

Tender Specifications

Expert work to support the project:
"Promoting strong collective bargaining and decent working conditions in a time of rapid transition and extraordinary challenges in the European manufacturing industries"

1. Background information on the project

IndustriAll European trade union (industriAll Europe) has engaged in a project aiming at **Promoting strong collective bargaining and decent working conditions in a time of rapid transition and extraordinary challenges in the European manufacturing industries.**

The COVID-19 crisis has disrupted the world of work across Europe. The pandemic is also accelerating existing structural changes in many industrial sectors, increasing the pace of the twin green and digital transformations of the industry. During the upcoming recovery period and transitions, strong social dialogue and strong collective bargaining are highly needed in order to ensure that effective solutions for both workers and employers are found. Workers need quality jobs and employers need to sustain their business in order to continue to offer good-quality employment.

Social dialogue and collective bargaining at all levels, especially at sectoral level, are essential instruments to offer tailor-made solutions to the huge challenges faced by the European manufacturing industries. The world of work has already adapted to the crisis (changes in work organisation such as telework, reduced working time, short-time work etc.) and it will not go back to where it was before. The challenges posed by the twin digital and green transitions (both accelerated by the COVID crisis) will have implications for quality employment, social dialogue and collective bargaining.

The present project will be a platform which will enable industriAll Europe to focus on social dialogue and, especially, collective bargaining as effective tools to tackle the outlined challenges, specifically recovering from the COVID-19 crisis to a more digital and green industry. We will look at how these instruments are used to ensure that the recovery and transformations are undertaken in order to ensure good quality employment. The project will provide the necessary means for a deep exchange between industriAll Europe's affiliated trade unions on the actual realities on the ground across Europe and on best-case examples for tackling these unprecedented challenges in the manufacturing industries. The project will support trade unions in their efforts to find the best solutions and will also contribute to strengthening social dialogue and collective bargaining in Europe.

The project will be implemented over 2 years, starting on 1 March 2021 and ending on 28 February 2023.

The project will be carried out with the financial support by the European Commission, DG EMPL, under the contract number VS/2021/0140.

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:

- a desk research assessing trends of the impact of the recovery and the twin digital and green transitions on the quality of employment, with a focus on the sectors within

industriAll Europe, in particular automotive, chemicals (including plastics) and pharmaceuticals, and renewable energy → contributing to the final report

- targeted interviews with trade union representatives to collect information on trade union approaches/strategies/practices/social dialogue and collective bargaining mechanisms tackling the recovery, the twin transitions and addressing its impacts on the quality of employment → contributing to the final report
- Regional workshops addressing the challenges, opportunities, trade union practices, and social dialogue and collective bargaining mechanisms

Drafting a final report on the basis of the findings of the desk research, interviews and feedback from the regional workshops. The results should feed into the industriAll Europe project to ensure a fair transformation of European manufacturing industries leading to quality employment through strong collective bargaining.

- Final conference to validate results of the study (desk research, interviews, regional workshops).

3. Tasks to be performed by the Contractor

3.1 Description of tasks

The tasks to be performed by the expert are:

- Desk research and literature review covering trends of the impact of the recovery and the twin digital and green transitions on the quality of employment, with a focus on the sectors within industriAll Europe, in particular automotive, chemicals (including plastics) and pharmaceuticals, and renewable energy. The desk research will deliver the basis for the interviews with affiliated trade unions and should take 40 percent of the research activities.
- Carry out in-depth interviews with trade unions/company level workers' representatives concerning the impact of the recovery and the twin transitions on quality jobs. In order to gather qualitative information and inform about trade union/twin transitions realities. The in-depth interviews should provide extensive information to the research and should take up 60 percent of the research activities.
- Outcome should be a report with:
 - trends of the impact of the recovery and the twin digital and green transitions on the quality of employment
 - assessment of the social and economic impact and identifying the challenges for trade unions
 - collection of good practices trade union approaches/strategies/social dialogue and collective bargaining mechanisms, trade union guidelines, recommendations and tools for trade union actions to project to ensure a fair transformation of European manufacturing industries leading to quality employment through strong collective bargaining
- Involved in the preparation of and animation of 3 regional workshops (each 1,5 days)
- Involved the preparation of and animation of the final conference (2 days)
- Drafting the final report.

3.2 Guidance and indications on tasks execution and methodology

Task execution shall be in direct and constant contact with industriAll European Trade Union, the contractor, drafts of the researches and reports shall be revised jointly with IndustriAll Europe.

4. Expertise required

1. Knowledge of the targeted sectors
2. Knowledge of EU Recovery Strategy and Plan, Climate and Energy Policies, Industrial Policy, Digitalisation Policies
3. Knowledge of trade union work and structures and social dialogue systems in Europe
4. Disposition of a strong EU-wide network is certainly of added value to pursue the research

5. Time schedule and reporting

This project will last 24 months, starting on 1 March 2021 and ending on 28 February 2023.

6. Payments and standard contract

A regular contract will be signed, including the description of the activities 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 60,000 EUR (Sixty thousand euro), VAT included.

Travels and accommodation costs for the major activities (steering committee meetings, sector-specific workshops, mid-term and final conferences) will be reimbursed separately by industriAll Europe, upon presentation of justification documents (invoices, boarding passes, tickets). Any logistical costs that occur in the framework of the research are included in the price for expertise.

8. Award criteria

The contract will be awarded to the tenderer whose offer represents the best value for money - taking into account the following criteria:

- Demonstrated competencies in the fields mentioned above in §4 “Expertise required”
- Demonstrated capacity to support the action of trade unions
- Originality and completeness of the method proposed.

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 at least two sections:

- i) Technical proposal

The technical proposal must provide all the information needed for the purpose of awarding the contract, including:

- Specific information covering the technical and professional capacity, as required, in particular:
 - Description of relevant professional experience with emphasis on the specific fields covered by the invitation to tender;
 - Detailed curriculum vitae of key coordinator and of the other team members;
 - A selection of the main works and/or articles published by all the experts involved, in relation to the relevant subjects specified in this tender.
 - The detailed list of international partners/networks the applicant is used to work with and the references of the specific related achievements

 - Specific information concerning the proposed methodology for delivering the tasks listed in part 3.1
- ii) Financial proposal

Prices of the financial proposal must be quoted in euros, including if the sub-contractor is based in a country which is not in the euro-area. As far as the tenderers of those countries are concerned, they cannot change the amount of the bid because of the evolution of the exchange rate. The tenderers choose the exchange rate and assume all risks or opportunities relating to the rate fluctuation.

9.2 Presentation of the bids

The bids should be written in English, and be submitted in electronic format (PDF) at the following e-mail address

annette.paternostre@industrial-europe.eu

For any enquiry about the **technical** content of the call for proposal, the contact person is

Patricia Velicu, Policy Adviser Patricia.Velicu@industrial-europe.eu

9.3 Deadline for submission of the bids

The complete bid should be sent to the above-mentioned e-mail address with a request for confirmation of receipt at the latest on **2 July 2021 at 23:59 hours CEST**.