

Tender Specifications

Expert work to support the project:

“Ensuring a sustainable future for the South East European Textiles, Clothing, Leather and Footwear Industries”

1. Background information on the project

The action aims at strengthening the capacity of the social partners in the textile, clothing, leather and footwear industries (TCLF) in five South East European countries (Bulgaria, Croatia, North Macedonia, Romania and Serbia), to support the sustainable future of the sector. The project will promote engagement in social dialogue, while enhancing the representativeness of trade unions and employer associations at national and European level. This will support the recovery after the COVID-19 pandemic.

Project partners are industriAll Europe (lead applicant), Euratex, Cotance and CEC (so-applicants). They will work together in a joint steering group and implement the action jointly together with the social partners in the target region.

The project supports the work programmes of the European social dialogue committees of the sectors. It will also support EU policies on social dialogue, employment, living wages and equal opportunities in female sector where 80-90% of workers are women.

2. Outline of the overall project in which the work of the expert will be included

The overall project is subdivided into the following work packages:

- Meetings of the steering group, consisting of the representatives of the European social partners, the external expert and one representative for the region.
- Mapping of the social dialogue and collective bargaining situation in the five target countries, including representativeness of the national social partners, existing social dialogue mechanisms and collective agreements, skills development needs, and impact of TCLF industry initiatives such as ACT and GFAs, and preparation of training materials.
- National workshops in each of the five target countries, consisting of the following components: Worker participants from national and local levels will be trained on organising methodology, social dialogue and collective bargaining practice, the ACT living wage initiative philosophy including purchasing practices, freedom of association and industry-level collective agreements. Management representatives from industry/employer associations and suppliers will be trained on industry governance and structures, lobbying techniques, communication skills and negotiation best practice. In joint sessions, worker and employer representatives will discuss how to promote social dialogue, collective bargaining and other concrete topics of common interest, such as training, skills development and health and safety. Finally, socially conscious global brands, government officials and academics will join the national and European social partners for discussions on strategies for industrial development and social progress, as well as multi-employer or industry-level collective bargaining in TCLF industries.
- Follow-up work, support and coaching will be provided in the project countries, focusing on identified cases with potential concrete results in the near future. Training materials will be updated following the outcomes in the national workshops and will be disseminated and used in the follow-up work. The steering group will meet to evaluate the interim results of the work and will prepare the final phase of the project.
- Final conference: all relevant stakeholders will be invited to report on the progress made (social dialogue, collective bargaining, and strategies for industrial development and social progress), to present best practices, to provide updates on improved representativeness of the social partners, and present joint actions agreed with national governments and local authorities on industrial policy, education and skills development.
- Follow-up event, dissemination of final materials: the social partner representatives of the project countries will present their conclusions, progress reports and best practices during a policy conference at the European Economic and Social Committee, demonstrating the achievements of strengthened social dialogue and collective bargaining to the EU institutions. Training materials, template agreements and digital-visual communication materials prepared by the European social partners in cooperation with the different stakeholders, will be updated, translated and used in follow-up work following the end of the project.

3. Tasks to be performed by the Expert (Contractor)

3.1. Description of tasks

- Mapping of the social dialogue and collective bargaining situation in the five target countries through desk research, videoconferencing, and on-site visits:
 - representativeness of the trade unions and industry/employer associations
 - existing social dialogue mechanisms as well as national and local level collective agreements
 - skills development needs at trade unions and industry/employer associations
 - impact of various garment industry initiatives such as ACT and GFAs
- Assisting in contacts and exchange with various stakeholders (national trade unions and industry/employer associations, global brands, garment industry initiatives such as ACT and FWF, local suppliers, national governments and authorities, academics).
- Preparation of training materials and template agreements.
- National capacity-building workshops (preparation, support in practical arrangements, facilitation of sessions).
- Co-designing of strategies for the future.
- Final conference (preparation, support in practical arrangements, facilitation of sessions).
- Contributing to communications work throughout the project (website news, external media contacts).
- Co-drafting the final report

Task execution shall be in direct and constant contact with industriAll European trade union and the co-applicants. The monitoring results, interim results, training materials and progress reports shall be revised jointly with industriAll European trade union and co-applicants. The final report should be revised jointly with industriAll Europe before being submitted to the European Commission.

