

Call for Tender

Brussels, 14/01/2019

Contracting Institute

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CALL FOR TENDERS 2019 ETUI 1

The costs of work-related psychosocial risks in the EU

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1. Background information on work-related psychosocial risks in the EU

Recent decades have seen numerous changes in the European world of work. Globalization of markets, deindustrialization, and expansion of the tertiary sector are some of the shifts that have contributed to deeply modify both the nature of work and the environment in which it is performed. These changes have been accompanied by the exacerbation of psychosocial risk factors of various kinds (e.g. risks associated with poor work organization, lack of social support or job insecurity, to name but a few).

Exposure to such psychosocial risks has been shown to entail deleterious consequences for workers' health. Job strain, defined as a combination of high demand and low decision-making latitude (cf. Karasek and Theorell's model), is thus well known to lead to stress which in turn constitutes a recognized risk factor for several adverse health outcomes including cardiovascular diseases and mental disorders. In Europe, according to the Labour Force Survey ad hoc module 2007, nearly 28% of respondents, representing about 55.6 million European workers, reported exposure to psychosocial risks that affected their mental wellbeing, the two most frequently cited factors being exposure to time pressure and work overload (Eurostat 2010: 74). Overall, according to the European Agency for Health and Safety at Work, work-related stress is now the second most frequently reported work-related health problem after musculoskeletal disorders.

Since occupational psychosocial risks are a growing concern in Europe, monetizing the costs of their impact on workers' health in the EU is an essential step. The current legal and regulatory framework that applies to psychosocial risks (on the one hand Framework Directive 89/391/EEC, and on the other hand the two autonomous framework agreements on stress (2004) and on violence and harassment at work (2007)) seems insufficient to reverse the situation. Analysis of the costs entailed by inaction could provide an incentive to improve the legal framework in question.

The ETUI is financially supported by the European Union



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2. Description of the assignments & task specifications

The bidders are expected to provide a study on the annual economic burden of work-related psychosocial risks in the EU-27. This study aims at generating new and up-to-date data on the number workers affected and the associated costs (direct and indirect) in each Member State of the EU-27. The new knowledge that will be generated is key to help trade unions refine their strategy and actions to tackle work-related psychosocial risks at the European as well as national level.

The study report written in English should consist of two parts:

The first part will be dedicated to an overview about both the available data and the relevant methodologies to address the issue. It will include the following tasks:

- **Task 1:** A clear overview of the available data on the prevalence of work-related psychosocial risks' exposure and its incidence at both national and EU level, including the following elements:
 - Who are the workers exposed (sectors of activity, gender, age, company size, contract types)?
 - What are the psychosocial risk factors to be considered?
 - What are the main types of diseases/negative health outcomes arising from the exposure to these risks?
 - Are these diseases recognised as occupational ones? In which countries?
 - What is the extent (if any) of the underestimation of the prevalence of the exposure to work-related PSR and of its negative health outcome?
- **Task 2:** An analysis of the different methodologies available to assess the direct and indirect costs of an exposure to psychosocial risks at work in the EU, including the following elements:
 - Advantages and limitations of each method
 - Types of risks and types of diseases/negative health outcomes to be considered (if a selection has to be made)
 - Possible extrapolations at EU level in case of limited data
 - A clear argumentation for the most appropriate method to be used to monetize the costs of diseases/negative health outcomes caused by the exposure to work-related psychosocial risks
 - A selection of relevant bibliographic references
- **Task 3:** A description of the methodology to be used to assess the possible impacts of the economic crisis on the prevalence of the exposure of workers to work-related psychosocial risks and the related costs in the EU

The second part of the report should include:

- **Task 4:** An estimation of the prevalence of the exposure to work-related psychosocial risks among European workers. For each Member State, the following steps should be used:
 - Evaluate the proportion of the population that is likely exposed to psychosocial risks at the workplace
 - Obtain estimates of absolute or relative risks

- **Task 5:** A quantification of the annual economic burden of work-related psychosocial risks in the EU-27 based on the prevalence of the exposure. For each Member State, the following cost categories should be considered:
 - Direct costs: medical and non-medical costs
 - Indirect costs: productivity losses due to morbidity and mortality
 - Intangible costs: reduced quality of life, pain, suffering, grief, ...

