4. Percentage increase in net farm income (KPI to vary by geography)
5. Number of policies and regulations that support sustainable cotton farming
6. Percentage increase in uptake of sustainable cotton brands
7. Number of women in farm leadership roles

FORCED AND CHILD LABOUR PROGRAMME

1. Number of female and male survivors trained and employed with viable livelihoods (disaggregate)
2. Number of survivors and at-risk children enrolled in school
3. Documentation of policy improvements related to forced and child labour (qualitative)
4. Community structures in place to prevent forced and child labour (qualitative)
5. Number of brands collaborating in initiatives to improve the protection of workers
6. Number and focus of media stories generated
7. Number of female and male workers participating in rights and empowerment programmes (disaggregate)

Please note: we are currently developing our Theory of Change for CIRCULAR FASHION (including chemical use). Please contact us (grants@candafoundation.org) to receive further guidance on KPIs applicable for this signature programme.

- We apply a gender justice lens to all our work. Please include how your initiative will contribute to one or more of our gender justice KPIs:

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1. Number of women leading efforts to improve working conditions ² (KPI #4 Working Conditions)
 2. Number of women in farm leadership roles (KPI #7 Sustainable Cotton)
 3. Number of female workers participating in rights and empowerment programmes (KPI#7 Forced Labour)
 4. Number of gender responsive workplace policies and practices, including policies on gender-based violence (Qualitative)
 5. Percentage reduction in reported experiences of gender-based violence
- How will you sustain ongoing results after the foundation grant ends?

PART FIVE: ORGANISATIONAL BACKGROUND

- Who are the main implementing partners and why are they the best organisations to implement this initiative?
- What are their respective roles and responsibilities in your initiative?

PART SIX: FUNDING

Please describe possible co-finance partners for your initiative. If co-finance cannot be secured or is not being requested, please tell us why.

Thank you for your interest in partnering with C&A Foundation. We look forward to discussing your proposed concept further.

² Please note this number refers to women who take actions (successful and unsuccessful) as a result of the grant activities, not simply the number of women trained or involved in the programme.