

Call for subcontractor

Video-maker



Enhancing the attractiveness of the teaching profession through strengthened Social Dialogue – capacity building in Western Balkans and Eastern Partnership countries

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The European Federation of Education Employers (EFEE) and the European Trade Union Committee for Education (ETUCE) are pleased to launch a call for a subcontractor to provide video-making expertise in the framework of the implementation of the project *“Enhancing the attractiveness of the teaching profession through strengthened Social Dialogue – capacity building in Western Balkans and Eastern Partnership countries”* co-funded by the European Union under the Social Prerogatives and Specific Competencies Lines (SocPL), Support for Social Dialogue.

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1. Background: the EastSD project

1.1. Purpose and scope

EFEE and ETUCE are about to kick-start their joint project *Enhancing the attractiveness of the teaching profession through strengthened Social Dialogue – capacity building in Western Balkans and Eastern Partnership countries*, in which visibility of activities and outputs is going to play a key role.

Reviews on the ground have shown that a high number of countries in the European Union and in EU-neighbouring regions are facing shortages of teachers at different levels of education. In order to tackle teacher shortages, it is essential to increase the attractiveness of the teaching profession, which successful Social Dialogue can contribute to by addressing relevant topics, such as teachers’ working time, digitalisation and the right to disconnect, and work-related well-being. Therefore, EFEE and ETUCE believe that social dialogue in education could and should be strengthened in the EU, but also in several Western Balkans and Eastern Partnership countries. Supporting the development of capacities of trade unions and employers’ organisations in these regions would be an undeniable added-value to facilitate social dialogue and to contribute to enhancing the attractiveness of the teaching profession. Based on these observations, EFEE and ETUCE are joining forces with national social partners in various EU and non-EU countries with the aim to investigate the situation when it comes to social dialogue in the European Union as well as in Western Balkans and Eastern Partnership countries and to strengthening Social Dialogue can contribute to the enhancement of the attractiveness of the teaching profession in these regions. In addition, this project aims to familiarise and attract social partners from the candidate countries to the European Sectoral Social Dialogue in Education (ESSDE).

1.2. Activities

In order to deliver on the project’s objectives, four events will be organised; three of them are peer learning activities (PLAs) to take place in Poland, Moldova, and Montenegro in the timeframe of 2025-2027. The project will then close with a final conference in Belgium devoted to the sharing of the results. Preliminary timeline:

Date	Activity	Location
15-16 October 2025	1 st Peer Learning Activity	Warsaw, Poland
March 2026	2 nd Peer Learning Activity	Chişinău, Moldova
September 2026	3 rd Peer Learning Activity	Podgorica, Montenegro
February 2027	Final Conference	Brussels, Belgium

1.2.1. Peer Learning Activities

EFEE and ETUCE member organisations will be given the chance to reinforce their capacity building with regard to strengthening social dialogue in education by taking part in peer learning activities in three different countries, namely Poland, Moldova, and Montenegro. PLA participants, as well as external stakeholders, will also be invited to present practices, ideas, and perspectives. The video-maker will be expected to attend all three PLAs, filming and subsequently preparing a video for each activity. Interviews with participants can also take place.

1.2.2. Final Conference

The final conference will take place in Brussels, Belgium. The conference will be devoted to sharing the results of the project. The video-maker will be expected to attend the final conference, filming and subsequently preparing a video for this activity. Interviews with participants can also take place.

2. The video-maker

In order to successfully disseminate the outcomes and outputs of the project and to bring related topics for discussion closer to members and to other relevant stakeholders, we wish to subcontract an experienced professional video-maker to cover the different in-person activities organised in the framework of the project and to create high quality videos. The video-maker is expected to attend the Peer Learning Activities and the final conference of the project in order to record exchanges and discussions among education employers, trade union representatives, and potentially other stakeholders in education. The videos will allow for enhanced visibility of the project, but also for further promotion of social dialogue, while contributing to enhancing the attractiveness of the teaching profession. The total budget for subcontracting these videomaking tasks is €35.000 (about 50 working days at the rate of €700/day).

2.1. Tasks to be performed by the successful candidate

The selected video-maker will be expected to perform the following tasks in the timeframe May 2025 - February 2027:

1. Participate in an online preparation meeting with EFEE and ETUCE (online), three peer learning activities, and a final conference.
2. During each peer learning activity and the conference, take care of the video and sound recording of several sessions (debates, interviews, etc.) as agreed on in advance. To ensure quality recording and avoid any delays, the video-maker is expected to prepare and test the equipment before the start of each activity.
3. Directly following each peer learning activity and the conference, edit the recorded materials in order to produce publishable videos and share them with the subcontracting party.

