

Call for tenders ETUC Project 2021-07

## Call for tenders for subcontracting an expert for the ETUC project on “Time 4 Quality Jobs”

This is a call for a subcontractor to provide expertise as part of the implementation of the ETUC project on “Time 4 Quality Jobs”.

The ETUC will publish the call on its website, on Friday 3 June 2022, and keep it online for 28 calendar days (deadline for submission of bids: Thursday 30 June 2022).

### 1. Background information on the project

The COVID-19 crisis has revealed, once again, the vulnerability of young people across the world. The crisis pushed youth unemployment rates upwards in nearly all EU countries, and many young people have been severely challenged by physical-distancing measures, remote learning, drops in income, complicated situations at home and/or mental health conditions.

Young workers were among the first ones to lose the job when the pandemic started, as they are over-represented in industries most affected by the crisis and are more likely to work on temporary contracts, and in the precarious gig economy, and they were also the group that fell through the cracks in the traditional social security system as well as emergency measures implemented by the governments.

There are many similarities between the effects of the current pandemic and the global financial crisis that had a significant impact on youth unemployment in the last decade: the economy is in a recession; young people are at the forefront to lose their job and have their wages cut; policymakers are urgently looking for a remedy that would bring the situation back to normal. It is of utmost importance to analyse the recent developments in the labour market not as similar but unlinked phenomena; instead, we need to realize that the current one is a direct consequence of bad measures adopted to resolve the past crisis. This pandemic has exposed the extraordinary precariousness and injustices of our world of work. There are several reasons why young workers are more exposed than other groups:

- The structural reforms – more commonly known today as austerity measures – introduced during and after the last financial crisis, brought labour market flexibility and the weakening of employment protection systems, social protection systems and collective bargaining institutions. Research shows that these measures did not result in increased employment around Europe but resulted in the creation of more precariousness and consequently social exclusion. The situation is repeating itself now as we observe that, for young workers, the lack of networks and experience can make it more difficult for them to find other, decent, jobs and they can be easily pushed into work with less social and legal protection
- Over the last decade, ETUC continued raising awareness of the persistent development of atypical and non-standard forms of work. This crisis will particularly affect young workers who are overrepresented in “non-standard forms of employment”, such as part-time, temporary

or 'gig' work. Such jobs are often low paid, with irregular hours, poor job security, and little or no social protection (paid leave, pensions, sick leave, etc). Often, such work does not qualify for unemployment benefits nor entitlement to a short-time work scheme.

- Young people commonly work in sectors and industries that are particularly vulnerable to the COVID-19 pandemic. In 2018, roughly one-in-three young workers in European Union member states worked in the tourism, wholesale, retail, accommodation and food sectors (as shop assistants, chefs, waiters, etc), which are predicted to be among the businesses worst affected by COVID-19. These sectors are characterized by a large part-time jobs concentration, seasonal precarious contracts, a high proportion of foreign citizens working in the sector and, unfortunately, also undeclared work. Young women, in particular, are likely to be affected because they make up more than half of the under-25's employed in these sectors.

To avoid past mistakes and to protect current and future European generations, we must take a stock of past policy shortcomings and propose policy solutions that will work for workers, considering the green and digital transition.

This project aims at

- Analysing the policy shortcomings
- Developing policy recommendations
- Building capacity of Trade Unions to advocate for policy recommendations via modern and innovative communication tools

It will address:

- Creation of quality jobs for young people
- Modernisation of social security system that would cover all forms of work, including the new forms of work.
- Rising youth unemployment as consequence of COVID- 19 crisis and role of Trade union in fighting this trend via policies that will make the generation more resilient

## 2. Tasks to be performed by the subcontractor

The subcontractor will be entrusted with a research project, which is part of the broader ETUC project *More Democracy at Work*. **The research will start in September 2022 and will be concluded by January 2023.**

The external expert will review existing policy initiatives designed to fight youth unemployment applied after the financial crisis at EU and the national level in 6 EU member states. The selection of countries will be done by the ETUC and will depend on the selection of so-called Trade Union Focal Points – 6 ETUC member organisations that are further involved in the project. The 6 concerned countries will be chosen from the regions most affected by youth unemployment, that is southern, Central, South Eastern Europe.

The subcontractor(s) will be asked to gather the results of the research short comprehensive report (**max. 50 pages**) including the existing shortcomings in the policy initiatives addressing youth employment. Such a report shall be written **in English** and contain:

- An analysis of the policy initiatives that addressed the youth unemployment after the fiscal crisis;
- A definition of the policy shortcomings (identifying why they failed) and conclusions on what should have been done differently (the lessons learnt)

The report will serve as an analytical basis for the Trade Union Focal Points to come up with **national youth plans** on how to address youth unemployment. Three 2-day offline events (Learning Points) will be organized where trade union experts will gather to work on the youth plans. The subcontractor will be invited to these offline events and will be asked to produce short report from each of the Learning Points. Furthermore, the subcontractor shall present the main highlights of the report during a final online fair of the project.

