

## **CALL FOR TENDER : Subcontracting for external expertise**

Part of European Commission-funded project VS-2020-0035: Building company networks and EWCs in health and social services II

### **Tender specification to provide research on trends in the multinational care companies, with a focus on Norlandia and Colisée**

Date of publication on the EPSU website:
27/01/2020
<b>Deadline for submissions 28/02/2020</b>
<b>To be sent to: <a href="mailto:gdurivaux@epsu.org">gdurivaux@epsu.org</a></b>

## **TENDER SPECIFICATION**

In order to ensure a large visibility to this tender, EPSU will publish it in its website. EPSU will keep this tender online for a month.

### **1. Background**

Social care, particularly care of the elderly, is a growing sector across Europe with an increasing role for the private sector. Some companies have grown extremely quickly to develop from medium-sized national providers to major European multinational companies. EPSU is targeting major companies in the sector to build company networks as a first step towards establishing European works councils. EPSU ran a successful two-year project in 2017-18 that led to the setting up of a company network in Orpea and the establishment of a European works council in another French social care multinational, Korian. EPSU has now secured new funding from the European Commission for a similar project that will focus on two other multinational, Norlandia (headquarters in Norway) and Colisée (headquarters in France). General trends in the sector other social services multinationals will also be discussed.

### **2. Purpose of the contract**

The research for this project will provide information to support EPSU affiliates in developing company networks in these two companies. One element of the research will cover corporate issues and the other element will focus on employment and social questions. On the corporate side, this could include developments in the social care sector and in particular analyses of trends in turnover and profits as well as company strategies for future growth and recent mergers and acquisitions. An analysis of key trends over at least the last five years should feature in the research.

In terms of employment and social issues, the information, based on a survey of EPSU affiliates, should cover collective bargaining and social dialogue, information and consultation and union density in the relevant companies as well as analyses of some core elements of pay and conditions, such as working time and health and safety. The initial findings of the research will be discussed at the launch meeting planned for May 2020.

## **Tasks to be performed by the Contractor**

### **3.1 Description of tasks**

The appointed contractor will provide research for discussion at the project meetings covering trends in multinational companies in the social services sector with a particular focus on Norlandia and Colisée. The contractor will present the findings at the launch

conference (foreseen for May 2020), two of the company network meetings and the final conference towards the end of 2021 (all dates to be confirmed).

### **3.2 Guidance and indications on tasks, execution and methodology**

The appointed contractor will meet with the EPSU secretariat as soon as they have been selected in order to discuss and plan the contribution to the first conference foreseen for May 2020. This meeting will propose the main contents of the research, the level of detail of corporate information and analysis required and the key questions for the survey of EPSU affiliates that organises in the two companies.

### **3. Expertise required**

The contractor will need to demonstrate expertise in company research, European industrial relations and knowledge of the social services sector across Europe.

### **4. Time schedule and reporting**

The research will be carried out over the course of the two-year ending with a final conference towards the end of 2021.

### **6. Payments and standard contract**

The contract will be drawn up between EPSU and the contractor. Payments will be made in three instalments dependent on the contractor carrying out the relevant stages of the work, namely presentations to the conferences and working groups and completing the report and company briefings. The first payment of EUR 5.000 will be paid upon signing the contract. The second payment of EUR 5.000 will be paid following the second company network meeting foreseen for late 2020 and the final payment of EUR 5.000 will be paid in September 2021 on completion and presentation of the final report.

The travel and accommodation expenses for the contractor to attend the project conference or meet with the EPSU secretariat will be covered by the overall travel and accommodation budget of the project.

### **7. Price**

The maximum funding for this work is EUR 15.000 (all taxes and charges included).

### **8. Selection criteria:**

The contractor(s) will be selected on the basis of meeting the following criteria:

- Knowledge of and expertise in European industrial relations
- Experience in company research and analysing sector trends
- Knowledge of the social services sector across Europe
- Experience of writing accessible reports for a primarily trade union readership
- Experience of presenting research to international meetings

### **9. Award criteria**

The contract will be awarded on the basis of the contractor that submits the bid demonstrating the best value for money taking into account all the selection criteria and no award will be made if the bidders fail to achieve 70% in the evaluation of the bids against the selection criteria.

### **10. Content and presentation of the bids**

#### **10.1 Content of the bids**

The bids should set out clearly under specific headings how the contractor meets each of the five selection criteria.

#### **10.2 Presentation of the bids**

The bids should be submitted to EPSU, Guillaume Durivaux, [gdurivaux@epsu.org](mailto:gdurivaux@epsu.org) within the 30-day deadline starting from the date the tender first appears on the EPSU website.