4. Expertise required

- Excellent sector knowledge, with a focus on the regional specificities, and the sectoral industrial strategies in the project region.
- Good overall knowledge of the international value chains, the socially conscious global brands and trade of the sector knowledge on
- Good relations to the social partner in the garment and footwear sector with focus on in the 5 target countries
- Experience of sectoral social dialogue in Europe, collective bargaining agreements and experiences of working with social partners
- Good analytical, communication and organisational skills.

5. Time schedule and reporting

This project will last 24 months, starting in March 2021, and ending February 2023.

The contractor should be in a position to present first insights at the Kick-off, present mapping of the social dialogue and collective bargaining situation in the five target countries the national seminars, summarises results on the final conference, facilitate the 5 steering group meetings and cooperate in support and coaching on national social partners. (Scheduling may change) The draft final report is scheduled for and will present the final deliverable of the contractor at the end of month 23.

| Date | Activity | Place |
|----------------|--------------------|-------------------------|
| March 2021 | Kick-Off | Brussels |
| Mai 2021 | Steering Committee | Brussels |
| September 2021 | National workshop | Sofia, Bulgaria |
| September 2021 | Steering Committee | Sofia, Bulgaria |
| September 2021 | National workshop | Zagreb, Croatia |
| October 2021 | National workshop | Skopje, North Macedonia |
| November 2021 | National workshop | Bucharest, Romania |
| January 2022 | National workshop | Belgrade, Serbia |
| January 2022 | Steering Committee | Belgrade, Serbia |

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| September 2022 | Steering Committee | Bucharest, Romania |
| October 2022 | Final conference | Belgrade, Serbia |
| November 2022 | Follow-up event | Brussels |

6. Payments and standard contract

A regular contract will be signed, including the description of the activities (detailed work program) and conditions included in the present invitation to tender. Terms of payment will be similar to those provided by the European Commission. They will be specified in the contract to be signed.

7. Price

The price should not be superior to 50,000 EUR (Fifty thousand euro), VAT included. Travels and accommodation costs should not be included in the price and will be reimbursed separately by industriAll Europe, upon presentation of justification documents (invoices, boarding passes, tickets).

8. Award criteria

The contract will be awarded to the tenderer whose offer represents the best value for money - taking into account the principles of transparency and equal treatment with a view to avoiding any conflicts of interest - and the following criteria:

- Demonstrated competencies in the fields mentioned above in point 4 "Expertise required"
- Demonstrated capacity to support the action of the social partners
- Respect of the budgetary and timetable constraints
- Ability to deliver the work presentations, reports and research results in English.

It should be noted that the contract will not be awarded to a tenderer who receives less than 70% mark on the Award Criteria.

9. Content and presentation of the bids

9.1. Content of the bids

The bids should contain:

- a description of the methods that will be used for performing the tasks described in point 3.1 "Description of tasks"
- the CVs of the person that will actively be engaged in the study, and the roles that they will undertake
- in the case of a consortium, the sharing of tasks between the members of the consortium, and the procedures used for co-ordination among the members.

9.2. Presentation of the bids

The bids should be written in English, and be submitted in electronic format (PDF) at the e-mail address: annette.paternostre@industrial-europe.eu

For any enquiry about the **technical** content of the call for proposal, the contact person is **Elspeth Hathaway**, Policy Adviser for the Textile, Clothing, Leather and Footwear sectors, industriAll European trade union: elspeth.hathaway@industrial-europe.eu

9.3. Deadline for submission of the bids

Deadline for the presentation of bid: 12 February 2021

Notification of selected expert: 26 February 2021