

Contracting Institute

European Trade Union Institute (ETUI)
Research department
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For the Project “Conceptualising work-related psychosocial risks (PSR)”

Expertise required:

In the tender, the potential candidates should demonstrate acquired expertise in analysing work-related psychosocial risks and describe and justify the proposed research methodologies and materials. A list of previous related publications must be added to the tender.

Description of tasks to be performed by the contractee:

Exposure to work-related psychosocial risks (PSR) affects the health of workers, and can result in stress, cardio-vascular diseases and depressionⁱ. There are numerous theories and models of work-related PSR, conceptual definitions and terminology, validated questionnaires, and frameworks for risk assessment. Concurrently, there is no consensus on a definitive list of PSR, and the risks are considered to be the most difficult risk to manage at workⁱⁱ. In addition, legislation regarding the risks varies across the EU Member States leaving workers unequally protectedⁱⁱⁱ.

This project reviews and systematises existing evidence with the aim to provide clarity to the multidimensional concept of work-related psychosocial risks. While work contexts and job roles are highly diverse, evidence points to a level of convergence in sources, factors, hazards, impacts and health outcomes of PSR. These relate to working conditions at the organisational level, and employment conditions that in turn can be interrelated^{iv}.

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:

- original analysis of dimensions of work-related PSR;
 - o A conceptual *typology* of work-related PSR should be elaborated, based on a review of the existing knowledge (sources – factors – hazards – impacts/outcomes - prevention).
 - o A content level analysis should be conducted on the PSR factors identified in the conceptual level analysis.
- a report outlining the methodologies, data/evidence analysed, and main findings referred to in the above.
- a peer reviewed journal article based on the project findings.
- visual representation of the typology.

The contractee is expected to

- i) Review and categorise existing evidence on work-related psychosocial risks with an established methodology (e.g., scoping review, systematic review) in order to construct a conceptual '*typology of work-related PSR*' with different components:
 - Sources e.g., aspects related to work organisation, and working and employment conditions
 - Factors e.g., job security, work-life balance
 - Hazards e.g., job insecurity, work-life conflict
 - Impacts and outcomes e.g., stress, depression
- ii) Extend the conceptual level analysis by a content level analysis that reviews:
 - studies (e.g., path analyses) assessing relationships between the identified factors (co-factors, mitigating factors); and
 - studies (e.g., factor analyses) that break down the factors into specific hazards.

A selection of prevention measures related to the different components in the typology should be described; primary prevention that eliminates hazards at their sources, secondary and tertiary prevention that aim to reduce and mitigate the impact of work-related PSR, and a discussion on the combination of the measures.

- iii) Contribute to the contents of two meetings organised by the ETUI with presenting the research approach and findings and validating the deliverables as per the received feedback.
- iv) Provide a visual representation of the typology.
- v) Draft a detailed report (length +/- 30 000 words) outlining and presenting the background, methods, data/evidence, results, and conclusions.

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 November 2022.

- An interim report including the framework for the review should be submitted to the Project Manager for feedback in February 2023.
- An overview of the project should be presented for feedback during ETUI PSR Network in-person workshop in May 2023.
- The draft typology along with the visual representation should be presented for feedback during an online meeting in December 2023.
- The revised final '*typology*' should be submitted to the ETUI Project Manager in February 2024.
- The final deadline for all the aforementioned deliverables is the 29 February 2024. The overall value of the tender is maximum 60.000 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 and the tender. The criteria will be assessed based on the elaboration of a proposal for the analyses (methods, materials), 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 Paula Franklin, Senior Researcher, Occupational Safety & Health and Working Conditions, at the ETUI (email: pfranklin@etui.org) at the latest by **Friday 4 November 2022**.

Terms and conditions:

1. The expertise requires a specialist with in-depth knowledge of the project topic. The bid must include a detailed C.V. in relation to the task described.
2. The overall value of the tender is maximum 60.000 Euros (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 three stages: 20% of the contracted amount after the signature of contract; 40% after the submission and approval of the interim report; and 40% after the delivery of the final report and the visualisation no later than February 2024.
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 contractee 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.

References

ⁱ Niedhammer I, Bertrais S, Witt K. Psychosocial work exposures and health outcomes: a meta-review of 72 literature reviews with meta-analysis (2021) *Scand J Work Environ Health*. 47(7);489–508. ; Niedhammer, I., Sultan-Taïeb, H., Parent-Thirion, A. et al. Update of the fractions of cardiovascular diseases and mental disorders attributable to psychosocial work factors in Europe (2022) *Int Arch Occup Environ Health* 95, 233–247.

ⁱⁱ EU-OSHA. Psychosocial risks and stress at work. <https://osha.europa.eu/en/themes/psychosocial-risks-and-stress>

ⁱⁱⁱ Cefaliello, A. (2021) A legislative patchwork on psychosocial risks in the European Union. ETUI.

https://www.etui.org/sites/default/files/2021-12/01-ETU%20BM2021-Chap5-Occupational%20health%20and%20safety%20inequalities%20in%20the%20EU_1.pdf

^{iv} Bérastégui, P. (2021) Exposure to psychosocial risk factors in the gig economy. A systematic review. ETUI.

<https://www.etui.org/publications/exposure-psychosocial-risk-factors-gig-economy> ; Franklin P. and Gkiouleka, A. (2021) A Scoping Review of Psychosocial Risks to Health Workers during the Covid-19 Pandemic. *Int. J. Environ. Res. Public Health* 18(5):2453.

