

## Tender Specifications

### Expert work to support the project:

#### “Building a Just Transition towards a Smart and Sustainable Mobility”

##### *1. Background information on the project*

This project will bring together vehicle manufacturing and transport service workers organised in the two European Trade Union Federations (industriAll Europe and European Transport Workers’ Federation ETF) for the first time to address the social consequences of the decarbonisation of transport and pathways towards a Just Transition for the workforce throughout the 'mobility' eco-system. The European Commission published its Sustainable and Smart Mobility Strategy on 9 December 2020. As far as the climate dimension is concerned, the transport sector is among the priorities of the EU Green Deal with the general objective to deliver a 90% reduction of transport greenhouse gas emissions by 2050. Emissions related to transport are responsible for 27% of the total greenhouse gas emissions of the EU-27+UK and road transport represents more than 70% of transport emissions within the EU-27+UK. Transforming the European transport system so drastically in such a short period of time will have massive impact on the European workforce. Some sectors of the transport system will experience job losses while other parts will grow. The twin digital and green transitions will also trigger important changes in terms of qualification requirements. Finally, it will also impact working conditions and the organisation of work in many ways. All those elements require anticipation of change measures from social partners and capacity building for workers representatives. This project will allow for analysis of the scale of the challenge, identification of good practices from within our sectors and membership, and joint strategy building around policy recommendations towards employers and governmental actors.

##### *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 industriAll Europe and the European Transport Workers Federation.
- Launch event: bringing together manufacturing and transport trade unionists to develop innovative ways of building union coordination across the mobility ‘eco-system’.
- Mapping the impact on employment, skills and working conditions/organisation of work: a mapping exercise will be undertaken covering the effects of decarbonisation, of the expected modal shift that European policies aim to reach but also of the new transport needs that will emerge from the new industrial policy. This mapping must cover both the transport sector per se with all its transport modes and the related manufacturing industries. The external expert will support the action among others by carrying out the literature review/desk research and interviews with affiliated trade unions of industriAll Europe and ETF.
- Best practices for building a Just Transition for mobility: the aim of this dimension will be to collect a sample of initiatives that are representative of the various situations across Europe: 1) with the support of EWC coordinators and representatives, the expert will collect examples of European collective agreements to accompany the twin transition at company level; 2) With the support of Company policy networks and the ETF Sections, the expert will search examples of companies having concluded collective agreements to manage the twin transition; 3) The external expert will also look for examples of regional or national or sectoral initiatives involving social partners in transforming the transport system; 4) Develop a pilot project to foster dialogue between trade unions and management (for both production and transport providers) around one or two multinational companies to anticipate change and implement just transition; and 5) Develop an “Just Transition for Mobility action plan” for a joint industrial and political agenda to be pursued together by the two Federations on issues of common interest.

- Four hybrid mode-specific roundtables (consisting of 3 workshops per mode), consisting of the following components: worker participants from both industriAll Europe and the ETF active in the road transport/automotive (commercial and heavy duty vehicles), railways/rail equipment, maritime/inland waterways transport/shipbuilding, and civil aviation/aerospace sectors.
- Final conference: affiliates of both Federations active in mobility industries and transport services will be invited to launch the research report, best practice examples and joint recommendations developed within the project.
- Dissemination of final materials: both federations will disseminate the project results within their statutory committees, Sections and networks.

## 2. Tasks to be performed by the Contractor

### 2.1. Description of tasks

- On the basis of desk research and interviews with trade unionists in both federations, the external consultant will develop a mapping exercise covering:
  - EU level policy initiatives on sustainable mobility, based on interviews with the steering committee
  - the employment trends for 2030 and 2050 for road, air, waterborne and rail transport. The mapping shall take into account the effects of decarbonisation, of the expected modal shift that European policies aim to reach but also of the new transport needs that will emerge from the new industrial policy. This mapping must cover both the transport sector per se with all its transport modes and the related manufacturing industries;
  - the main developments on skills and training, focusing on sectoral initiatives (e.g. Albatts, Drives) but also on what the relevant European agencies have done (CEDEFOP, EUROFOUND, transport agencies, joint undertakings like Shift2Rail ,etc))
  - observed and expected challenges in terms of occupational health and safety challenges and opportunities coming from the use of greener and digital technologies across the mobility eco-system;
  - Examples of positive and negative changes as a result of the implementation of the above technologies including the gender dimension (challenges and opportunities);
  - Observed and expected impacts on trade unions' wage negotiating capacity.
- This mapping exercise on employment, skills and working conditions will be complemented by the expert by the identification of concrete examples of collective agreements (or other initiatives, in the case of lack of concrete CB examples) to accompany the twin transition at company level, and regional or national/sectoral initiatives involving social partners in transforming the transport system.
- This research will be presented in a written final report (approx.. 50 pages), which will be translated into 6 languages.
- Together with the two Federations, the experts will support the organisation of a series of 4 roundtables by transport mode/related vehicle manufacturing to present interim results to unions from the sectors covered. For each mode, 3 workshops will be organised (2 virtual and 1 physical). This will allow the collection of evidence and reality-checking the development of the mapping exercise. External stakeholders will be invited to participate as needed. The expert will be responsible to suggest a programme for the different events and possible speakers.
- Together with the two Federations, the experts will support the organisation of the Final conference (preparation, support in practical arrangements, facilitation of sessions).
- Contributing to communications work throughout the project (website news, external media contacts).
- drafting the final report in close cooperation of the two Federations which will present the main results in a short and attractive way

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

### 3. Expertise required

- Excellent sector knowledge and the sectoral industrial strategies of the transport manufacturing and services sectors.
- Knowledge of industrial relations and instruments, particularly collective bargaining agreements, and good relations with the trade union movement in the mobility industries
- Good analytical, communication and organisational skills.

### 4. Time schedule and reporting

This project will last 12 months, starting in August 2022, and ending July 2023.

The contractor should be in a position to present their first insights at the Kick-off, the national seminars, the final conference and the steering group meetings. The draft final report is scheduled for and will present the final deliverable of the contractor at the end of month 10.

### 5. 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.

### 6. Price

The price should not be superior to 77.000 EUR (seventy-seven thousand euro), VAT included.

Travels and accommodation costs should not included in the price and will be reimbursed separately by industriAll Europe, upon presentation of justification documents (invoices, boarding passes, tickets).

### 7. 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.

### 8. Content and presentation of the bids

#### 8.1. 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.

#### 8.2. 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](mailto:annette.paternostre@industrial-europe.eu)

For any enquiry about the **technical** content of the call for proposal, the contact person is **Judith Kirton-Darling** (Deputy General Secretary) [judith.kirton-darling@industrial-europe.eu](mailto:judith.kirton-darling@industrial-europe.eu)

### *8.3. Deadline for submission of the bids*

Deadline for the presentation of bids: **26 August 2022**. Notification of selected expert: 14 days after the deadline