In summary the subcontractor will need to:

- Produce a comprehensive report (max. 50 pages);
- Periodically participate in online Steering Group meetings of the project;
- Participate in three 2-days offline events (Q1-Q2 2023) and implement the relevant information (such as best practice) into the report
- Participate and present the main highlights of the report in a final online fair (March/April 2023).

### 3. Expertise, experience and skills required

Sound expertise is required on the following issues:

- Expert knowledge in the field of youth policies in southern, Central, South Eastern Europe;
- Experience in working on European level projects;
- understanding or experience in working with European trade union movement.

Sound experience is required in the following areas:

- Successful track record of delivering in case studies for similar projects, with EU institutions and/or European stakeholders (social partners, NGOs, etc.).
- Producing practical/pragmatic and comprehensible material for a non-research related public.

Skills required:

- Proven research and presentation skills (in English);
- Ability to do desk research in multiple languages
- Proven skills in drafting policy analysis;
- Ability to work within specified deadlines and to respect budgetary limits;
- Ability to work in a multicultural context and understanding of different industrial relations systems, cultures & traditions;
- Good administration and project management skills.

## 4. Time schedule and reporting

The subcontractor will be asked to perform the above-mentioned tasks by 31 January 2023.

The subcontractor will also be asked to participate in the online Steering Committee meetings of the project, Committee meetings of the ETUC, the 3 Learning Points and the final online faire of the project. The dates will be discussed and decided together with the tenderer in the Steering Committee.

## 5. Payment

The total maximum budget available for the fees of the subcontractor is as follows:

<b>Contract with ETUC</b>	
<b>Main activities and meetings</b>	
<ul style="list-style-type: none"> <li>• Produce a report of max. 50 pages containing including the existing shortcomings in the policy initiatives addressing youth employment.</li> <li>• Participate in the online Steering Committee meetings to discuss the evolution of the project.</li> <li>• Participate in 3 2-day offline events in southern, Central, South Eastern Europe.</li> <li>• Participate in the final online fair of the project.</li> </ul>	
<b>Total budget for the Expertise</b>	<b>24 000 € (VAT and all taxes included)</b>

The subcontractor will be remunerated in various instalments (advance and final payment). This amount covers the fees but does not include the travel and subsistence costs incurred for attending project meetings (such as Steering Committee meetings and workshops, ETUC Committee meetings). These will be covered by ETUC on the basis of EU rules & thresholds (see the EC table of maximum amounts per EU member state).

## 6. Selection criteria

The selection criteria are in particular:

- Verifiable expertise, experience and skills, as required and described in part 3 of this call;

- Quality of the methodology proposed in the offer;
- Proven track record of ensuring the quality of written materials produced, both in terms of content and format (i.e. previous publications), in the relevant subjects specified in this call for tenders;
- Price/Quality ratio;
- Previous research/work undertaken in the field of Youth, youth rights, youth unemployment and/ or active employment policies.

## 7. Form, structure and content of the tender

Tenders must be written in English. They must be signed by the tenderer or his/her duly authorised representative and be perfectly legible so that there can be no doubt as to words and figures. Tenders must be clear and concise and assembled in a coherent fashion.

Since tenderers will be judged on the content of their written bids, they must make it clear that they are able to meet the requirements of the specifications.

All tenders must include 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 tenderer and of the other team members if applicable;
  - 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.
- Specific information concerning the proposed methodology for delivering the tasks listed in part 2 of this call.

ii) Financial proposal

The prices of the financial proposal must be quoted in euros, including if the subcontractor 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.

Prices must be fixed amounts and shall not include travel expenses and daily allowances for the attendance to the Steering Committee meetings and other project events which will be covered by ETUC on the basis of EU rules & thresholds.

The maximum amount available for this contract is EUR 24,000 (VAT and all taxes included).

Prices shall be fixed and not subject to revision during the performance of the contract.

## 8. Award Criteria

The contract will be awarded to the tender offering the best value for money, taking into account the specific objectives, requirements and selection criteria of the tender. The principles of transparency and equal treatment will be respected with a view to avoiding any conflicts of interest.

## 9. Content and selection of the bids

**This call for tenders will be published on the ETUC website on Friday 3 June 2022 and will be kept online for 28 calendar days. Offers must be sent at the latest on Thursday 30 June 2022** to ETUC, in electronic format (by e-mail to [amartin@etuc.org](mailto:amartin@etuc.org)), and refer to our “Call for Tenders – Time 4 Quality Jobs”.

The ETUC will confirm the date and time of receipt of each bid. The ETUC will sign the report on the bids received, which will list the admissible bids and provide reasons for rejecting bids owing to their failure to comply with the stipulations of the tendering process.

The ETUC will also evaluate the tenders that have been deemed admissible. An evaluation report and classification of participation requests will be drawn up, dated and signed by the ETUC and kept for future reference.

This report will include:

1. The name and address of the contracting authority, the purpose and value of the contract;
2. The names of any excluded candidates and the reasons for their rejection;
3. The names of candidates selected for consideration and the justification for their selection;
4. The names of candidates put forward and justification of their choice in terms of the selection or award criteria.