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ETUCE Call for tender to

Subcontract external expertise to carry out research service for the EU Project 101102378 – APRES COVID

Brussels, 23 October 2023
SF/mdr/ 10362

1. Background and objective of the project

The expert work to be carried out is part of the project **“APRES COVID: European Sectoral Social Partners in Education Addressing Psychosocial Risks for an Equitable and Sustainable Recovery from the COVID-19 crisis”** (hereinafter "APRES COVID"). The project is a two-year initiative (01/10/2023 - 30/09/2023) funded by the European Commission under the Call SOCPL-2022-SOC-DIALOG Support for social dialogue.

The European Trade Union Committee for Education (ETUCE) represents 127 Education Trade Unions and 11 million teachers in 51 countries of Europe. ETUCE is a Social Partner in education at the EU level and a European Trade Union Federation within ETUC, the European Trade Union Confederation. ETUCE is the European Region of Education International, the global federation of education trade unions.

ETUCE is a sectoral social partner and the representative voice of education trade unions in Europe. Its main objectives are to support teachers to strive for appropriate working conditions, e.g., safe and healthy workplace, adequate working time and workload, social protection, and gender equality, to represent the interest of teachers vis-à-vis the EU Institutions, to promote high-quality education for all in Europe and to inform the national education unions and respective affiliates about the development in the EU policies in education and employment.

In 2010, ETUCE, together with the European Federation of Education Employers (EFEE) established the European Sectoral Social Dialogue Committee for Education, a forum where representatives of national education unions and education employers in Europe meet regularly to discuss and commit to relevant education/employment issues.

Acknowledging that a well-supported and attractive teaching profession is at the heart of quality inclusive education, in their joint social dialogue work programme for 2022-2023, ETUCE and EFEE committed to the priority of ensuring quality employment and creating safe, healthy, and decent working conditions in education.

In particular, the project "APRES COVID" implements the joint commitment of the education social partners to addressing the challenges related to the health, social and



economic crisis caused by the COVID-19 pandemic and to ensure an equitable and sustainable education-led recovery.

This project, "APRES COVID", seeks to further develop the joint work previously carried out by ETUCE and EFEE on occupational health and safety in the education sector by addressing the unprecedented long-term health and safety impact of the COVID-19 crisis, with particular attention to countering psychosocial risks in education to actively promote an equitable and sustainable education-led recovery. Besides, the project aims to enhance social dialogue and collective bargaining at European national and local levels, reinforce the capacity of education social partners, and facilitate exchanges of good practices and experiences among education social partners from diverse social dialogue cultures and structures on preventing and countering psychosocial risks in education.

In this context, building on the accomplishments of previous joint works of ETUCE and EFEE, this project aims to conduct an impact assessment and revision of the "Joint Practical Guidelines on How to Promote Joint Social Partner Initiatives at European, National, Regional and Local Level to Prevent and Combat Psychosocial Hazards in Education (2016)" as well as three social partner case study activities, a training seminar, and a final project conference. Finally, the project has the objective of seeking the adoption of a possible Joint Statement of the ESSDE in addressing Psychosocial risks in education in the aftermath of COVID-19.

2. Legal basis

The contractual agreement is based upon and regulated by the European Commission's rules, provisions and requirements as set out in the project grant agreement n. 101102378 ("APRES COVID" project) and the applicable Belgian law.

3. Purpose of the contract

ETUCE requires a subcontractor (research expert) to provide an external and objective scientific perspective and expertise on the issues at stake in the "APRES COVID" project, such as occupational health and safety and, particularly, psychological hazards in the education sector and the functioning of sectoral social dialogue in matters related to the education sector. The research expert will work on the preparation of a research report and contribute to the implementation of the project activities, including the project advisory group meetings, the case studies, the training seminar, and the final Conference.

4. Service to be provided by the subcontractor

In particular, the Subcontractor in this project is required to:

1. Draw up a **project research report** of around 50 pages in English. To this purpose, the external research is required to:
 - Prepare, with the input of the project advisory group, a comprehensive online survey addressed to ETUCE and EFEE member organisations to identify the long-term impact of the COVID-19 pandemic on psychosocial risk factors in the education sector and analyse its results.
 - Develop a comprehensive dataset with the survey results and their analysis.

