

Call for Tender



Calls for tender

(29 January 2020) Tender specification:

To provide research on trends in the multinational care companies, with a focus on Norlandia and Colisée

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.

Main tasks

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.

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).

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

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

The bids should set out clearly under specific headings how the contractor meets each of the five selection criteria. The bids should be submitted to EPSU, Guillaume Durivaux, gdurivaux@epsu.org within the 30-day deadline starting from the date the tender first appears on the EPSU website.

With the support of the European Commission

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