

Call for Tender

Research “Social Employers Observatory: The characteristics of the social services sectors’ workforce in the EU”

The research will be commissioned within the PESSIS+ project, a project that aims to strengthen the social dialogue structures in the social services sector at national and European level, co-funded by the *Support for Social Dialogue Programme* of the European Union. At European level, among other objectives, PESSIS+ helps to strengthen the capacity of [the Federation of European Social Employers](#), in view of their participation in European Social Dialogue structures.

1. Tender specification

The PESSIS+ project consortium is looking for a Researcher to support a piece of research for the “Social Employers Observatory” by gathering a first set of data on the main characteristics of the workforce in the social services sector and developing a methodology for future research on this topic. The outcomes of the research will then be presented in a final report as well as at the PESSIS+ final conference on 27th June 2019.

2. Background and main elements of research

Social Services are an important and growing sector in the European Union. They are essential for job creation, social cohesion and inclusive growth. Despite different national and/or regional contexts, social services providers across Europe experience similar challenges, often linked to funding, staffing and responding to the evolving needs of their users. There is a considerable lack of information and data regarding the development of social services at European level.

As such, the PESSIS+ project consortium wishes to commission a study that would:

Part 1 – Collect and analyse data (desk research)

- collection of data on social services from Eurostat, Eurofound and other European research institutions
- the collection of data should include information on: The number of employees in the sector at EU/national level from 2008 to 2018 (and its evolution)
 - number female and male workers
 - full-time / part-time
 - fixed term contracts
 - 4 age groups
 - average hours worked
 - level of education
 - Ratio population / number of social workers in each country
 - ...
- The scope of the research should be NACE codes 87 (Residential care activities) and 88 (Social work activities without accommodation), but also including activities listed under different NACE codes, that can be considered as “social services” in some countries

Part 2 – Prepare a questionnaire and collect results

- A questionnaire to be completed by national correspondents on the state of play of social services' workforce in their own country aiming at giving more details and comments on the data collected. The survey can help to further analyse the data, make it more complete and to highlight trends, e.g. on:
 - the existence of collective agreements / bargaining;
 - qualifications;
 - working time;
 - training;
 - recruitment and retention difficulties;
 - trends like impact of digitalization/deinstitutionalisation/ etc.
 - existing tools; e.g. regarding gender equality / recruitment / wellbeing at work
- This survey will be supported by an interview with a national correspondent, led by the researcher.
- Collect and process the questionnaires' results with the help of the national correspondents

Part 3 – Results analysis, writing of report and presentation at PESSIS+ final conference

- The main outcome of the researcher's work will be a report (gathering the main outcomes of the desk research as well as of the questionnaires) of max. 30 pages and a summary of this report of max. 4 pages, presenting the characteristics of the sector's workforce in the EU.
- The main results will be presented by the researcher(s) during the PESSIS + final conference on 27th June 2019.

Part 4 – Develop a methodology for the observatory

- Develop methodology on how the observatory could function in the long run
- Draft a template for future practices collection for the observatory

3. Timeframe

Deadline for application: **20th March 2019**

Response to applications: **28th March** (with the possibility of interviews with short-listed candidates)

Delivery of initial outcome of desk research: **mid- to end of April 2019**

Drafting of questionnaire for survey: **End of April 2019**

End of survey/interviews: **mid-May 2019**

Analysis of results and drafting of study report: **Beginning of June 2019**

Delivery of Final Report (and summary report): **mid-June**

Presentation of final report: **27th June 2019**

4. Expertise required

The researcher(s) will be expected to demonstrate that they have:

- Knowledge of social services sector in Europe



- Knowledge of academic and policy debates with regard to the main workforce issues in the social services sector
- Experience in doing desktop research, drafting and conducting of questionnaire surveys, and interviews with a variety of stakeholders
- Experience writing reports for Social Partner organisations or the European institutions (European Commission, European Parliament, etc.)
- Experience carrying out and drafting academic studies/research in English
- Knowledge of multiple European languages is an asset (to collect data and conduct interviews at national level)

5. Selection and award criteria

The researcher(s) will be asked to submit the following documents:

- CV
- A motivation letter describing his/her expertise and explaining why he/she is the right candidate(-s) for the assignment (not more than 1 page).
- A research proposal explaining how he/she plans to conduct the research, including a review of what has already been done, an outline, a proposed methodology, a work plan (including a timeframe), resources needed, budget, etc. (not more than 2-3 pages).

The contract will be awarded to the candidate(s) whose offer represents the best value for money, taking into account the quality of submitted documents and individual expertise. The contract will only be awarded to a tenderer who clearly proves that he/she has knowledge, experience and expertise which match the selection criteria.

6. Content of the bids

The tenderer will ensure that his/her bid clearly identifies how they meet the selection criteria. It would also be useful to see examples of previous work demonstrating his/her ability to write and present in English.

7. Payments and standard contract

Payment will be made upon receipt and approval of the methodology for the Observatory as well as the receipt and approval of the final report (including the summary report) on the characteristics of the social services sectors' workforce in the EU. The contract will be drawn up between the European Association of Service Providers for Persons with Disabilities (EASPD) and the contractor.

8. Price

The estimated price for the study will be max. EUR 12,000, all taxes and overheads included.

9. Contact Details

Please send bids to Mr Sylvain Renouvel, Director of European Affairs, Nexem: s.renouvel@nexem.fr

