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**CALL FOR TENDER: Subcontracting for external expertise to draft a research on local and regional governments' social dialogue systems and practices in Eastern Europe, Southern Islands, and EU candidate countries**

Date of publication on the CEMR website:
07/05/2025
<b>Deadline for submissions 30/05/2025</b>
To be sent to: <a href="mailto:application@ccre-cemr.org">application@ccre-cemr.org</a>
<b>Please mention "Application – Project LAB"</b>

**TENDER SPECIFICATION**

EPSU and CEMR are publishing this tender on their websites and social media channels and will keep it online until 30 May 2025.

**1. Background**

The work expected from the external service provider is part of the project "LRG-SD Capacity Building" (LAB), funded by the European Commission and run by the project consortium coordinated by CEMR (Council of European Municipalities and Regions) and its partner EPSU (European Federation of Public Service Unions).

This project aims to enhance social dialogue capacities in Eastern and Southeastern European countries, South European islands, and EU candidate countries through workshops and twinning activities. The issue this project wishes to address is the underrepresentation and weak active participation of social partners of the local and regional government sector in Eastern European countries (Czech Republic, Slovakia, Poland, Hungary, Slovenia, Croatia), Southeastern countries (Bulgaria, Romania), candidate countries (Albania, Bosnia and Herzegovina, Kosovo (potential candidate), Montenegro, North Macedonia, Serbia, Georgia, Moldova, Ukraine, Türkiye), and Southern European islands (Malta, Cyprus) in both national and European social dialogue. This gap is particularly evident in our experience working with social partners, where we have observed a noticeable lack of engagement from social partners in these areas in national and EU-level social dialogue, as well as deficiencies in the necessary skills and frameworks to support effective dialogue across different levels of governance. The project aims to address these gaps by building and strengthening the capacity of national social partners, thus contributing to the broader objectives of promoting social dialogue at the Local and Regional Government sector level.

The project's primary objective is to comprehensively analyse the social dialogue systems in the target countries. The project will produce detailed country reports and analyses that outline the current state of social dialogue, including the frameworks, practices, and key actors involved. This foundational knowledge is critical for tailoring effective capacity-building activities.

The second objective is to raise awareness and understanding of social dialogue frameworks



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and practices among social partners in the target regions. This will be achieved through a series of transnational events designed to bring together social partners from different countries to share experiences, challenges, and best practices. These events will serve as platforms for knowledge exchange and will help build a common understanding of the importance and benefits of robust social dialogue, inspiring and motivating our social partners to actively participate in this process.

Moreover, the project aims to reinforce capacity building through twinning activities, pairing regions with well-developed social dialogue systems with those in the target areas. However, at the project's outset, research will be conducted to establish criteria for selecting the best twin partners, aiming to find those with the most commonalities to enhance learning and collaboration in their respective contexts. This peer-to-peer learning approach will enable the transfer of skills, knowledge, and best practices, helping to build the capacity of social partners in the target regions. Twinning will promote cooperation and direct engagement, enhancing the effectiveness of social dialogue at both national and EU levels. The twinning schemes will take place after the capacity building event, allowing participants to dive into the shared materials and the related good practices.

The final objective is to compile and disseminate the lessons learned and best practices from the project activities, as well as quantitative comparisons and transferable cases to apply durable solutions during and after the project. Comprehensive reports and materials will be produced and shared with a wide audience, including social partners, policymakers, and other stakeholders. This dissemination will ensure that the knowledge generated during the project is effectively communicated and can be applied to future initiatives. By doing so, the project aims to create a sustainable impact that extends beyond its duration.

The project's main target are EPSU and CEMR's affiliates and partners, and other stakeholders, European Institutions and the wider public.

## **2. Purpose of the contract**

In order to achieve these objectives, relevant research will be carried out by an external expert. The external expert will conduct a desk research to provide a comprehensive overview of social dialogue in the target countries. This research will detail Europe's social dialogue systems, particularly the participating countries, setting a solid foundation for informed discussions and exchanges. The involvement of a dedicated researcher ensures that the project's activities are underpinned by rigorous analysis and documentation. This methodological approach guarantees that the knowledge generated during the project is captured effectively and disseminated widely, maximising the project's impact and sustainability.

The main aim of this contract is:

1. To produce a desk research report on the local and regional governments' social dialogue systems and practices in the target countries.
2. To produce a synthesis of the findings and outcomes of each of the project's workshops and twinning activities, and final conference
3. Produce reports on the project's three workshops and three twinning activities

### 3. Tasks to be performed by the Contractor

- A comprehensive overview of social dialogue in local and regional governments in the target countries. This will detail Europe's social dialogue systems, particularly the participating countries, setting a solid foundation for informed discussions and exchanges.
- Prepare briefings for each workshop and compiling comprehensive reports that capture the key discussions, outcomes, and insights from these sessions.
- A final comprehensive report that synthesises the findings and outcomes from all the workshops and other project activities. This report will highlight best practices, common challenges, and innovative solutions identified throughout the project's duration, providing a valuable resource for ongoing and future initiatives and data for quantitative comparison between comparable local regional governments. The reports will be written in English, of approximately 15 pages.
- Attend all the project's activities and draft reports of the discussions including the main conclusions and pointers. The reports will be written in English, of approximately 2 pages.

#### Expertise required

The contractor will need to demonstrate expertise

- Relevant academic experience in EU labour and social policy and European Social Dialogue
- Experience of working with trade unions and employers' organisations, at European, national and/or local level;
- Experience in conducting desk research and to produce events reports
- Capacity to work in a multilingual setting and to collect information and produce concise and precise content from a variety of multilingual inputs;
- Experience of working with strict deadline and multiple project partners.

The contractor must also be available to travel as required by the project.

Applicants are asked to send relevant proof of the required expertise showing the fulfilling of the aforementioned criteria.

#### Timetable

The aim will be to appoint the contractor in June 2025.



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**Price**

The maximum funding for this work is up to EUR 28,925 (VAT excluded).

**Selection criteria:**

The contractor(s) will be selected on the basis of the clear evidence they provide of how they meet the criteria listed under expertise required (above) within the foreseen budget.

To support their application, contractor(s) are invited to submit:

- A detailed CV;
- References or recommendation letters;
- Examples of similar research or analytical work carried out in the past that demonstrate their knowledge and experience in the field of EU social dialogue.

**Award criteria**

The contract will be awarded on the basis of the contractor that submits the bid demonstrating the best value for money taking into account all the selection criteria. Bidders failing to fulfill at least half of the criteria will be excluded from the evaluation process.

The 2 most successful applicants will be invited to sit an oral interview (online or in person) after the expiration of the deadline in the first week of June.

**Content and presentation of the bids**

The bids should be set out clearly under specific headings, showing how the contractor meets each of the selection criteria. The bids should be submitted to CEMR by no later than 30 May 2025, noon.

Please send your questions and application to [application@ccre-cemr.org](mailto:application@ccre-cemr.org), mentioning "Application – Project LAB"