4. If required, implement feedback provided by the subcontracting party in a timely fashion.

2.2. Requirements

The video-maker (hereafter, Subcontractor) is expected to display the following competences:

- Evidence track record of sound and video recording and editing experience.
- Preferably, understanding of the role of social partners in the education sector, along with an overall understanding of the education sector (both at the European and national level).
- Willingness to contribute to enhancing the attractiveness of the teaching profession through video-making.
- Ability to communicate fluently verbally and in writing in English. Additional European languages will be considered an asset.
- Availability to participate in the project's in-person activities as outlined above.

The Subcontractor contributes to the successful development of the project as a whole by actively participating in project activities. The Project Advisory Group is the body entitled to guide the project implementation with regards to its organisation and evaluation.

3. Contract

3.1. Amount

Subject to the final Grant Agreement established between the European Commission and EFEE for the purpose of this project, the total amount available for the tasks described here above during the project lifetime will be of maximum €35.000 (about 50 working days at the rate of €700/day) of including all taxes (such as e.g. VAT).

3.2. Other arrangements

Expenses: For their participation in the peer learning activities and the final conference, the Subcontractor will be reimbursed, on receipt of full documentation according to the European Commission's requirements, with regards to travel – economy flight and train tickets – up to a previously agreed amount, while accommodation and subsistence will be directly covered.

Processing personal data: In order to respect the modernised Convention 108 (the regulation (EC) No 45/2001 of the European Parliament and of the Council of 18 December 2000) and EU General Data Protection Regulation (GDPR) on the

protection of individuals with regard to the processing of personal data by the Community institutions and bodies and on the free movement of such data:

- The Subcontractor must process the recorded data under the agreement in compliance with applicable EU and national law on data protection (including authorisations or notification requirements);
- The Subcontractor must adopt appropriate technical and organisational security measures having regard to the risks inherent in the processing and to the nature of the data.

4. Payments

The contract to be signed between EFEE and the Subcontractor will be subject to the Grant Agreement signed between EFEE 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 Subcontractor carrying out the relevant stages of work as listed above.

1. A first instalment amounting to 50% (€17.500), issued after signature of the contract.
2. A second instalment for the remaining payment (€17.500) issued after completion, delivery, and approval by the subcontracting party of the videos for each activity.

Payments will be done by bank transfers to a bank account for which the Subcontractor will communicate the full details.

The contractual agreement will be based upon and regulated by the European Commission's rules, provisions and requirements as set out in the project agreement with the European Commission, DG EMPL and applicable Belgian law. The Subcontractor will be obliged to fulfil the described tasks and duties of work to receive the final payment according to the contract.

EFEE has the right, based on Belgian Law, to terminate the contract at any time if the Subcontractor cannot perform the agreed tasks and duties accordingly. Any conflicts of interests or disputes concerning the validity of this arrangement, the construction of its terms, and the interpretation of the rights and duties of the parties in the contract shall be governed by Belgian Law. The contract may not be transferred without the parties' written agreement.

5. Selection criteria

Aside from the above stated requirements, the selection process will be based 1) on acceptance of the tender offering the best price-quality ratio and 2) on the availability of the Subcontractor during the duration of the project for the requested tasks. The Subcontractor is selected according to the standards of

selection that have been developed by EFEE. The main selection criteria are the expertise and capacity to deliver the work tendered for, the price-quality relation, the methodological quality and the applicant's work experience. It should be noted that the contract will not be awarded to an applicant who receives less than 70% on the award criteria.

5.1. Award criteria

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

1. Evidence track record of sound and video recording and editing experience;
2. Preferably, understanding of social dialogue in education in Europe;
3. Proficient capacity in the English language (additional European languages will be considered an asset);
4. Understanding of the nature of the assignment;
5. Capacity to work in a team;
6. Ability to meet deadlines;
7. Ability to meet budget allowances;
8. Availability to attend the three peer learning activities and the conference.

6. Content and presentation on the bids

6.1. Content of the bids

The bids should contain 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 above.

The applicant is also 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 (if more than one person).

6.2. Presentation of the bids

Please provide us with the necessary documents by **13 April 2025 at 23:59 CEST** by sending an email to marieceline.falisse@educationemployers.eu and monika.hoangthe@educationemployers.eu.

Subject: Video-maker for EastSD