Call for Tenders / Ref. 2021-27 Research

Contracting Institute
European Trade Union (ETUI)
Research department
Boulevard du Roi Albert II n°5, box 4
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Belgium
(AISBL 0418.812.841)

For the Project

“Short- and medium-term sectoral employment forecasts, taking into account the future development of ‘remote work’ practices”

Expertise required:

In the tender, the potential candidates should demonstrate acquired expertise in forecasting sectoral employment developments. A list of previous related publications must be added to the tender.

Description of tasks to be performed by the contractor:

The Covid-19 pandemic and the social distancing measures introduced to stem the propagation of the virus, including mandatory teleworking, have had a transformative effects on working practices and on the very concept of workplace - the physical location where the work is actually carried out. These changes might have a longer-term impact on a number of different aspects, including how people organize their work and where the work is performed.

There is also growing concern about these changes also affecting the terms and conditions of employment of this ‘remote workforce’, including in respect of their employment status. A 2021 study by the consultancy firm McKinsey noted that businesses have been ‘rewiring their organizational policies ... to better leverage a
flexible workforce and use independent workers’ skills to help adapt to a post-pandemic world’. Of 800 executives it surveyed, ‘70 percent report an intent to hire more on-site independent workers and freelancers after Covid-19’. Another CEO writing on the Washington Post in May 2021 clearly expressed the view that ‘If the employee is rarely around ... management has a strong incentive to change their status to “contractor’.

There is also a suggestion that some remote workers could see their jobs shifted onto digital labour platforms, including in a form of cross-border outsourcing, especially if their services are needed on to an intermittent or on-demand basis. Algorithmic management has abundantly proved its capabilities vis-à-vis chopping up a multipart work into its smallest components and submitting each of them to always available and geographically dispersed “legions” of workers.

Finally, as predicted by Joseph Stiglitz in the early days of the pandemic and confirmed by some consultancy firms working on the issue, there are also growing concerns about a shift to remote work practices leading to a growing substitution of human labour with (artificial intelligence driven) automated systems, particularly when tasks are relatively low skill or repetitive.

Not all sectors have been equally affected by a shift to remote work, and the geographical spread of these practices also varies considerably. And there is a clear prospect for remote working practices to be affected by a possible return to a certain degree of normality once, or if, the worse of the pandemic has subsided. The aforementioned changes could be greatly affected by a possible establishment of hybrid working weeks. At the same time, it is abundantly clear that a greater use of remote work is on the cards.

In order to inform its analyses and to fulfil its mission of supporting, reinforcing and stimulating the European labour movement, the ETUI would like to obtain:

- Up to date data on the growing spread of remote work practices (including telework, work at home and home-based work) in the course of the Covid-19 pandemic across all EU countries, as well as triangulation of these developments with changes in employment status and contractual arrangements, greater reliance on digital intermediation by labour platforms, and automation.

- Forecasts of developments in remote work by sector (NACE Rev. 2, level 1), with outcomes specifying the projected growth/decline in remote work, as well as its projected impact on changes in employment forms and job growth per sector. Forecasts should cover short- and medium-term (from 6 months from February 2022 and up to 2 to 5 years), and be produced under scenarios combining possible evolutions in the above, non-exhaustive list of structural changes and policies.

- A 20,000-30,000 words report outlining the data and main findings/projections referred to above (with an interim draft produced and shared before the final report).

The data and forecasts should cover as many European countries as possible, ensuring a balance across geographical areas (north-western Europe, south Europe, Nordic countries, central-eastern Europe), population size, per capita income, and varieties of socio-economic models. Contractees should explain in their bid which countries they intend to cover, which ones will be excluded, and the rationale(s) underpinning these decisions.

The contractee is expected to provide
i) sectoral data on the spread of remote work practices since January 2017, with a particular focus on the months following January 2019; cross-tabulated or contextualised with trends in employment forms, digital intermediation by labour platforms, and automation.

ii) sectoral (NACE Rev.2, level 1) forecasts for time-horizons ranging from 6 to 60 months from February 2022 under different scenarios of the pandemic evolution and of relevant structural changes and policy developments;

iii) a detailed report specifying and justifying the datasets and model used and assumptions made for producing the data and forecasts;

iv) a file detailing the code used for estimating the forecasts.

v) A report of between 20,000 and 30,000 words in length, outlining and presenting the data and main findings/forecasts referred to above.

