

Brussels, 7 June 2021

Call for applications - Independent expert

Project: RETAIN: Tackling Labour Turnover in Property Services and Private Care – Devising Union Strategies for Recruitment and Retention (VP/2019/002/0052)

UNI Europa – Property Services and Uni Europa UNICARE are recruiting an expert to draft an academic literature review on labour shortages and labour turnover in the industrial cleaning, private security, and long-term care sectors. The academic literature review will be used for designing final policy recommendations for the RETAIN project report. RETAIN project is an EU-funded project (VP/2019/002/0052) that seeks to identify best practices and union strategies to tackle the issues of recruitment, retention and labour turnover in the long-term care, private security and industrial cleaning sectors.

The expert will be contracted on a freelance basis for 15 days of work in July 2021. The value of the contract is up to EUR 6 000 € - all taxes and duties included. Application letters with a detailed CV should be submitted by **June 25th 2021 by 12PM (noon)** by email to mark.bergfeld@uniglobalunion.org.

Interviews with shortlisted candidates will be carried out in June 2021. The successful candidate should be available for an immediate start (July 2021). We will select the best offer based on interviews and the submitted proposals. The selection will be based on quality and price

The Project Expert's main tasks will include

- undertake academic literature review on labour turnover and labour shortages in industrial cleaning, private security and long-term care sectors, focusing on specialized sector-specific topics (skills mismatches, digital skills, education and training in the sector, health and safety standards etc.) and specific strands of literature (academic articles, consultancy papers, industry research, company sources etc.)
- when executing his tasks, working in close coordination/consultation with the members of the committee and the project coordinator

Required expertise includes:

- solid competences in academic research, especially in labour research
- solid knowledge of industrial relations, social and economic policies in the EU

The successful applicant is likely to have:

- experience of European project work and/or working in a European or international context;
- proven drafting ability in English;
- education to university degree level;
- experience of work with social partner organisations (trade unions and employers) at national or international level in the industrial cleaning, private security and long-term care sectors

The successful applicant must be ready and able to:

- carry out the required academic literature review based on Uni Europa's methodology and timetable agreed;
- carry out his/her own administrative work;
- work on his/her own and with the project coordinator and members of the project steering committee as required.

Location: In principle the expert will work from his/her home office. All project meetings in 2021 will be held online. If the general context related to the COVID-19 pandemic allows, some trips to Brussels in 2021 for project meetings and events might be required. All expenses related to such travel will be drawn from the project budget and has no impact on the expert fee mentioned above.