Candidates wishing to introduce an offer may request further information relevant for the needs of preparing a tender bid. The contact person for this purpose is: Fabienne Scandella, Senior Researcher (fscandella@etui.org).

The bidder is expected to comply with the obligations in the General Data Protection Regulation (GDPR), ensuring the processing, security of data and protection of the rights of the data subjects when personal data is involved in the context of a future contract or the intention to enter into a contract. More information about how ETUI processes personal data and the contact information, is available on the privacy notice in ETUI's website at www.etui.org.

3. Deadlines / time scope of the project

The winning bidder is to start the work upon the signature of the contract and complete all tasks 22 months from that date with the following steps and deliverables.

Steps/deliverables	Timetable
Signature of the contract	Signature of the contract (SoC)
Kick-off meeting	SoC + 3 weeks
Interim report on progress of the work done on the first part of the report and first results obtained in relation to tasks 1, 2 and 3 specified in section 2 <ul style="list-style-type: none"> • The remaining work to be done • Problems encountered • Summary of the work accomplished 	SoC + 26 weeks
Interim meeting	SoC + 28 weeks
Final draft of the part 1 of the report	SoC + 40 weeks
Interim report on progress of the work done on the second part of the report and first results obtained in relation to tasks 4 and 5, as specified in section 2	SoC + 60 weeks
Interim meeting 2	SoC + 62 weeks
Draft final report of the part 2 of the report	SoC + 80 weeks
Interim meeting 3 (or video conference)	SoC + 82 weeks
Final report	SoC + 88 weeks

The final deadlines might be extended by agreement with ETUI.

4. Budget & value of the project

The overall value of the tender is maximum **80,000 EUR (VAT inclusive)**. The price includes the work performed by the bidder (as well as the cost of any external help required) to complete the tasks listed in section 2 of the tender and provide all deliverables specified in section 3 of the tender. However, travel and eventual

accommodation expenses linked to the 3 meetings specified in the section 3 will be reimbursed according to ETUI policy.

5. Copyright

ETUI will be full proprietor of copyrights to the report produced within frames of this contract. This means its content and any data collected to complete the tasks as specified in section 2 of the tender can be used for any publication or other ETUI purposes.

6. Selection criteria

Bids will be assessed by considering:

- Signed declaration of honour (Annex1);
- Expert's record of previous work produced and managed ;
- Quality of previous work or services rendered;
- Bidder's capacity of delivering the set results within the tight deadlines stipulated above;
- Expertise in cost analysis, epidemiology, occupational health and/or economy of health
- Bidder's vision and ideas for performing the task;

Bids will be awarded on the basis of "best value for money".

7. Deadline for submission of bids

Deadline for submission of bids is 19 February 2019, 12:00 Brussels time.

Bids are to be submitted with ETUI electronically to Ms. Fabienne Scandella at fscandella@etui.org.

Alternatively, bidders wishing to send bids by post should mail it to:

European Trade Union Institute
Research Department
Fabienne Scandella

Boulevard du Roi Albert II, n°5 box 4
1210 Bruxelles
Belgium

8. Selection procedure

Bids will be evaluated according to the above criteria by an ETUI Selection Committee. After initial screening the Committee may contact individual bidders in order to obtain further information.

Final result of the tender and the appointment of the winning bid will be announced to all the bidders at the latest on 21 February 2019.

9. Reporting obligations

The winning bidder accepts all reporting obligations of the EU to which ETUI is subject and in case of an audit will cooperate to provide the necessary information.

11. Contract price / invoicing

The contractor(s) shall accept responsibility for any legal obligations entailed by the contract and is(/are) required to submit in his/her(/their) country of origin the requisite tax statements relating to the services supplied.

Value added tax, where applicable, shall be shown separately on all invoices as a net extra charge. All other taxes, levies and expenses shall be borne by the contractor and shall not be included in the relevant invoices.

12. Jurisdiction

The Brussels courts shall have sole jurisdiction for any litigation relating to this contract, which shall be governed by Belgian Law.