- Conduct desk research and literature review on the state of play of psychosocial risks in the teaching profession across Europe.
 - Develop a mapping of good practices at national, regional, and local level on the implementation of the Joint Practical Guidelines on How to Promote Joint Social Partner Initiatives at European, National, Regional and Local Level to Prevent and Combat Psychosocial Hazards in Education (2016), taking into account the results of the survey and previous ETUCE’s project initiatives.
2. Contribute with an external and scientific perspective to the preparation of the project activities, including preparing the stakeholder interviews for the 3 case study visits in Slovenia, Malta and Portugal and contributing to the project training and the final Conference in cooperation with the ETUCE Secretariat.
 3. Participate in the project advisory group meetings to regularly update ongoing research work.
 4. Work in close coordination with the ETUCE project’s team throughout the project.

5. Expertise, experiences and skills required

ETUCE requires the Subcontractor to have the following requirements:

- Research expertise on addressing occupational health and safety issues in the education sector, with at least some knowledge of psychosocial risks in the world of work.
- Proven experience in conducting qualitative and quantitative analysis on social issues, in particular in the domain of occupational health and safety and in the education sector.
- Sound professional knowledge of English (C1/C2 proficiency) is required. The knowledge of additional languages included in the project (French, Russian, Slovenian, Dutch, and Portuguese) is considered as an asset.
- Understanding of the policy issues addressed in the project.
- Capacity to work on a team project.
- Ability to meet deadlines.
- Ability to meet budget allowance.
- Availability to attend meetings.

6. Time schedule and reporting

The launch of the production starts after the signature of the contract by the two parties and the first meeting with the ETUCE project coordination team (January 2024).

Considering regular input from the Advisory Group, the Subcontractor is expected to deliver a final research report on an ongoing basis and no later than July 2025.

The rest working calendar will be agreed on the occasion of the first meeting between the ETUCE and the subcontractor.

7. Payments and standard contract

The contract signed between ETUCE and the Subcontractor is subject to the Grant Agreement signed between ETUCE and the European Commission for this project initiative. Payment of the fees defined in the contract will be made in two instalments dependent on the expert carrying out the relevant stages of work as listed above:

1. A first instalment amounting to 50%, issued after the contract signature and the submission of a duly filled-in invoice.

2. A second instalment for the remaining payment, issued after completion, delivery, and approval by ETUCE of the final outcomes upon submission of a duly filled-in invoice

The total amount that the expert will receive in compensation for the abovementioned tasks during the project lifetime will be a **maximum € 31,250.00 (VAT and all taxes included)**.

The Subcontractor is reimbursed for travel and accommodation expenses for their participation in the preparatory meetings, advisory group meetings, case studies, the project training seminar, and the final conference. These tasks are those previously set up in the Description of the Action only subject to the changes that may be decided by the Advisory Group.

8. Award and selection criteria

The contract will be awarded to the tenderer whose offer ensures the best value for money and no conflict of interest, considering the following selection criteria:

- Evidence track record of research and/or experience on addressing occupational health and safety issues, with at least some knowledge on psychosocial risks in the world of work – 20%.
- Experience with research on education policymaking and/or on social partners in education and industrial relations in English– 20%.
- Proven experience with quantitative and qualitative analysis in the social field – 10%.
- Understanding education social partners need to address occupational health and safety in the education sector – 10%.
- Ability to meet budget allowance – 10%.
- Research experience of working in English in a project team, preferably for EU-funded projects – 10%.
- Ability to meet deadlines and ensure participation in the project activities – 10%.
- Availability during the two-year project for the requested tasks – 10%.

9. Content and presentation of the bids

9.1 Content of the bids

The bids should contain a CV and a portfolio with a detailed explanation of the qualifications and the expertise of the potential subcontractor, (e.g., information on references from the subcontractor on similar projects already handled, to demonstrate their experience and capability to succeed in performing the tasks as set out in item 3 of this tender).

The bids should include a detailed description of the methodology and tools applied to implement the research activity as well as a project plan with detailed time and cost planning (in EURO). The external expert is requested to send a budget listing the costs by task including a fair estimation of the number of working days and the number of people participating in the tasks.

The tender bid must be drawn up in accordance with all the tender requirements set out in this call for tender. They must be accurate and concise and clearly show that the tenderer meets the requirements and is able to provide the services on the terms stipulated.

9.2 Presentation of the bids

Replies must be presented electronically via email **by 30 November 2023 (midnight, CET)** at the latest to:

ETUCE

Subject: External Research expertise EU Project 101102378 – APRES COVID

Bischoffsheimlaan 15,

1000 Brussels, Belgium

E-Mail: secretariat@csee-etuce.org

10. Selection of the bids

The evaluation and selection of the bids will be made by the ETUCE Secretariat in consultation with the project Advisory Group in accordance with the requirements set out in this call.