



Call for Tender for external Expertise

EU Cross-sectoral Social Dialogue joint project “Eliminating violence and harassment in the world of work” - VS/2021/0041

Background

The action will focus on **two priorities**:

1. **Ending Violence and harassment at work (ratification process of ILO C190) – Third-party violence**
2. **Tackling Domestic violence - Home being the “new workplace”**

Inequality between women and men persists in the world of work, in many aspects from promotional prospects, developmental opportunities, and various workplace terms and conditions. Although the global female labor force participation rate continues at almost 50%, women are still more likely to be impacted by occupation and sectoral segregation, to endure unequal distribution of unpaid care and household work, to be paid less than men for the same job and to endure different forms of violence at home and at the workplace, such as harassment, sexual harassment bullying and domestic violence, all of which effects their health and wellbeing, amongst other things.

In terms of violence, although women and men may experience sexual harassment or other forms of violence at work, studies show that women tend to be more vulnerable.

<https://fra.europa.eu/en/data-and-maps/violence-against-women-survey/survey-information>

<https://www.unwomen.org/en/what-we-do/ending-violence-against-women/facts-and-figures>

Furthermore, women are much more widely affected than men, as they often have jobs of lesser rank and recognition than men. Sexual and gender-based violence, TPV in the workplace cannot be separated from other forms of economic and social violence, with growing precariousness throughout the world, those abuses affect mainly women. Everywhere, the fight against all these forms of violence, requires human and financial resources. It requires a collective effort to plan and implement activities, campaigns and tools that include an integrated approach to prevent and address violence and harassment at work. Through the action, UNI Europa sectors will:

- Continue to campaign, support, and encourage the efforts of affiliated unions with their governments in order to ratify ILO Convention 190 and Recommendation 260 to address violence

and gender-based violence in the world of work, as part of UNI's Breaking the Circle campaign. Support the ratification process and create binding tools against violence through collective bargaining. Address the issue through European Social Dialogue.

- Train and inform both men and women workers and their representatives on the different tools and mechanisms available to prevent violence and harassment in the world of work, by means of campaigns and the allocation of resources.
- Encourage affiliated unions to address violence and harassment in and outside the world of work through collective bargaining, particularly in relation to the prevention and elimination of TPV. Negotiations to focus on measures to prevent domestic and family violence and to establish individual and collective protective measures, including negotiating paid time off for matters related to domestic and family violence. Home is the new workplace. Adapt policies to the new normal
- Address the issue of economic violence through campaigns to end the gender pay gap and the gender pensions gap, emphasising the discrimination that gives rise to these gaps and on the need to organise and collectively bargain in order to eliminate them.
- Discuss the content of Pay Transparency that builds union power to collectively bargain for measures to reduce the pay gap.
- Encourage active participation in campaigns, activities, marches, and protests; and the dissemination of information raising the visibility of all forms of violence against women
- Combat all forms of social regression which have a severe impact on women and call into question their acquired or future economic independence.
- Support a multifaceted social partners common strategy to combat authoritarian tendencies, including the exchange of best practices to tackle exclusion and discrimination in the workplace as well as develop participatory cultures where inclusion and diversity are a priority.

As described, **the project's scope is to produce Cross-sectoral EU Guidelines for preventing and combating violence and harassment at work** and build capacity between and within European sectoral social partner's organisations based on:

- **The Council of Europe Convention on preventing and combating violence against women and domestic violence**, better known as the **Istanbul Convention**, a human rights treaty of the Council of Europe against violence against women and domestic violence
- **The ILO Convention No. 190, Recommendation No. 206**, and the accompanying Resolution
- **The European Pillar of Social Rights** standing for equal opportunities, health protection, gender equality, work-life balance, social protection, and inclusion
- The **OSH "Framework Directive"** - Directive 89/391/EEC

Furthermore, they will be elaborated on the work, **expertise and good practices of the UNI Europa Equal Opportunities department** (Europe) based on the guidelines, objectives and recommendations set out by the UNI World Women's Conference and the UNI Equal Opportunities department (global) and the continuous work carried out by the UNI Equal Opportunities department throughout its longstanding **"Break the Circle" campaign against violence and harassment**, including the Global Union Federations campaign, to which UNI (UNI Europa) is a part of, to push for the ratification of ILO Convention 190 and Recommendation 206 against violence and harassment in the world of work. It will also take into **consideration our close collaboration with**

OSHA, the lessons learned from research, good practices and campaigns; and HOSPEEM joint statement on the 10th anniversary of **the multi-sectoral guidelines aiming at tackling third-party violence and harassment related to work**, guidelines which were signed a decade ago by several European Sectoral Social Partners.

Implementation

DATES	ACTIVITIES
15 June 2021	Brussels Preparatory meeting of the "Project steering group" – Virtual meeting
15 December 2021	1st Webinar on violence and harassment at work: ratification process of ILO Convention C190
31 January 2022	2nd Webinar on third-party violence
25 February 2022	3rd Webinar on domestic violence
March 2022	Turin Round table
April 2022	Berlin Round table
May 2022	Madrid Round table
June 2022	Lisboa Round table
September 2022	Malta Round table
November 2022	Dublin Round table
March 2023	Paris Final Conference
April 2023	Brussels Follow-up "Project steering group" meeting

Partners

UNI Europa is the applicant and therefore leads the project. **AMICE** (Social Partner/Finance) is **co-applicant**.

UniCredit AND ETNO have committed to the project as **associate partners**.

UNI Europa affiliates working more in-depth on the project and representing the services sectors include **FISAC, UILCA, ANTIC, CWU, Pro Finland**, defined as **affiliated entities** in the project description.

Research

Research on psychosocial risk factors due to the abrupt change in the workplace and the rise of teleworking in the targeted countries as well as the collection of good practices and tools on the topic from sectoral, national, European, and international level while consolidating capacity building between the parties.

Psychosocial risk factors include the design, organization and management of work and its social environment which may cause psychological, social, or physical damage to the health of workers. In an exceptional moment, such as the one we are currently experiencing, the pandemic has shone a light on numerous risks for workers such as precarious health and safety measures, limited access to healthcare services and the rise of violence, gender-based violence and domestic violence.

The pandemic has left people feeling anxious and threatened at the very core of their existence from their health and life to their economic subsistence and lifestyle. This threatening situation, added to the abrupt modification of the workplace as a result of isolation measures to stop the spread, has accelerated the impact of these factors, without being able to measure or foresee their consequences.

By investigating the impact that this sudden turn towards complete teleworking we will be able to understand its effects on the wellbeing of workers and we will be able to work on prevention and actions to eliminate them.

Output

- Evaluate psychosocial risk factors due to remote work/ teleworking.
- Evaluate the already existing risks to worker wellbeing and mental health due to teleworking and isolation.

We will select researcher(s) with not only descriptive but also analytical, cross-country comparative skills and a strong gender equality, industrial relations and health and safety background

Purpose of the Contract

Following its successful application for financial support from the European Commission, UNI Europa now seeks to recruit an external researcher to assist and support the UNI Europa secretariat in implementing the project. He/she will attend the webinars and the European conference.

Tasks to be performed by the Contractor

The research performed by the contractor consists of two phases:

Phase 1 of the research: Identification of the sectors concerned (issues, challenges, evolution and strategies of the actors).

Phase 2 of the research: Employee representation and consultation mechanism. The researcher will develop a leaflet to be provided at the end of the action.

The project will be implemented by the UNI Europa secretariat.

The consultant will use literature research and conduct surveys. The consultant will also assist the UNI Europa secretariat and the project steering group in preparing and implementing the different phases of the project. The consultant will attend the webinars and the round tables when needed. It

will work under the supervision of the steering group, which will validate the project's research and provide the necessary guidance for finalizing the reports and to produce the leaflet.

The description of the tasks of the expert will be:

- Participate in the webinars and the final conference
- Conduct documentary research
- Develop the format and content of surveys to be sent to Uni Europa affiliated unions in the project. These surveys will gather qualitative data on the research activities
- Conduct data analysis and write reports on phases of the project
- Discuss the reports with the members of the webinars and present and discuss the main conclusions at the final conference
- Take into account the comments and information resulting from the conference and finalize the report/leaflet

Expertise required

The successful Contractor will be required to demonstrate knowledge and expertise in the following areas:

- 1 - An excellent grasp of employment relations in the field of Equal Opportunities and Health and Safety
- 2 - Experience of writing high quality reports from discussions among participants, specifically for a trade union audience and working closely with UNI and its affiliate members.
- 3 - A record of other similar work.
- 4 - A proven ability to present to a trade union audience.

Time schedule and reporting

The expert will be recruited by UNI Europa. **The webinars** will take place on December 2021, January, February 2022 and **the final conference** will take place on **March 2023**. **Reporting** will take place on April 2023.

Payments and standard contract

The payments for this work will be made as follows:

- 30% upon signing the contract
- 40% following the conference
- 30% upon presentation of the final report

Price

The maximum price will be **EUR 36,000** for this work.

Selection criteria

The work will be awarded to the Contractor that best meets the following criteria:

- Their expertise and experience of employment relations in the field of Equal Opportunities and Health and Safety
- Their expertise knowledge and experience of trade unions, employment relations and social dialogue
- Their record of producing similar reports
- Their track record demonstrating experience of supporting similar projects

Award criteria

The contract will be awarded to the Tender which offers the best value for money - taking into account the following criteria:

☑ Evidence of experience in working in similar projects (40%)

☑ Report writing experience (30%)

☑ Knowledge of subject matter (30%)

It should be noted that the contract will not be awarded to a Tenderer who receives less than 70% on the Award Criteria.

Procedure and presentation of the bids

Interested parties must submit their proposals to **Amel Selma Djemail, UNI Europa Equal Opportunities Director** (see address below) in a sealed envelope. The Tender representing best value for money will be selected.

If there are two or more selected then invitations to attend a selection panel will be sent to the appropriate Tenderers. The invited Tenderers will then be expected to meet with the project coordination group for further discussions.

Interested parties should send their Tender, by **November 22** to the following address: **Amel Selma Djemail, UNI Europa, 40 rue Joseph II, 1000 Bruxelles.**