



DRAFT

**Tender specifications for a comparative study on the remuneration
in the care sector in relation to the overall pay levels
and the gender pay gap in different countries in the EU.**

1. Purpose of Contract

The purpose of the contract is to provide EPSU with a comparative study on the remuneration of care workers in relation to the overall pay levels in public and private sectors, and the gender pay gap in approx. 10 different EU-countries. The study will inform the debate at EPSU meetings and events and will be used to raise awareness across Europe about the pay situation in the care sector. In addition, it will provide EPSU with input for the discussions on the ongoing consultations by the Commission on the gender pay gap, work-life balance and the social services of general interest.

2 Tasks to be performed by the contractor

The contractor will carry out the study for EPSU, which will look at the pay situation in the care sector in 10 different countries. Suggested are UK, Germany, Finland, Spain, France, Belgium, Estonia, Hungary, Austria, The Netherlands. The final selection of the countries will take place by the EPSU secretariat in consultation with the contractor.

The contractor is expected to collect in the selected countries specified data on the wages, numbers and average contract hours of male and female workers in different professions and different sub-sectors.

Professions to be studied include amongst others care assistants, nurses, social educators, social workers, doctors.

Subsectors to be studied are: care for elderly and disabled (both in home and residential care settings), child care (at home and in day centres), social service, community care, psychiatric care and general hospitals.

The contractor will compare the data on wages in the care sector (specified for public, not-for-profit and private sectors) with the pay situation and the gender pay gap in the selected countries and will offer EPSU an analysis of pay inequalities in the EU, based on the case of care workers. The study will also provide an overview of demonstrated good practices and obstacles for improvement of wages in the care sector.

The information for this analysis will be collected through a survey, and/or a questionnaire and/or telephone or email contact with relevant people. The contractor is expected to examine (if necessary with external assistance) relevant direct sources like collective agreements, job evaluation schemes, national statistics and national legislation of the Member states covered by the study.

The contractor is expected to present and discuss the outcomes of the research at a specific event organised by EPSU on wages in the care sector on the 8th of March 2008.

3. Guidance and indications on task execution and methodology

The research will be carried out directly by the researcher(s) as selected by EPSU and the contractor. In case the contractor would like to subcontract or refer any of the work to other researchers, he/she is expected to inform and consult EPSU beforehand.

EPSU secretariat will oversee the project and will be guiding/assisting the contractor in the execution of the daily activities.

4. Selection Criteria

The contractor would be expected to demonstrate:

- Experience in carrying out survey-based and interview-based research in a multilingual environment
- Experience in collecting statistical and other data concerning remuneration and the gender pay gap
- General knowledge of collective agreements in Europe
- Experience of working with European trade union organisations in different European countries
- General knowledge of the social care/service sector in Europe
- General knowledge of gender equality policies across Europe
- Ability to examine sources in different original languages (e.g. Spanish, German, Finnish, Hungarian)
- Ability to produce reports which are accessible in terms of both format and content
- Ability to present reports for a European audience

5. Time scheduling and reporting

A full draft report will be made available on the 21st of December. The final text version of the study (including the executive summary) will be submitted to EPSU on the 12th of February 2008.

6. Payment and standard contract

The payment will be made on receipt in different phases (initial payment of 30%, and 70% on completion of the final report)

The contract will be drawn up between EPSU and the contractor and will be governed by Belgian law.

7. Price

The maximum price is 15,000 Euros.

8. Content and presentation of the bids

The tenderer will set out their relevant experience and outline how they would set up and carry out the study.

We aim to complete the selection procedure by 1 October 2007.