

Call for Tender: Overview Report on Challenges for Collective Bargaining in Service Sectors

This is a call for a subcontractor to provide expertise in the framework of the implementation of the EU funded project "Level-Up 2: Enhancing Multi-Employer Bargaining in Service Industries" (101191989).¹

Submission of bids: Monday 26.05.2025 (12:00 CET)

1 Context

1.1 Political context

The European Union has passed legislation on collective bargaining (Minimum wage Directive), which requires Member States with collective bargaining coverage below 80% to adopt yearly action plans to support collective bargaining.

The services sectors¹ take a central role in this endeavour as they represent the largest (and growing) share of employment, and as collective bargaining coverage in these sectors is generally lower than in others.

There is, in other words, no way to reach the 80% collective bargaining coverage rate without addressing the specific bargaining challenges in services sectors.

1.2 Project context

In this context, UNI Europa has started a two-year EU funded project (**Level-up 2 - 101191989**) aiming to strengthen the capacity of trade union organizations to improve collective bargaining, particularly multi-employer and sectoral bargaining in the services sectors.

This call for tender is part this project and focuses on gaining an overview and insight into the specific challenges of collective bargaining in the service sectors.

¹ Services sectors are broadly defined as: NACE G-N and Q-U.

1.3 UNI Europa

UNI Europa is a European trade union federation based in Brussels, which represents 270 trade unions with more than 7 million members throughout Europe. UNI Europa's strategy is to build power for working people through strong unions and collective bargaining. We work towards a social Europe with quality jobs and fair working conditions for everyone. We promote and advocate workers and trade union interests towards EU institutions and multinational companies. UNI Europa is part of UNI Global Union.

2 Objectives & research questions

The core objective of this tender is the production of an **overview report** on the specific challenges for collective bargaining in the service sectors.

The report must include:

- An analysis of the coverage of collective bargaining in the services sectors in Europa, including a comparison with other sectors.
- An analysis of the identified challenges in service sectors specifically, and ideas on how to address them from the side of (i) policy and (ii) trade union strategy.

The research should employ a mixed-methods approach, including:

- A comprehensive literature review of existing academic and policy research.
- Expert interviews with relevant stakeholders (e.g., trade union representatives, employer representatives, policymakers).
- Analysis of secondary data (e.g., statistical data on collective bargaining coverage, economic data on service sectors).

3 Outcomes

The primary deliverable is an overview report on the challenges facing collective bargaining in the services sector.

Specific requirements for the **report** are:

- Format: PDF and word document.
- Language: English (main text).
- Executive Summary: The report must include an executive summary in English, German and French.
- Length: The main body of the report should be between 30 and 40 pages (excluding the executive summaries and appendices).

Furthermore, the researchers will be requested to present the report at least in two instances:

- At the draft stage for the steering committee of the project

- At the final stage during a larger UNI Europa meeting

4 Timing & financing

The research should be finalised within **four months** after the signature of the contract. The first draft/s should be delivered 2 months after signature of the contract. The final version and the four-page summary should be delivered by the end of the third month. The budget is max **€ 30.000** (including all taxes and VAT).

After signature of the contract and upon receipts of an invoice, a first payment of 50% of the price will be made, followed by a second payment of the remaining 50% after delivery of all the outcomes.

The tasks include:

- Proposing and agreeing on a research approach
- Proposing and agreeing on a draft report structure
- Collecting literature (including grey literature and trade union studies) & carrying out expert interviews
- Analysing literature
- Giving a 25-minute intermediary presentation to the steering committee of the project
- Drafting a final report, submitting it for review, redrafting the report
- Drafting a blog-style article to promote the report
- Give a 15/20-minute final presentation of the study
- Submit the final products

5 Selection & award criteria

Offers need to respect the following **selection criteria**:

- Excellent English writing skills

Offers will be evaluated according to the following **award criteria**:

- Quality and relevance of the proposed methodological approach in terms of (1) literature collection, (2) analysis and (3) result presentation
- Expertise on collective bargaining in the diverse European landscape
- Strong methodological skills, including literature review, qualitative (interview) and quantitative (secondary data analysis) research methods.
- Demonstrated ability to think creatively & ability to reduce complexity of research for communication to a wider audience
- Demonstrated experience with working with (European) trade union organizations
- Demonstrated report drafting skills
- Demonstrated project planning skills
- Price (the maximum price is € 30.000 -all taxes included).

6 How to apply

Interested parties are invited to submit the following documentation:

1. A cover letter (1 page)
2. A **technical offer** including a proposal of the steps to follow, their timing and their objective;
3. A **financial offer** with the expected cost (staff, data analysis, interview related, other)
4. An indicative **list of past contracts** or projects demonstrating the bidder's background and experience relevant for the assignment.
5. Information on the respect of the selection criteria
6. CV's of the involved experts

All bids will be **evaluated** by a committee comprising the Policy & Research Director, the Project Coordinator and a member of the project steering committee.

Offers should be received by **Monday 26-05-2025** (12:00 CET) and be submitted electronically to Andoni Iriondo (andoni.iriondo@uniglobalunion.org) and Stan De Spiegelaere (stan.despiegelaere@uniglobalunion.org).

UNI Europa aims to provide feedback about the award of the contract by 08-06-2025 and consequently conclude the contract by 20-06-2025. If this timeline is respected, this means the report should be submitted to UNI Europa by 31-10-2025.

7 Miscellaneous

Language. All deliverables will be provided in English. The Contractor is responsible for correct language, grammar and style. Documents with apparent mistakes in spelling, grammar, or style will be rejected.

Reproduction. UNI Europa will be entitled to reproduce the report, data and presentations as a whole or in parts and as often as required including the usage online.

Equal opportunities. As an equal opportunities employer we welcome applicants from all sections of the community regardless of age, sex, gender (or gender identity), ethnicity, disability, sexual orientation and transgender status.



Co-funded by
the European Union

This project is funded by the European Union. Views and opinions are however those of the author(s) only and do not necessarily reflect those of the European Union. Neither the European Union nor the granting authority can be held responsible for them.