GDPR rules

The candidate / tenderer is required to comply with the requirements of the General Data Protection Regulation (GDPR), ensuring the processing, data security and data protection of data subjects when personal data are involved in the data protection in the framework of a future contract or intention to conclude a contract.

Further information on how the ETUI handles personal data and contact details is available on the privacy notice on the ETUI website at www.etui.org.

Duration and value of the tender

The ETUI plans to conclude a contract with the successful bidder and award a contract from January 2022. Some initial data and employment forecasts, and an interim report, should be delivered by the end of March 2022. The final deadline for all the aforementioned deliverables is the 1st of June 2022. The overall value of the tender is maximum 45,000 EUR (all taxes and 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 the description of the tender.

Award criteria:

The bid will be awarded on the basis of “best value for money”, especially based on the quality of previous work or services rendered. The criteria will be assessed based on the elaboration of a proposal for the publication, CVs of the project manager(s) and price.

Deadline for the submission of tenders:

Candidates should submit their bid in electronic form to Nicola Countouris, Director of the research department of the ETUI (email: skasiers@etui.org) and Agnieszka Piasna, Senior Researcher, European Economic and Social Policies, at the ETUI (email: apiasna@etui.org) at the latest by 7 January 2022.

Terms and conditions:
1. The expertise requires a specialist with in-depth knowledge of the project topic and understanding of the European context. The bid must include a detailed C.V. in relation to the task described.

2. The overall value of the tender is maximum 45000 Euro (all taxes and charges included). The price includes the work performed by the bidder to complete the tasks listed above and provide the specified deliverables.

   The payment will be made in four stages: 20% of the contracted amount after the signature of the contract; 40% after delivery of first data and sectoral employment forecasts in March 2022; 20% after the delivery of an interim report elaborating on the data and forecasts in March 2022; 20% after the delivery of the full-range of data and sectoral employment forecasts, the forecasting model report, the final report, and the software code file and no later than June 2022.

3. The ETUI and the contractee share the right to use all intellectual property which the contractee generates in fulfilment of the contract, the material results of which will be protected by copyright.

4. The winning bidder shall accept responsibility for any legal obligations entailed by the contract and is in particular required to provide his/her country of origin the requisite tax statements relating to the services supplied. Value 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.

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

6. In case of disputes the Belgian courts will be competent.
Annex 1 - Declaration on Honour

(Selection criteria, point 6 of the notice)

I HEREBY CERTIFY, AS CANDIDATE/LEGAL REPRESENTATIVE OF THE CANDIDATE,

THAT THE CANDIDATE:

- is not bankrupt or being wound up, is not having his/her affairs administered by the courts, has not entered into an arrangement with creditors, has not suspended business activities, is not the subject of proceedings concerning those matters or is not in any analogous situation arising from a similar procedure provided for in national legislation or regulations;

- has not been convicted of an offence concerning his/her professional conduct by a judgment which has the force of *res judicata*;

- is not guilty of grave professional misconduct proven by any means which the contracting authority can justify;

- has fulfilled his/her obligations relating to the payment of social security contributions or the payment of taxes in accordance with the legal provisions of the country in which he/she is established or with those of the country of the contracting authority or those of the country where the contract is to be performed;

- has not been the subject of a judgment which has the force of *res judicata* for fraud, corruption, involvement in a criminal organisation or any other illegal activity detrimental to the Communities' financial interests;

- is not currently subject to an administrative penalty referred to in Article 96(1) of the Financial Regulation;

Signature ........................................ Date:

_____________________________________________________________________

THAT THE CANDIDATE /legal representative of the candidate:

- is not subject to any conflict of interest;

- that the candidate will inform the contracting authority, without delay, of any situation constituting a conflict of interest or which could give rise to a conflict of interest;

Signature ........................................ Date:

_____________________________________________________________________

To the best of my knowledge, all information provided is true and accurate.

Signature ........................................ Date:

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The ETUI reserves the right to check the information provided. Together with this form, duly signed, the candidate undertakes to send any additional document which the ETUI considers necessary to perform its checks.

By signing this form, the undersigned acknowledges that he/she accepts controls/audits from the European Commission under the same conditions as the ETUI.

Signature ........................................ Date: